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MAY 5-17, 1924

REPORT
OF THE
General Executive Board
TO THE
SEVENTEENTH
CONVENTION
OF THE
✓
International Ladies' Garment
Workers' Union



Monday, May 5, 1924
CONVENTION HALL
BOSTON, MASS.



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**TO THE DELEGATES OF THE SEVENTEENTH BIENNIAL
CONVENTION OF THE INTERNATIONAL LADIES'
GARMENT WORKERS' UNION**

Greetings:

This Seventeenth Convention of our International Union assembled on May 5th in Boston, Mass., marks the twenty-fifth anniversary of our organization.

Tempting as it is, we shall not endeavor to sketch the history of the quarter of a century of the life of our organization in this report, leaving this task entirely to our historian. Yet, standing with you at this milestone of our activities and upon the threshold of a new historic period of our International Union, it would be idle to conceal the deep-seated emotion which sways us at the thought of these twenty-five years filled with struggle and sacrifice in which many of us have shared, years replete with countless, ceaseless fighting, hoping and despairing, in the face of insurmountable odds, permeated above all by a spirit that acknowledged no defeat, that knew no surrender even on the morrow of a temporary retreat.

It is to the men and the women who stood at the cradle of our organization, and who have largely passed out of our midst, to those fine spirits whose fighting zeal in the early days of our movement received only in reward the inner satisfaction of crusaders in a great, righteous and worldwide cause, that we, with heads bared, gratefully acknowledge our everlasting debt. At this moment, we, who have been privileged to stand with them and to help in this wonderful task of achieving a measure of industrial freedom and humane labor conditions for the masses of our workers, can only in return offer our pledge to continue this glorious work as vigilantly and as energetically as we can,

with the glowing record of that pioneer generation of fighters always in our mind as a beacon light that never is dimmed, that never fails.

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The last two years, since our convention in Cleveland in May, 1922, have already been recorded in the annals of American industry as years of comparative prosperity. And if one is to judge prosperity by gradual elimination of unemployment, the increase of productivity in the basic industries, and a lessening of the number of struggles in industry, these years have perhaps earned the right to be termed as such.

Nevertheless, our own trades, the women's wear industry, have been far from prosperous during 1922-1923. With the exception of one season, the past two years have been hard on our workers who have found the short work-seasons and the unduly long periods of slack between seasons increasingly harsh and unbearable. In addition, two outstanding tendencies which have made their appearance in our industry have been making astounding headway during the last two years and have practically revolutionized it. These two new developments are the transition of control in the industry from the manufacturer to the jobber, and the return on a wholesale scale of the smaller shop, the shop ostensibly owned by the sub-manufacturer or the contractor but virtually owned by the jobber. The coming of the jobber as the controlling factor in the industry, a subject which we shall deal with in a separate chapter in this report, has saddled upon our Union a number of new problems overshadowing in importance everything else and has compelled us to adopt a new all-embracing program of industrial tactics to meet the exigencies of the new situation. It has also forced us to divert the whole fighting strength of the organization in the direction of coping with the small shops, in and out of town, where union work conditions were likely to deteriorate and where control is most difficult. The profound change wrought in our industries will, for the next few years to come, present to our organization most serious and complex problems that will be gradually solved as we learn and adopt the best and most effective methods of dealing with them.

Another internal matter of paramount importance which took place in our Union during this administrative term was the resignation in January, 1923, of President Benjamin Schlesinger, who for nine years had been at the helm of our organization as

its chief executive officer, a resignation which necessitated the calling of a special convention for the purpose of electing his successor. The services which former President Schlesinger rendered to our International are too well known to require emphasis here and it would therefore be no exaggeration to state that his resignation, eight months after the Cleveland convention, was a great shock to our organization. Changing leadership in the midst of a term is at best not a plaything for a big industrial organization like ours that is day in and day out waging battles on all fronts and is confronted with vital problems that require unanimity of mind and spirit for their successful solution. But, though animated with deep regret at the leaving of our old leader, we redoubled our efforts and mastered the problems that faced us, acquitting ourselves of them in a manner which has given us an enduring feeling of satisfaction.

Relatively speaking, these have been two years of peace in our industries, as we have not in their run had to fight our employers on a large scale, except for the short general strike in the dress trade early in 1923 in New York City, which resulted in the gaining of the forty-hour, five-day work-week, and the dress strikes in Philadelphia and Boston, where union working conditions were established. In the cloak industry in New York City and elsewhere, save for a few minor clashes, the preliminary agreement signed with the employers' associations in the winter of 1922 was subsequently renewed and remains in force until this summer. And when negotiations for a new collective agreement begin in this industry, our International will be ready to present and embody in this agreement a series of thoroughgoing industrial changes designed to remedy the evils resulting from the change of trade control and the system of production in the cloak and suit trades.

But, as if to compensate for the comparatively industrial quiet, our Union has had to undergo in that period of time a series of internal disturbances. Intrigues directed against our International organization and local unions, inspired and led by a group of outsiders who wanted to "capture" our Union as a means of furthering their partisan aims, found fertile soil in some of our locals. And as only little attention had been paid to this mischievous activity at the beginning, it later required a tremendous effort on the part of all members and officers of our Union who consider their allegiance to our International their prime and foremost duty, to stamp out this treason from

our midst and to nip in the bud the effort of these demagogues to drag down in the mud the proud banner of our great and glorious Union.

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We come to this Seventeenth Convention of our Union imbued with the spirit that during this interval of twenty-four months we have guided the organization which you have entrusted to our stewardship faithfully, tirelessly, and in full conformity with the soul and the letter of our great International. Our task was far from easy; the ravages of unemployment, on the one hand; internal troubles fomented by our enemies, on the other; chaotic conditions in the industry, and the change of executive leadership, have placed hardships in our way which have tested our endurance and faith to the extreme. We have, nevertheless, overcome these difficulties, which at times seemed insurmountable, and today, as we return to you the organization that you placed in our executive care two years ago, we are confident that we have sailed safely over these treacherous rocks, and that our Union, intact and secure in its position, is as powerful a weapon for the protection and improvement of the interests of our workers as it ever has been in all of its history.

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We shall now proceed to give you a detailed report of all the activities of our Union and of all the work of your General Executive Board during the past two years. We shall describe to you, as completely as possible, the situation in each of our trades in every city and district where we have organizations, and shall give you a true portrayal of all the problems, internal and external, that we have had to cope with; our contribution to the work of the labor movement in general, and of the efforts we have made from time to time to do our part in the inspiring work of aiding the labor movement in countries other than ours.

We shall strive to give you an unvarnished and faithful account of the state of affairs in our Union, which shall serve you as a sound and reliable guide when you come to frame the future policies and tactics of our International Union at this convention.

RESIGNATION OF PRESIDENT SCHLESINGER AND THE BALTIMORE CONVENTION

On January 13, 1923, at one of the closing sessions of the third quarterly meeting of the General Executive Board in Montreal, Benjamin Schlesinger presented to the members of the Board a letter in which he tendered his resignation from the presidency of our International Union. The letter read as follows:

Greetings:

I herewith tender my resignation as president of the International Ladies' Garment Workers' Union, and I sincerely trust that you will make it effective at once.

I am prompted to make this step on account of my poor health. Lately my health has been so poor that it became absolutely impossible for me to perform the duties in connection with my office.

Needless to say, I entertain the highest admiration and deep respect for each and every one of you, and I shall, at all times, be ready to help along the movement in general and our beloved International Ladies' Garment Workers' Union in particular, by deed, advice, or in any shape or manner.

With genuine brotherly and personal regards to yourselves, the chosen leaders of the organized women's garment workers of America, as well as to each and every one of your constituencies, I am,

Fraternally yours,

BENJ. SCHLESINGER.

After it became clear to the members of the Board that President Schlesinger's mind was definitely fixed and that he could not be swayed to change it, they accepted the resignation. A decision was immediately adopted to summon as quickly as possible a special convention for the election of a new president. A provisional Committee of Three was elected to take over temporarily the president's office and to conduct meanwhile the principal executive work of the International Union. The committee consisted of First Vice-president Salvatore Ninfo, who was to be acting president; General Secretary-Treasurer Abraham Baroff, and Vice-president Israel Feinberg.

The General Executive Board simultaneously issued the following statement to the membership of the International Union:

Brothers and Sisters:

From the press you know already that Benjamin Schlesinger, president of the International Ladies' Garment Workers' Union, resigned his post at the last meeting of the General Executive Board of our International Union in Montreal. The Board accepted the resignation and it has gone into effect.

It is, perhaps, needless to say that the members of the General Executive Board, voicing their own sentiment and the sentiment of the great masses of workers belonging to our International Union, accepted President Schlesinger's resignation with great reluctance, only after they had convinced themselves that his broken down health had actually made it impossible for him to continue to shoulder the heavy responsibility and the arduous task of the office. No one is more familiar than the members of the General Executive Board with the great service rendered by President Schlesinger to our International during the nine years of his leadership of our organization; no one knows better than they how valuable, high-minded and courageous has this leadership been; and no one feels more keenly the loss which the present withdrawal of President Schlesinger from the post of chief leadership of our International entails.

The General Executive Board, in facing this concrete reality of having to lose the leadership of President Schlesinger, is nevertheless encouraged by the feeling that his work of nine years' duration has been instrumental in building up an organization of men and women who are fully conscious of their interests, are loyal to their Union, and have learned how to defend their living conditions and to take an active hand in controlling the destiny of their organization. Because of that, the General Executive Board feels encouraged and strong in the belief that our great membership will continue to guard the vital interests of their organization as they have done during the years of stress, fighting and triumph in the past, and that they will maintain just as solid and united a front against every attack, scheme or design of the enemy as they have maintained all during their unbroken progressive advance.

It is in this spirit and with these high and fully justified hopes that the General Executive Board turns to our great membership in a call for brotherly cooperation and unceasing support. The General Executive Board has made every preparation to continue the plans and campaigns decided upon by the International in accordance with the mandates of the Cleveland convention without change or modification. This will require actual help and cooperation on the part of every member of our great union, on the part of every section, branch, local and joint

board, and the General Executive Board hopes that this cooperation will be given faithfully, freely and whole-heartedly. Within a short time the Board will summon a special convention to elect a president for our International Union for the duration of the present term, until May, 1924. Until this special convention is summoned the leadership of the organization will be vested in the Acting President, the General Secretary-Treasurer and the New York members of the General Executive Board, who will determine at frequent meetings the action and policy of the International.

We ask you to join with us in our sincere and deeply-felt wishes for health, happiness and prosperity for our retiring president, Brother Benjamin Schlesinger, and for the continued and unbroken strength and welfare of our International Ladies' Garment Workers' Union.

SALVATORE NINFO,

Acting President.

ABRAHAM BAROFF,

General Secretary-Treasurer.

ISRAEL FEINBERG,

Vice-president.

On behalf of the General Executive Board, International
Ladies' Garment Workers' Union.

The provisional Committee of Three, with the consent of the other members of the General Executive Board, not desiring to lose any time, designated February 15th as the opening day of the special convention, and Baltimore was selected as the city where the convention was to be held. On Tuesday, January 23, the General Office forwarded the call for the special convention to all the locals and joint boards, instructing them to send to it their full quota of delegates as represented at the last regular convention in Cleveland, and pointing out that, although the General Executive Board had the right, under Section 9, Article 3, of our Constitution, to elect another president without a convention, it had waived this right and decided upon convening the entire International Union "in order to give the newly-elected chief officer of our organization the full prestige and authority of our organization."

The Committee of Three appointed a credential committee, consisting of Vice-president Joseph Breslaw, chairman; Vice-president David Dubinsky, secretary; Sister Fannia Shapiro of Local 62, Sister Elizabeth Rudolph of Local 50, Brother Schaefer of Chicago, Brother Essig of Cincinnati, and Brother Chiarchiara of Local 48, New York. The provisional committee also invited a number of prominent persons in the labor movement as guests to the special convention, among them Samuel Gompers, president of the American Federation of Labor; Abraham Cahan, editor of the Jewish Daily Forward; Morris Hillquit, legal adviser of the International; Benjamin Schlesinger, retiring president; Morris Sigman, former First Vice-president of the International, and ex-Congressman Meyer London.

* * * * *

At the scheduled hour on Thursday, February 14th, at 10 o'clock in the morning, the special convention opened. It was attended by almost as many delegates as had attended the Cleveland convention in May, 1922. The only delegates missing were those from Locals 22 and 25, organizations which at that time were engaged in a general strike in New York City, and a few other delegates who had become ineligible since 1922.

The first day was devoted to speeches of welcome delivered by the representatives of the Baltimore Central Labor Union, by Mayor Broening of Baltimore, and by officers of various labor unions of that city. These speeches created a real convention atmosphere in the assembly hall of the Hotel Emerson, decorated with flowers presented by the members of the local Cloak-makers' Union, Local 4.

The convention actually turned its attention to the business for which it was summoned on Friday, February 16th, when the credential committee read its report, Secretary Baroff called the roll, and the convention was officially declared open. The first stirring moment of the convention occurred during the reading of this report when the committee recommended that, in view of the fact that Brother Morris Sigman had been invited by the General Executive Board as the guest of the convention, he be appointed an honorary delegate. No sooner had the chairman spoken these words than a storm broke out in the hall, an ovation that tended to indicate unmistakably the esteem in which its recipient was held by the delegates present. There was nothing of the made-to-order in this ovation. It was a spontaneous

outburst of love and respect for one who for years had fought with the rank and file the battles of the ladies' garment workers.

What followed later came as a matter of course, and when Vice-president Joseph Breslaw, manager of Local 35, rose to nominate Morris Sigman, a member of that local, for the presidency of the International, which nomination was seconded successively by Vice-president Israel Feinberg, manager of the New York Cloak-makers' Joint Board, by Bernard Shane, secretary-manager of Local 1, and by Vice-president Jacob Heller, secretary of Local 17, the election of Morris Sigman appeared a foregone conclusion. His nomination was received with elation and enthusiasm by all the delegates. Acting President Ninfo fully expressed the desire of the delegates that a vote be taken at once and immediately thereafter Morris Sigman was elected president of the International by the unified will of the convention. The installation of the new president took place in the afternoon. The retiring president, Benjamin Schlesinger, installed his successor, Morris Sigman, in the office of the presidency.

The final hours of the convention, which ended on that day, were given over to a banquet, which was attended, in addition to the leading men in the Baltimore labor movement, by President Samuel Gompers and Secretary Frank Morrison of the American Federation of Labor, who came specially from Washington for the convention. It was a very impressive affair and the speeches delivered by President Gompers, retiring President Schlesinger and the incoming president, Sigman, made a profound and sincere impression. A few hours later all the delegates left the city of Baltimore.

OUR MEMBERSHIP AND OUR TRADES

The membership of our International during these two years has varied very little, which is quite satisfactory in view of the loss of members suffered by many other trade unions in the country. Our paid-up membership in the American Federation of Labor in 1922 and in 1923 was nearly one hundred thousand.

There are, nevertheless, some thoughts in connection with the distribution of our membership among the various trades under our jurisdiction that we should like to share with you. They occur to us not only because they have a direct bearing upon

the present standing of our organization and its outlook for the immediate future, but also because they tend to explain the reasons for the shortening of the work-seasons in some of our industries and likewise the reason why in some trades we have less members than we had only a few years ago.

It is a known fact, for instance, that in the cloak industry of New York there are less workers employed today than a few years ago. But the volume or value of output in the cloak trade has not been diminished and, if anything, has materially increased. The question arises: What has become of these thousands of men and women formerly employed in the cloak and dress shops? Have they been drifting away to other trades in greater proportion than our locals in New York have been initiating new members to take their places?

An analysis of the women's wear industry of New York City, however, brings to the surface some new facts of absorbing interest which throw a light upon this dwindling of the number of workers in the cloak shops. We find that in the course of the last ten years or so, there have developed in New York several independent trades employing thousands of workers who in the past either had no part whatever in the garment-making industry or found employment as auxiliary workers, so to say, inside the cloak and dress shops. A group of trades which is now commonly known as the manufacture of novelties—including tucking, braiding, hemstitching and embroidery of all kinds—is functioning entirely apart from the cloak industry. In years gone by, this kind of work used to be made, as a rule, in the cloak shop itself, and frequently by the same worker who made the cloaks. Today it is supplied to the cloak manufacturers not by workers within his shop, but by firms specializing on it on the outside, though in reality it is not difficult to perceive that this outside embroidery or tucking manufacturer is only a contractor for the cloak manufacturer, inasmuch as, like every other contractor, he does not work with his own material and is only doing auxiliary work for the trade.

An evolution has taken place in the making of these auxiliary parts in the cloak and dress industry and it is a change which has come to stay. New machinery, requiring considerable investment, has been developed for the efficient manufacture of these articles. These shops, which have grown up to satisfy the greatly increased demand for embroidery and other kinds of ornaments on women's wear, now employ thousands of workers, and these workers nat-

urally have taken away part of the work from those regularly employed in the cloak and dress shops. Another fact must also be considered, and that is that the huge development of the dress industry has absorbed a great part of the work formerly done in the cloak shops. The disappearance of the waist, on the other hand, has struck very hard at the skirt and the suit trade which formerly had been substantial branches of it. Moreover, the expectation that the coat trade would grow stronger because of the development of the dress trade, as these two women's garments are closely connected, did not materialize, because of the great demand in the last few years for the fur coat of every grade and variety, which has been increasingly substituted for the cloth coat and which is not manufactured in our shops. The knit-goods industry has also developed a big market for women's apparel, and the natural result of all these factors has been that the number of cloakmakers has become smaller as these new trades, the product of change of fashion and style, increase in size and make the work formerly done inside the cloak and dress shops.

The evolution in the women's wear industry of New York is something that should engage our very serious consideration. To begin with, we must make up our minds that every one of these thousands of workers employed in these auxiliary trades must be enrolled into our Union so that they might not become a menace to our work standards in general. We cannot stifle the development of new trades in our industry, but we must see, at least, that the workers in these trades are put under the same labor conditions as the majority of our workers. And what is most important, we must keep our eyes open to these facts and understand them fully, as we plan our work to make our organization stronger and to improve the conditions of our workers.

THE CLOAK INDUSTRY OF NEW YORK

I.

We came to our last convention in Cleveland in May, 1922, a few months after we had fought a ten weeks' battle with the organized cloak employers in New York for the preservation of our Union and for the maintenance of the week-work system and other work standards in the industry. In the history of our Union this struggle will go down as one of the most inspiring

contests ever fought by our workers, marked throughout by a spirit of solidarity and an adamant will to win. We compelled the employers' association to recognize the validity and live up to the terms of the existing agreement in the trade.

This agreement, however, was to expire on June 1, 1922, shortly after our return from the Cleveland convention. The settlement of the strike only partly relieved the tension between our Union and the manufacturers' association, and reports were current that our employers were planning another desperate fight against us when the agreement expired. In anticipation of any possible emergency that might arise after June 1st, the Joint Board of the Cloakmakers' Union of New York undertook to raise a million-dollar defense fund, and no better testimony of the splendid fighting spirit of our workers could be offered than the fact that, despite the huge losses incurred by them during the strike and the rather poor season that followed it, the New York cloakmakers cheerfully responded to this call and practically raised this huge sum before the negotiations with the employers concerning the new agreement came to an end.

The first conference between the Union and the Protective Association took place on May 23rd. The Union presented to the Association a document in which it outlined fully its position with regard to the terms of the new agreement. We made it plain to the Protective Association that the substantial provisions as to the work-system, wages, shop conditions and other arrangements contained in our last agreement would have to be adopted in the new agreement. The Union was irrevocably committed to the week-work system which must be accepted as a permanent arrangement in the industry. It would not consider any suggestion of an increase of the hours of labor or a proposed reduction of the established wage standards. The provisions in the existing collective agreement which grant the workers the right of review of discharges from employment and which regulate other fundamental standards of work and shop conditions, are absolutely essential for the maintenance of just relations between employers and workers, and must be included in any new agreement to be made between the parties.

This document also pointed out that the main evil in our industry lies in the existence of the numerous small shops conducted by irresponsible contractors under conditions which make it almost impossible to subject them to any reasonable regulations with respect to wages, hours of labor or other standards of work.

And, recognizing that the task of eliminating this evil was the paramount question confronting the industry, the Union readily offered its services to cooperate with the Association in a reasonable and legitimate plan for the attainment of that object.

The next meeting took place on May 31st. At this conference the manufacturers, who were expected to reply to the documents presented by the Union at the first meeting, came forth with the request for a wage reduction, the abolition of pay for legal holidays and the right of discharge and reorganization of their shops once a year without review. But the representatives of the Union firmly maintained that the workers would hear of no concessions, that the cloak manufacturers in the industry in New York are not handicapped by excessively high wages, that the legal holidays which have existed in the industry for so many years will not be given up, and that, if the manufacturers desire to abolish the review provision, the Union might agree providing it may call a strike against an employer if it considers the discharge unjust. After lengthy debates, it was decided to refer the attempt of working out a satisfactory settlement and an agreement to a sub-committee composed of an equal number of persons from both sides. At the same time the International, together with the Cloakmakers' Joint Board, appointed a committee to meet the representatives of the American Cloak and Suit Manufacturers' Association, which in a letter requested a conference, with a view to the renewal of the agreement between this association and the Union which was also to expire on June 1st.

II.

Meanwhile the conferences with the Protective Association were interrupted for three weeks, first on account of the quarterly meeting of the General Executive Board and later by the convention of the American Federation of Labor which some of the leaders of our organization had to attend. On Saturday, July 1st, the sub-committees of the Union and the Protective Association finally reached an understanding. The representatives of the Union succeeded in convincing the employers' committee that our organization could not and would not give up any of the old standards. When the sub-committee of the Protective Association realized that the old established work conditions could not be bargained down or abolished, they brought forth new demands. The last of their demands embodied a re-

quest for "insurance" against stoppages. Their spokesman argued that some members of the Protective Association were injured in the past by shop stoppages, and they demanded that the Union take upon itself the full responsibility for such occurrences. In other words, they wanted it understood that a stoppage in any of the shops belonging to members of the Protective Association should be interpreted as a breach of the agreement and that the Union be held responsible in damages for the loss incurred thereby by the firm. The sub-committee of the Union, however, took a firm stand against this demand, declaring that, while the Union is opposed to stoppages and does its utmost to prevent them, it cannot take upon itself the responsibility for such sporadic occurrences, as it would quite likely lead some employers to provoke their workers through mistreatment into stoppages, after which they would call upon the Union to respond in damages. The logic of this argument did not fail to have its effect, and the sub-committee of the Protective Association withdrew this demand after considerable debate.

Two other points on which the representatives of the employers insisted were the right to discharge workers without review at certain fixed periods during the year, and also on a reduction in wages. These points our committee refused even to consider. Our spokesmen pointed out to the employers that, as long as work seasons in the industry are as short as they are now, there can be no talk of reducing wages. The sub-committees of both sides which reached a final understanding on the terms of the new agreement in the cloak industry consisted of the following persons: For the Union, former President Schlesinger, Vice-president Israel Feinberg, and Morris Hillquit, counsel; for the employers, George Jablow, chairman of the Protective Association; Max Lachman, vice-president, and Max D. Steuer and William Klein, counsel.

On July 7, 1922, the full conference committee of the Union met, and, after a thorough discussion, unanimously approved the tentative terms of the new agreement reached between the sub-committee. On the same evening, the Joint Board of the Cloakmakers' Union unanimously endorsed the agreement reached between the Union and the Association for the next two years, referring it for final approval to a vote of all executive boards of the locals affiliated with the Joint Board.

But the final ratification of the agreement met an unexpected and almost unbelievable hindrance. While the majority of the

executive boards of the cloak locals, namely Locals 3, 10, 11, 17, 21, 23, 35, 48, 64 and 82, voted for the adoption of the agreement, groups directed by some sinister outside influences set to work, particularly in Locals 1 and 9, to nullify the results of the splendid achievement of the conference committee of the Joint Board. Under the pretext that the new agreement contained a clause which would punish workers for stoppages, these demagogues actually succeeded in swaying the executive boards of these two locals to vote against the agreement, even after the chairman and the members of the settlement committee had made it clear to them that under no circumstances have the employers the right under that clause to do anything of the sort. Nevertheless, in order to get the full authority of the cloakmakers, for or against the agreement, the Joint Board decided to submit it to a referendum vote of the entire membership. Accordingly a vote in all the locals was taken on July 14 and 15 in which 23,684 voters participated. Ninety-two per cent of those who took part in the balloting ratified the agreement, and the result of this referendum once more confirmed the fact that the leadership of the International and of the Joint Board of the Cloakmakers' Union fully represents the will of the rank and file of the organization.

The agreement was signed on July 17, 1922. It marked the last act of the drama which had drawn to itself the attention of the entire industrial world, enacted in the cloak industry of New York for over a half year, from November, 1921, when the cloak employers abrogated the agreement in order to wreck the work-standards in the industry, to the victory of the workers after a ten weeks' strike, and up to the final stage of negotiating a new agreement and its sanction by the overwhelming majority of the cloakmakers of New York.

By that time the Union also signed an agreement with the American Cloak and Suit Manufacturers' Association and the Jobbers' Association which guaranteed the same terms and work-standards in their shops as those prevailing in shops belonging to or controlled by the members of the Protective Association.

III.

The controversy with the Protective Association over, the International and the Joint Board immediately turned their attention to the other important phase of the problem, namely, the control of union conditions in the smaller shops and the elimina-

tion of the "corporation" and sweatshops from the industry. Without loss of time, the Joint Board ordered a general stoppage in the industry for Tuesday, July 25th, 1922, at 10 o'clock in the morning. At the appointed hour the cloakmakers left the shops to a person and marched down to the halls assigned by the Union.

The stoppage was general in the full sense of the term. The shops of the Protective Association, of the American Association, the independent shops and every other type of shop in the trade came to a standstill. The complex fighting machinery of the Joint Board was organized and put into operation. Of course, under the terms of the agreement previously reached with the Protective Association, their workers were to be returned to the shops without delay. The fight was directed entirely against the elimination of the pestholes used for factories which passed under the misnomer of the "social shop," but which in fact have every sign and earmark of the old-time sweatshop.

The fight against this ugly evil in our industry is not as easy an undertaking as some may imagine. The "social" shop may be small, puny and insignificant, but it is common knowledge that it is often easier to fight a lion than a thick swarm of mosquitos. It must be kept in mind that the cloak industry of New York, which employs 45,000 workers, is scattered in almost 3,000 shops, which presents an idea of how difficult it is to have complete union control over it. It is a fact that there are dozens of shops in the trade that employ only two or three workers, and it is not difficult to visualize how lax and irregular union conditions might be in such "shops."

This general housecleaning in the cloak industry of New York lasted about four weeks. Its results, we must admit, were rather meagre. Some "social shops" were put out of existence and their workers transferred to legitimate shops. But, on the whole, this form of attack upon the small shop proved as little of a success in 1922 as it did in 1913 when we carried on a big sub-manufacturers' strike, or in any other subsequent strike movement against the non-union or sweatshop. Our intentions were doubtless good, but it is equally certain that we were striking out against the wrong factor. The existence of the petty shop in the cloak industry has always been inseparably involved with and directly dependent upon the big man in the industry, the manufacturer or the jobber. It was either the one or the other who has always encouraged the growth of the small shop, expecting to increase his profits and to lessen production costs.

It was this manufacturer or jobber that we therefore had to make directly responsible for the small shop, if we were ever to effectively control the cloak industry.

IV.

Under the terms of the contract with the Protective Association, both parties to the agreement were to form a wage commission, headed by industrial experts, to inquire into the earnings of the cloakmakers in New York, and, upon the basis of the facts gathered in the course of this investigation, to reach subsequently a final conclusion and recommendations as to the fixing of an equitable wage scale for the workers in the cloak trade.

One week after the strike ended, the Union appointed former President Schlesinger to represent the interests of the workers on the commission. Two weeks later, the Protective Association designated Mr. W. R. Basset, an industrial engineer, as its member on the commission; and by the middle of August these two members united on Mr. Norman Hapgood, well-known publicist and former United States Minister to Denmark, as the third impartial member to act as chairman of the wage investigation. As Brother Schlesinger had to leave for Europe as fraternal delegate of the American Federation of Labor to the British Trades Union Congress, the Union appointed Vice-president Israel Feinberg to fill his place in the interim, so as not to lose any time and to proceed with the work at once. Cooperating with the commission on the part of the Union was Mr. Morris Hillquit, and Mr. William Klein was attorney for the Protective Association.

The wage commission began to work under promising circumstances. The selection of Mr. Hapgood as an impartial chairman was regarded as a very fortunate one. These expectations, however, met with disappointment from the first meetings of the commission. Mr. Basset, the Association's representative on the commission, quite unexpectedly presented a demand that, in addition to earnings and length of employment, which was the scope of the investigation as specified in the agreement, the productivity of the workers be also investigated, a demand which put an entirely new construction on the commission's duties. Vice-president Feinberg protested against this interpretation of the scope of the commission's work and, after a long debate, it was decided that the investigation adhere to the agreement and confine its work to earnings and length of employment periods.

Nevertheless, two weeks later, at another session of the wage commission, Mr. Basset came forth again with the same demand for an investigation of the workers' productivity. The Union again replied in the negative and the session ended in a deadlock. The situation thus hung in abeyance until Schlesinger arrived from Europe in October. It was beginning to appear that the representative of the Association on the commission, in maintaining his unreasonable and entirely unjustifiable stand in this matter, was sabotaging the whole plan. Moreover, Mr. Basset issued a statement to the press in which he attacked the stand of the Union and charged it, among other things, with bad faith and insincerity. To settle this matter once for all, the Union decided to forward to the Protective Association two letters which presented a lucid summary of the situation from the point of view of the workers:

October 17, 1922.

Mr. William R. Basset,
c/o Miller, Franklin, Basset & Co.,
347 Madison Avenue, New York.

Dear Sir:

I have your letter of the 13th instant, in reference to the scope of the work of the Wage Board created by the recent agreement between the Cloak, Suit and Skirt Manufacturers' Protective Association, the International Ladies' Garment Workers' Union and the Joint Board of the Cloakmakers' Unions of New York. The lengthy exposition of your social and economic views which you have seen fit to recite in your letter is very interesting but, if you will pardon my frankness, entirely irrelevant to the task with which you and I have been entrusted as members of the Board. Our Wage Board is not concerned with any general theories but has a specific work to perform. Your proposal to fix the wages of the workers in the cloak industry with reference to their production, to introduce some system of "measured service" has been again and again urged by the employers and flatly refused by the workers in every instance. The reason for such an attitude on the part of the Union is immaterial for the purpose of the present discussion. Suffice it to state, they appeared just and compelling to the workers, and the Cloak, Suit and Skirt Manufacturers' Protective Association expressly and definitely acquiesced in the position of the Union.

The agreement of July 17, 1922, was made between the parties on the very clear understanding that the wages received by the workers and their periods of employment shall

be the only objects of the investigations of the Wage Board, and the agreement itself expressed that intention in the following unambiguous language:

"It shall be the duty of the Wage Board to direct a complete survey and make an intensive study of the earnings of the workers and periods of such workers' employment in the industry, and for this purpose all factory books and records of the Union and the Association and the members of the same, bearing on such subjects of earnings of the workers and of their periods of employment shall be open to the examination of the Board and its accredited representatives at all reasonable times."

That it was the unquestionable intention of the parties to limit the investigation to the wages received by the workers and not include the question of their production for the present purposes, is conclusively demonstrated by the further provision of the agreement between the parties to the effect that

"The Union will make every effort to secure permission for a similar examination by the said Board of the books and records of manufacturers who are not members of the Association, and will furnish the Board true copies of the payrolls of such employers under contract with it as the Board may from time to time call for. The Union will insert a provision enabling it to secure such copies of payrolls in all its contracts with employers."

It is the payrolls of the employers, i.e., the amount of wages paid by them, and not the amount of work done by the workers in return for such wages, that the Wage Board was to be given the power to examine.

I am volunteering this information for your personal enlightenment, and not at all for the purpose of discussion, for I repeat I take the position that the scope of investigation by our Wage Board is not for you or any other member of the Board to determine. On that subject, the principals have entered into a definite contract, which is not to be modified or enlarged by any interpretation of the Wage Board or any other agency.

If you, as you say, cannot "consent to any investigation by the Wage Board of the earnings of the workers in the garment industry, which does not embrace both a study of the wages paid and the work done for the wages paid," you cannot, I regret to say, act on a Board which is expressly limited by the contract of the parties to the investigation of wages without reference to production. Your letter as a whole conveys to me

the impression that you totally misapprehend the functions of the Wage Board and its members. Our Wage Board was not created for the purpose of "developing a plan that will bring about lasting benefit to all—public, workers and managers," or to cure actual or imaginary ills in the industry. This is something with which the Wage Board as such is not in the least concerned. The Wage Board is a body of accountants and not industrial arbitrators. All the parties expect from it is reliable figures in two definitely limited fields, not expositions of economic laws. The Wage Board was constituted on a non-partisan basis for the purpose of assuring the correctness of such figures, but not for the purpose of arbitrating between the parties, correcting their agreements, or even passing judgment upon differences in the interpretation of such agreements.

Permit me also to state that I must take decided exception to your action in publishing your letter. It is, in my opinion, quite improper for any member of our Board, charged with a mere accountancy task, to attempt to make public propaganda for his principal or to precipitate a public discussion between the parties.

I am sending copies of this letter to Mr. Norman Hapgood and also to the Cloak, Suit and Skirt Manufacturers' Protective Association.

Very truly yours,

BENJAMIN SCHLESINGER.

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October 17th, 1922.

Mr. Max Lachman, Vice-president
Cloak, Suit and Skirt Mfrs. Protective Assn.,
285 Fifth Avenue, New York.

Dear Mr. Lachman:

For your information I enclose herewith copies of a letter sent to me by Mr. Basset under date of October 13th and of my answer to it.

Mr. Basset's letter reveals the astounding fact that, instead of settling down to the work which was assigned to him as a member of the Wage Board by the agreement of our respective organizations, i.e., ascertaining the earnings and periods of employment of the workers in the industry, he has taken it upon himself to attempt a complete readjustment of the relations of employers and employes in the industry upon his own conception of industrial justice and theories of economic laws.

This attempt on the part of your appointee to bring in through the back door issues which our respective organizations have fully discussed and disposed of is so extraordinary that I am forced to inquire whether your association and its representative on the Wage Board take our agreement seriously or are trifling with it. If the former is the case, I would suggest that you instruct your Mr. Basset to begin the investigation provided for in our contract without delay, otherwise I shall have to assume that you have abandoned the planned investigation.

Very truly yours,

BENJAMIN SCHLESINGER.

In answer to this letter, Vice-president Lachman of the Protective Association informed Schlesinger on October 21st that he could not "instruct" Basset and suggested that the controversy between the Union's and the Association's representatives on the Board be submitted to Mr. Norman Haggood, the impartial chairman of the Wage Board. In reply, Brother Schlesinger forwarded the following letter to the Association:

Dear Mr. Lachman:

In answer to your letter of the 21st instant, permit me to say that I have fully stated my position and the position of my organization in my previous communication to you dated October 17th, and that we adhere to that position in every respect.

Whatever may be your ideas about the relations of your Association to Mr. Basset, and your right to give him instructions, as far as our Union is concerned, it is not dealing with Mr. Basset but with the Cloak, Suit and Skirt Manufacturers' Protective Association. Our agreement was made with your Association; it expresses, with absolute clarity, the understanding at which our respective organizations had arrived after full and exhaustive discussion, and we do not propose to submit to any modification of its terms through the method of interpretation, or otherwise. I repeat that we are ready to proceed with the survey of earnings, i.e., yearly wages of the workers and their periods of employment as provided for in our agreement. We will not discuss or arbitrate any questions of "measured service" or any other issue extraneous to our agreement and sought to be injected into it by your Mr. Basset.

Very truly yours,

BENJAMIN SCHLESINGER.

Mr. Basset, however, continued to create trouble. He attempted to create ill-feeling between Hapgood and Schlesinger by offering to interpret the latter's refusal to have the dispute between himself and the Union with regard to the scope of the Wage Commission's work arbitrated by Mr. Hapgood, as an insult to the latter. This attempt to raise an issue of "disrespect" and "insult" to Hapgood was, indeed, anything but gracious. As a matter of fact, it was this undignified act that prompted Hapgood to write a letter to Basset which definitely exploded the fallacy of Basset's claim that the agreement between the Union and the Association ever charged the cloak wage commission with anything but an investigation of wages and periods of employment.

Mr. Basset, however, still remained obdurate. On November 1, he called upon Mr. Hapgood in a formal letter to summon together the Wage Board and state his opinion on this matter officially. To this Mr. Hapgood replied in the following letter:

November 2, 1922.

Mr. W. R. Basset,
347 Madison Avenue,
New York.

Dear Mr. Basset:

Yours of this date has just been received. I feel compelled to take the position that there is no use in my calling a meeting to discuss a question that Mr. Schlesinger insists is not open for discussion.

I accepted the position to be of what use I could to the two parties working together. It would be a perfectly hopeless undertaking for me to try to force either side. I gave you the informal opinion I did because you kept after me, and there was evidently a deadlock which I thought possibly might be broken if I met your wishes to the extent of showing what I thought. I cannot meet them to the extent of taking a step that would seem to assume a right to try to force Mr. Schlesinger any more than I should think of taking any step which would try to force you. I do not believe progress lies that way.

Yours sincerely,

NORMAN HAPGOOD.

In the end, after much delay and procrastination on the part of Basset, Hapgood notified the Protective Association that he had withdrawn from the commission because its representative had continually laid obstacles in the way of its progress. The withdrawal of Hapgood from the chairmanship practically brought the work of the wage commission to an end. Failing to get whole-hearted cooperation on the part of the Protective Association, the Union was beginning to realize that it was futile to continue haggling with it over such obvious things as the scope of the investigation stated in unmistakable terms in the agreement, and issued a statement that, if the Association is not inclined in good faith to proceed with this investigation, the Union is determined to find out the length of the annual periods of employment in the industry and what the wages of the cloakmakers are, even if it has to make the investigation upon its own initiative and at its own expense.

The final stand of the Union in this matter is summarized in the letter forwarded by Schlesinger to the Association on December 29, 1922:

Mr. Max Lachman, Vice-president,
Cloak, Suit and Skirt Manufacturers' Protective Assn.,
285 Fifth Avenue, New York City.

Dear Sir:

I am in receipt of a letter from Mr. William R. Basset, enclosing copy of a communication addressed to him by you in behalf of the Ways and Means Committee of your Association, in which you express the view "that nothing should be left undone to bring about the investigation provided for in our agreement with the International Ladies' Garment Workers' Union." Mr. Basset adds that he most heartily endorses that opinion.

The reason why I am addressing you directly on the subject is that it seems to me that Mr. Basset, presumably with the consent of your Association, has left nothing undone to hamper, impede and frustrate the investigation provided for in our agreement.

Our Union acted with all possible speed and promptness in appointing its representative on the Wage Board and consented to the selection of Mr. Norman Hapgood, whose name was first suggested by your Mr. Basset, as impartial chairman of the Board. With the appointment of Mr. Hapgood everything was ready for the organization of the investigation provided for in our contract, and when I, as the Union representative of the Board, was compelled to leave for a short trip abroad, our

Union immediately appointed a substitute to act during my absence, so that the work of the Board should not be delayed.

Instead of proceeding with the practical work, clearly outlined and defined in our agreement, your Mr. Basset thought it proper to attempt to introduce into the situation questions entirely extraneous to our agreement, issues which have been fully discussed and definitely discarded in our own conferences, and to indulge in dissertations on his personal social and economic views which had no bearing whatsoever on the subject of the inquiry assigned to the Board. As a result of these peculiar actions, almost five months of precious time have been wasted, the provision of our agreement directing the Wage Board to render a report within five months from the date of the agreement was rendered nugatory, and the Impartial Chairman selected by both parties was forced to tender his resignation as a protest against the unreasonable stand and procrastinating methods adopted by your representative on the Board.

Under the circumstances, I feel that it would be practically useless for me to meet Mr. Basset in further conferences and to make efforts to select another Impartial Chairman.

The Union is anxious to have the investigation provided for in our agreement, but in order to avoid a recurrence of the past performances, which Mr. Hapgood justly characterized as a "farce," we must insist upon an immediate and unequivocal declaration on the part of your Association that the proposed investigation is to be limited strictly to the objects specifically stated in our agreement, i.e., the ascertainment of the annual wages or earnings of the workers and their periods of employment, without reference to productivity, methods of work and pay, or other extraneous matters. On such statement made by your Association, it will, in my opinion, be possible to induce Mr. Hapgood to withdraw his proffered resignation which, by the way, has not yet been accepted, as it could not be accepted without the concurrent action of both parties, and only if Mr. Hapgood should persist in withdrawing from the Board would the question of the appointment of a new Impartial Chairman arise.

In the meantime I repeat that the Union is not only ready to proceed with the proper investigation without delay, but that it insists that the investigation be started within two weeks from date.

Very truly yours,

BENJAMIN SCHLESINGER.

V.

The last few years have witnessed the unprecedented growth of a factor in the cloak industry of New York which has practi-

cally revolutionized it and created new problems for our workers and our Union to cope with. We refer to the jobber and the jobbing method in cloak production. It would not be correct to state, of course, that the jobber problem is of recent origin, but this problem was never so compelling as at present.

The development of jobbing in the industry has affected the workers in the following manner: The jobbers today are the bosses in the industry. They are to all intents and purposes the manufacturers, but they carry no responsibility as far as work standards are concerned and practically have no obligations to the workers who produce the garments for them. It is true, the Union has had and still has contractual relations with the cloak jobbers' association, but this agreement does not provide for an effective machinery of control over the work which the jobber is producing in the shops of his sub-manufacturers or contractors. The question of ascertaining definitely whether a jobber is sending his work to union or non-union shops is left largely to chance or the good faith of the jobber, rather than to a fixed system of control. No member of the jobbers' association, according to this agreement, is "to enter into business relations with new contractors before ascertaining from the association that such contractors operate union shops." It is easy to see how a clause like that can become a farce as long as the Union has no means of taking a direct hand in the matter of ascertaining who are the jobbers' old and new contractors. The other two clauses in that agreement relating to withdrawal of work by a jobber from a non-union contractor after he had been notified by the jobbers' association, and the imposition of fines upon him for such violations, cannot amount to much more as long as the jobber is supposed to be controlled in this matter directly by his association only.

Under present conditions in the industry, the jobber and the manufacturer have had a free hand in encouraging the development of new shops, in creating in this way abnormal and destructive competition between the contractors so as to make up their merchandise at decreased production costs by operating under inferior standards. There is no doubt that a good many of the sub-standard shops which abound in the cloak industry are sponsored by the jobbers and manufacturers.

The jobber in recent years has practically taken the place of the former big manufacturer—except that, instead of having

a factory and employing his workers inside, he only has a sample and stock room and distributes his materials and samples among a number of small contractors. The effect of this system upon our workers can easily be imagined. It affects materially their earnings and introduces an element of sweating in the shop. That the sanitary conditions in such small shops cannot be satisfactory is quite obvious. In addition, the workers having to deal with petty employers are never secure with their wages. The sum total is that, while under such a system the jobber is bound to make huge profits, the workers, and in many instances the contractors, are the inevitable losers and sufferers.

VI

Our organization was not blind to the destructive results produced by the development of the jobbing system in the industry. As alarming evidence began to accumulate of old-time manufacturers giving up their shops in order to become jobbers and distributing their work to be made up in contractors' shops, the leadership of the Union came to realize that it was face to face with a grave problem which threatened every labor standard gained by our workers in the course of many years at huge cost and untold sacrifice. The New York Joint Board of the Cloakmakers' Union discussed this question exhaustively at a number of its meetings during the winter months of 1922-1923, with the result that in March, 1923, it was decided that a new department should be created to control, as much as possible, the jobbing end of the cloak business in New York City. Vice-president Harry Wander, for the last six years the manager of the Skirtmakers' Union, Local 23, was appointed manager of this department. The business of this department was to see to it that the work given out by the jobbers to subordinate shops be sent to union shops only, and that the jobber be made responsible for the observance of union standards in these shops. The jobber was to cease being a free lance, but, like every other factor in the industry, he was to be made accountable to the Union as far as work conditions were concerned.

So far we may state frankly that the only substantial gain we have acquired from the formation of this jobbers' department consists in the fact that it has given us a better idea of the magnitude of the jobbing problem and of the insufficiency of means at present in our hands to regulate it and keep it under control. We are more than ever aware now that our agreement with the

jobbers' association lacks teeth and that under its terms the burden of responsibility for the work made up by the jobber-manufacturer in his shops rests but lightly on his shoulders. We now realize that no half-measure can effectively check the baneful effects of the jobbing system on the cloak industry of New York. An all-embracing program covering every phase of this problem has had to be evolved which, backed by the will and undivided support of our workers, could pull the cloak industry out of the chaos into which it has fallen.

The result of our discussions culminated at the sixth quarterly meeting of the General Executive Board in Chicago in October, 1923. At that meeting, in cooperation with the leading officers of the New York Cloakmakers' Joint Board, we prepared a program of action for the New York cloak industry. This program consists of twelve specific demands and has since been widely discussed and received the sanction and approval of all our cloak organizations in New York. It is a set of measures applying not only to New York City, but intended to remedy the conditions of our workers in every other cloakmaking and dressmaking market wherever the jobber and sub-manufacturer problem is becoming a big industrial factor to contend with.

On March 10, 1924, President Sigman and Vice-president Israel Feinberg, acting respectively for the International Union and for the Joint Board of the Cloak and Dressmakers' Union, forwarded a letter to the three associations in the cloak industry of New York, calling them for conferences to discuss the renewal of the agreements between them and the Union which are to expire on June 1, 1924. The letter was sent to the Cloak, Suit and Skirt Manufacturers' Protective Association; the Merchants Ladies' Garment Association, the jobbers; and to the American Cloak and Suit Manufacturers' Association, the sub-manufacturers. It read as follows:

In view of the approaching termination of the collective agreement between our respective organizations, we would suggest an early conference between a committee of your Association and a similar committee of our Union, for the purpose of considering terms of a renewal agreement.

In submitting this suggestion, we are animated by a desire to remove all uncertainties as to the future arrangements between employers and workers in our industry in time before the beginning of the next season, and to insure its continued and undisturbed operation.

If our proposal meets with your approval, we would suggest that the executive officers of our respective organizations arrange for the time and place of the first meeting of the conference in the very near future.

Very truly yours,

INTERNATIONAL LADIES' GARMENT WORKERS' UNION,
By MORRIS SIGMAN, President.

JOINT BOARD OF CLOAK, SKIRT, DRESS AND REEFER
MAKERS' UNION,
By ISRAEL FEINBERG, Manager.

In the course of the next week, replies were received from all the three employers' associations, to whom invitations to begin conferences on the renewal of the agreement in the trade has been forwarded, in which they stated their readiness to confer with the representatives of the Union.

The first conference, that with the Merchants Ladies' Garment Association, the jobbers, took place on March 26th. It was attended by the full conference committee of the Union, headed by President Sigman, Vice-president Feinberg and Morris Hillquit as counsel. After several preliminary speeches from both sides, Morris Hillquit presented on behalf of the Union the full memorandum which included the twelve demands worked out by the General Executive Board for the New York cloak industry, to be embodied in the new agreement with the jobbers.

Union's Memorandum

The approaching expiration of the existing agreements between employers and workers in the cloak and suit industry brings us face to face with a number of serious problems which concern equally the employers, the workers and the consuming public.

Within the last few years, the cloak and suit industry in the city of New York witnessed a radical change in the methods of production. The type of manufacturer who produced his garments in his own establishment and under his personal supervision and responsibility is fast disappearing, and his place is taken by the so-called "jobber," who has his goods produced by numerous "sub-manufacturers" or contractors in scattered establishments bidding against each other for the privilege of doing the jobber's work. The new system has proved highly injurious in practical operation and threatens our industry with total demoralization. It has encouraged the growth of sub-manufacturers or contractors to an unhealthy and danger-

ous extent. The cloak and suit industry in this city employs about 50,000 workers. Upon a rational organization there should be no more than a maximum of 500 producing units, i. e., at an average of one establishment for 100 workers. As a matter of fact, there are no less than 3,000 cloak factories in New York, of which the vast majority are sub-manufacturers' or contractors' shops. There is thus an average of one manufacturing establishment for every sixteen workers, and, since a number of these shops employ vastly more than the average, a very large number give work to considerably less than the average.

Shops of half a dozen workers or even less are by no means a rare occurrence. These small shops are in most cases conducted in close, unventilated, and unsanitary rooms, very much after the fashion of the infamous "sweatshops," which at one time disgraced our industry. The small contractors are, as a rule, financially irresponsible and conduct their business on a shoe-string. The real manufacturer who under this system, evades his responsibility by assuming the guise of a "jobber" or merchant unconcerned with the conditions under which his goods are produced, offers his patronage to the lowest bidding contractor, with the result that the least scrupulous among them gets a decided advantage over his fairer-minded competitors. The system furthermore leads to a decided deterioration in the quality of the product. Since the contractor does not work directly for the market and is interested only in getting out the garment at the cheapest possible cost, he will naturally satisfy himself with the cheapest and poorest workmanship that will in any way pass muster.

Several thousand contractors wildly competing with each other for orders and as a rule unable to eke out a bare existence for themselves; a general depression of the standard of wages and working conditions among the workers; unfair competition among the employers, irrational waste in the proceeds of production through the multiplication of useless overhead charges and middlemen's profits, a general lowering of the quality of the merchandise, and the imminent danger of a reversion to the sweatshop with all its attendant evils, these have been some of the results of the newly developed methods of production in the cloak and suit industry.

Our Union proposes a thorough-going reorganization of the industry, not only in order to assure livable conditions for its members, but also to re-establish a sound basis for the industry which both employers and workers depend on in the last analysis.

The first step in this direction must be the destruction of the fiction that the "jobber" is not a direct factor in the production of the garment; that he is merely a merchant who buys the garments in the open market and retails them to the trade. The "jobber" in the cloak and suit industry is the true manufac-

turer, he supplies the capital, the raw material and the style; he initiates, directs and determines the production. The sub-manufacturer or contractor has no independent industrial existence of his own. He does the work of the jobber at a fixed price. He performs the ordinary duties of a foreman except that the employer also leaves it to him to deal with the workers and to take care of certain overhead charges. He is nothing but an artificial wall of irresponsibility which the real employer erects between himself and his workers. The Union proposes that the real employer or "jobber" assume the responsibility for the production of merchandise through the system of contractors in the same way as if they had been manufactured on his own premises.

To accomplish that result, it is essential that a reasonable limit be placed upon the number of contractors employed by each jobber, and that the size of the shop and the working conditions prevailing in it be regulated by the concurrent action of both parties.

Concretely, the Union proposes:

1. That each jobber employ only such number of sub-manufacturers or contractors as he can provide with work to their full capacity. No jobber should engage new sub-manufacturers or contractors as long as those working for him are not fully provided with work.

2. No contractor should be employed unless his establishment consists of at least fourteen operators with a corresponding complement of workers of the other branches of the industry.

3. No jobber shall discontinue sending work to a contractor except for good reasons.

4. In slow seasons all available work shall be divided by the jobber equally among all his contractors and by each contractor equally among his workers.

5. The payment of wages and observance of union conditions of work on the part of the contractor shall be guaranteed by the jobber in the same way as if such workers were employed by him directly.

6. The jobbers shall be represented on the Joint Board of Sanitary Control and contribute a ratable share of the expenses of that institution.

7. An appropriate label shall be adopted by the Union to designate that the garments carrying the same have been manufactured under proper and sanitary working conditions, and such labels shall be attached to each garment produced by union employes.

8. All workers employed in the industry shall be guaranteed a specific number of full weeks' employment during the year or the payment of their established wages for such a period. Such guarantee shall be secured by a deposit of an adequate sum of money weekly by the employer, to be accounted for at the end of the guaranteed period, and paid over to the worker or returned to the employer as the case may be.

9. Since the number of work weeks thus guaranteed will not cover the full year, and will not apply to all workers in the industry, so that there will always remain a large number of workers who will be out of employment for a large portion of the year owing to the seasonal character of our industry, it is proposed that a system of unemployment insurance be established in the industry under proper regulations and supervision and by contribution on the part of the employers and the workers.

10. To further shorten seasons of unemployment, and for other good reasons, the Union requests a reduction of the hours of labor from 44 per week to 40 per week.

11. The minimum rates of wages set forth in the existing agreements do not correspond to the wages actually earned by the workers in the great majority of cases and are totally inadequate as such minima. The Union therefore requests an adequate increase in such minimum rates.

12. Proper machinery should be established to detect any violations of the agreement between the Union and employers by means of examination of the employers' books and records and by other methods, and suitable penalties should be provided for such violations.

The first conference between the representatives of the Union and a committee from the Cloak, Suit and Skirt Manufacturers' Protective Association took place a few days later, on March 31st. The Union was represented at this conference by the same committee which met with the jobbers. President Sigman informed the representatives of the Protective Association that, after long and deliberate discussion, the Union had agreed upon a constructive program for the stabilization of the cloak industry in New York, after which Morris Hillquit, attorney for the Union, read the memorandum containing the Union's demands. The memorandum contained the same program that had been submitted to the Jobbers' Association a few days before, with the addition of a few changes which were made to conform to the different position of the manufacturers as compared with the

jobbers in the trade. The part added in the memorandum submitted to the Protective Association reads as follows:

The program thus submitted by us to the jobbers applies with equal force to the branch of the industry represented by your members, except for a few minor features which arise from the difference between the methods of production prevailing in the establishments of your members and those of the Merchants Ladies' Garment Association. While the latter are exclusively jobbers and do not operate inside factories, some members of your association produce garments exclusively in their own establishments, while a majority of them manufacture part of their product on their own premises and produce the balance through the medium of contractors and sub-manufacturers.

Insofar as the latter method is followed by members of your association, all proposals made by our Union to the Merchants Ladies' Garment Association under points 1, 2, 3, 4, and 5 apply to them; the remaining proposals hold equally good for all members of your association, whether they manufacture their merchandise in inside shops, or both.

It goes without saying that we shall expect those of your members who operate inside shops to come up at least to the standards provided for contractors and sub-manufacturers, i. e., that their manufacturing establishments consist of at least fourteen operators exclusive of sample makers, with a corresponding complement of workers of the other branches of the industry.

The collective agreement between our respective organizations which is about to expire has, in our opinion, proved unworkable in some minor points and unfair to the workers in others. Our Union reserves to itself the right to propose proper amendments of such points in subsequent conferences between us with the understanding, of course, that your association will have the corresponding privilege of offering modifications.

On Wednesday, April 9, the conference committee of the Union held a conference with the representatives of the American Cloak and Suit Manufacturers' Association, the organization of the sub-manufacturers and contractors in the cloak trade. The Union presented to the leaders of the American Association several demands to be embodied in the new agreement, including performance of all accessory operations on a garment in union shops, the use of a union label on the completed garment, equipment of sub-manufacturers' shops with not less than fourteen machines, employment of designers in all shops, in addition

to all the other demands presented to the jobbers and manufacturers' organizations insofar as they affect the sub-manufacturer. Further conferences with the sub-manufacturers were turned over to sub-committees elected by each side.

The first reply to the memorandum of the Union came from the Merchants Ladies' Garment Association, the jobbers, at the second conference between the Union and the jobbers on April 10. In a printed memorandum, the Jobbers' Association definitely refuses to accept the point of view of the Union that the jobber is the actual manufacturer and producer of the garment in the industry and not a merchant or a buyer of garments produced by others. The answer also firmly declined to accept the viewpoint of the Union that the limitation of the number of contractors to be employed by the jobbers during any given season would eliminate many of the evils prevailing in the cloak industry. We quote from this answer:

"The Board of Directors of the Merchants Ladies' Garment Association are in accord with the Union that within the last few years the cloak and suit industry in the City of New York has witnessed a radical change in the methods of production; that large manufacturers who produced their garments in their own establishments are fast disappearing and that the jobber has become a recognized factor in the cloak and suit industry. We believe this change is due almost entirely to the conditions and restrictions that have been imposed upon the manufacturers by the Union, and which have resulted practically in taking the operation of the manufacturer's plant out of his hands and forced him to discontinue manufacturing. As this gradual evolution took place in the industry, no effort was exerted by the Union to stabilize conditions so as to prevent it. No modifications were offered or suggested by the Union to induce manufacturers to continue, and the Union sat serenely by while the manufacturer was rapidly converting his business into that of a jobber. . . .

"It is claimed by the Union that the jobber is a direct employer of labor. This is not the fact either in principle or in practical application. The jobber does not supply the capital for the contractor to engage in business, nor does he in the aggregate supply the styles used by the industry. The jobber does, in many instances, supply the raw material, due primarily to the fact that some contractors are unable to establish sufficient credit to enable them to buy the raw material themselves, but there are innumerable instances where the jobber buys the finished product from the contractor made of the contractor's own material. In practically all cases, the contractor supplies his own trimmings and frequently the furs and fur trimmings that go into the garment. . . .

"We urge that if the statement made by the Union to the effect that the sub-manufacturer or contractor has no independent industrial existence of his own, is true, it is due entirely to the burdensome restrictions imposed upon the contractor and sub-manufacturer by the Union, and has placed the contractor and sub-manufacturer in precisely the same position as was the former manufacturer when he maintained his inside shop. We must, therefore, decline to accept the suggestion that the jobber is, either in principle or in actual practice, a direct employer of labor. . . ."

The reply ends with the following conclusions:

"1. That we do not accept the principle enunciated by the Union that we are direct employers of labor; and

"2. There must be unlimited freedom of choice by the jobbers and stockhouses in the selection of contractors and sub-manufacturers, limited only to the extent that whatever work will be performed for the members of our association will be performed in the shops of contractors and sub-manufacturers that are under contractual relations with the Union to maintain Union standards."

The second conference with the Jobbers' Association ended with the election of sub-committees of both sides to continue the negotiations. These sub-committees have since held several meetings at which the more important demands of the Union were further discussed in detail.

* * * * *

At the time of this writing, no reply has as yet been received from the Protective Association to the demands of the Union.

* * * * *

During the discussions which led to the adoption of the program of demands by the General Executive Board and at numerous local and executive meetings held in New York City at which they were sanctioned, the arguments advanced for the most significant points of this program can be summarized as follows:

a.) The Union intends that, at the beginning of each season, the jobber fix the number of contractors he might require to make up for him the garments he expects to sell in the course of that season. The jobber would thus be prevented from stopping off work during the season from one contractor or one group of contractors and engaging new ones, as has been the practice frequently in the past. It is demanded as a measure of protection to our workers so that they will not be locked out and compelled to go out seeking new jobs, with a fair prospect of having their entire season's work ruined.

The jobber must begin to regard himself as he actually is—a manufacturer. He is not a “buyer” of garments, a “merchant”—he is a producer of cloaks in the full sense of the term, and just as the Union energetically protected the workers against lockouts carried out by manufacturers in the past, so will it protect them now, too, when these lockouts are engineered by employers under the guise of jobbers.

But how can the Union make sure that the jobber does not engage too great a number of contractors for the season and thereby maintain the cut-throat competition in the trade, playing the workers of one shop against those in another? A reply to this question we find in the next demand.

b.) The guaranteed time period of employment in the industry, for which the manufacturers and jobbers shall be responsible, must be arranged in accordance with conditions in the industry, but it must be carried out at all events. Without a guaranteed time period of employment there can be no real control of labor standards in our industry. Only such guaranteed employment periods can serve as a check upon the jobbers to prevent them from engaging too many contractors at the beginning of each season. The jobber, after guaranteeing a fixed number of weeks of work per year, to be agreed upon by both sides, would have to deposit weekly a certain sum equal to a certain percentage of his weekly payroll in a trust fund to be jointly administered, and this money would go towards remunerating the workers employed in shops working for any jobber or manufacturer who might fail to live up to the required number of weeks stipulated in the agreement.

Such an arrangement will make the jobber-manufacturer responsible in an industrial sense and will prevent his engaging more contractors than he actually needs for his work, thus checking unnecessary competition in the trade. But in order that this shifting of the entire responsibility from the contractor to the jobber may not be used unfairly by the latter against the jobber, we propose to organize a three-party machinery in the industry which would regulate it in an equitable and fair manner from the interests of each one of the three factors in the industry—the Union, the jobbers and the contractors.

This, however, does not exhaust the means of control which the Union regards as vital for the industry. The Union must

frequently know how big the production capacity of a jobber is so as to check it up with the amount of work he is sending out to his shops. For this purpose we have decided upon the next demand.

c.) The absolute right of the Union to examine all records which are necessary, in the opinion of the Union, to ascertain that the work is being done in accordance with the provisions of the agreement.

This demand is followed logically by the next one to the effect that:

d.) Certain disciplinary measures be established against the jobbers or manufacturers who may evade any of the provisions of the agreement.

We propose this time to make these disciplinary measures of telling effect, as the initiative will in such cases in the future proceed not only from the jobbers' and manufacturers' associations, but from the three-party control machinery established for this purpose in the industry and in which the Union will have an equal and authoritative voice.

e.) The demand for an increased minimum wage scale is made imperative by the fact that the number of cloakmakers receiving wages above the minimum scale is becoming smaller from season to season. When week-work was first introduced in the cloak industry in 1919 and a minimum wage was fixed, it was agreed that workers of superior skill would receive a higher wage than the minimum scale, to be fixed in accordance with the earning ability of such workers under piece-work in the past. The result was that, although all the cloakmakers worked by the week, their wages differed widely, practically as much as in the days of piece-work.

The Union at that time was compelled by circumstances to agree with such an arrangement and took upon itself the responsibility of protecting not only the minimum scale, but of all scales above the minimum—not because it thought that this was the proper thing to do, but because the agreed minimum wage was not considered adequate and because the cloakmakers at that time were still living under the old psychology of piece-work. With the development of the jobbing system in the cloak industry and the opening of hundreds of new shops every year, and the at-

tendant huge turnover of labor in the trade, the number of workers receiving wages above the minimum scale has been growing smaller and smaller. In the new shops the manufacturers and sub-manufacturers were systematically engaging workers at the minimum wage scale, or at a rate lower than their former wages, and that naturally stimulated the downward trend of wages all through the industry.

This minimum scale is, however, not enough for a cloakmaker's family to make ends meet—considering that the cost of living is showing no signs of climbing down and that most of our workers are suffering from months of chronic idleness during the year. This prompted the Union to demand an increase of the minimum wage scale, this increased scale to become the standard wage in the industry and the only one which the Union will protect. This wage increase with its accompanying provisions, when carried out, will make possible for the first time real week-work in the cloak industry.

f.) The next important demand to consider was the establishment of a 40-hour week. One of the principal ills in our trades unmistakably is too much unemployment, and the great length of the slack period between seasons. This chronic unemployment is a menace to our fixed wage scale and other work standards.

But these unemployed workers are a part of the trade, and the industry cannot do without them. When the season is at its height, the industry is eager for them and absorbs them to a person. The industry obviously owes them a living. It is its direct duty not to condemn these workers to want and starvation in times of industrial depression. The Union likewise must take care of them, not merely because they are Union members, but because it is aware that their plight is a menace to the organization as a whole. What can be done to make smaller the army of those cloakmakers who for months have no work in the shops?

As a practical step towards the elimination of unemployment, the Union decided upon the establishment of the 40-hour week in the New York cloak industry, the same reduction to be carried out in all other cloak markets in the country. When carried out, this reduction of hours can become an effective means of making our seasons longer and diminishing the army of unemployed in our trades.

g.) The demand for the establishment of an insurance fund jointly subscribed to by the employers and workers is another practical step in the direction of aiding the men and women in the industry who, through no fault of their own, are deprived of a means of making a living in it. The details and the working plan of such a fund should be prepared by a joint committee of experts on a practical basis. This demand goes hand in hand with the demand for the formation of a labor bureau by the Union which would register all the workers in the trade, supply all workers for all employers in the industry, and keep track of the workers entitled to insurance—so obviously beneficial to our workers that it is hardly necessary to stress its advantages. It would make it unnecessary for workers to knock at factory doors and look for jobs promiscuously. Today when an aged worker drops out of the shop and is left entirely to his own resources he finds himself at a terrible disadvantage, actually helpless. At present the distribution of labor is done in a haphazard way and the weaker worker must naturally suffer. A labor bureau for the whole industry would systematize the distribution of labor and would give every worker a chance. It would also enable the Union to know how many unemployed there were in the trade at any time—a fact concerning which we have been practically in the dark in the past.

h.) The demand for the adoption of a sanitary and union label to be used on garments union-made and under sanitary conditions is a big undertaking and will be worthwhile carrying out if give this matter the special attention which it deserves. A undertaken on a large scale. The convention will doubtless give this matter some special attention, which it deserves. A union and sanitary label on all garments will insure the elimination of the sweatshops from the trade entirely and will also serve as security to the consuming public that the garments are made under uniform sanitary working conditions.

i.) The need for a reclassification of the finishers is occasioned by the fact that, in recent years, through the adoption of more and more simplified methods in cloakmaking, there has grown up a considerable amount of chaos in this particular branch of the trade. In order to eliminate the chaos which has developed in the shops with regard to the skilled and semi-skilled finishers and to fix the wages to which they are entitled, it has become necessary to make a new classification of the actual divisions of

the finishing trade and to once for all establish who is a full-fledged finisher entitled to the full scale and who is only an assistant.

VII

In August, 1923, there arose a serious controversy between the cloak contractors' association and the cloak jobbers' association. The contractors complained that they were being exploited mercilessly by the jobbers, that their prices were being cut to such an extent that they could not make ends meet and were facing either bankruptcy or liquidation of business. This controversy came to a head when the contractors threatened to close their shops and strike against the jobbers. The Joint Board, together with the International, thereupon intervened and offered to mediate the dispute. Our Union, of course, could not stand idly by and watch this fight between the contractors and the jobbers resolve itself into a general stoppage, as a result of which our workers would probably be the worst sufferers. After several conferences in which the Union acted as intermediary, the dispute was adjusted before the fall season of 1923 with the contractors gaining some substantial concessions from the jobbers. These conferences were not entirely without benefit for the Union, too, as we have succeeded, in the course of these conferences, in securing from the jobbers' association some supplementary concessions, such as the immediate withdrawal of work from non-union shops by its members upon complaint of the Union; the privilege of examination of the books of a jobber charged with sending work to non-union shops, together with a representative of the jobbers' association; the furnishing by the jobbers' association to the Union of a list every week of the sub-manufacturers or contractors to whom its members collectively give work, etc.

Subsequently our representatives met with committees from the contractors' and jobbers' associations and decided upon a general survey in the New York cloak industry. An exhaustive investigation was to be made to discover as accurately as possible the number of contractors, jobbers and manufacturers, classifying them according to the number of machines, employes, volume of production, volume of merchandise sold, invested capital, quality of garments and by every grouping that may be deemed advisable by the members of the investigating commission. It was intended that, by studying a sufficient number of typical

concerns from each of these groups, an authoritative analysis could be made of the entire field, and valid conclusions reached for the industry as a whole. After the industry was analyzed in such a manner and the facts developed, the final and most important step would be to suggest remedies for whatever ills would be found.

Representing the Union on the commission was Alfred L. Bernheim, a well-known labor statistician, and Messrs. C. Freedman and W. B. Harfield represented the American Association and the Merchants Ladies' Garment Association respectively. The conferees included, for the Manufacturers' Association, Ben Erdman, Jacob Sperber, Joseph Engel, and Samuel Blumberg, counsel; for the American Association, Charles M. Sussman, Benjamin Spinrad, H. Uviller, and Louis Solomon, counsel; for the International Ladies' Garment Workers' Union, Morris Sigman, Israel Feinberg, Harry Wander, and Morris Hillquit, counsel. The commissioners agreed to submit their report about March, 1924.

Nevertheless, up to the time of this writing, the commission has not made any material headway in this work. More than one reason combined to retard the work of this investigation, not the least of them, in our opinion, being the fact that the jobbers' association has not reacted whole-heartedly to this proposal and has not given it the cooperation which alone could have made such a thorough and exhaustive investigation a success.

VIII

From the point of view of business activity and prosperity, the last two years have been far from desirable for the workers in the cloak and suit industry of New York.

Out of the last four seasons, at least three can be classified as decidedly poor, and we need not emphasize what hardships a poor season involves to the workers in such a purely seasonal industry as ours. It robs them of their means of making a living and, besides that, tends to injure their trade organization, their union, which must of necessity feel the effect of prolonged slack seasons and enforced idleness. It also creates a state of mind among the workers which makes them ready prey to the slick mouthings of demagogues.

Particularly severe in this respect was the fall season of 1922. Literally thousands of cloakmakers in New York were without jobs, and to many of our workers it meant that they were facing

not only a poor season but the prospect of not earning a dollar throughout the fall months, which ordinarily means a roof over their heads and bread for their families for the whole winter. A meeting of the shop chairmen of all the cloak shops of Greater New York was summoned by the International at Cooper Union on Tuesday, October 10, 1922, at which a complete report on the situation in the trade was given and recommendations adopted: First, that no overtime work be allowed in the shops so that more workers could be placed at the machines; second, that 3 percent of the earnings of those employed be deducted weekly for the benefit of those who had been left entirely without jobs and were in a condition of distress. The task of collecting the wage tax in the shops was left to the shop chairmen. The Joint Board at once put its organizing machinery into motion to help the shop-chairmen and, in the course of the next four weeks, ninety-five thousand dollars were raised and distributed among the unemployed cloakmakers.

IX

In spite of these difficulties and hardships, the organization of the cloakmakers of New York has successfully maintained its position and standing as the biggest and most influential single trade union in New York City. It would be impossible in this brief report to give an account of the varied and widely out-branched activities of the New York Cloak Joint Board during this term. It had taken part in and had given liberally to every worthwhile movement and cause which affected labor and its economic and political destiny. This Joint Board, which has now become the Cloak and Dress Joint Board, is today the same bulwark and tower of strength for the 70,000 workers affiliated with it as it has been during the past fourteen years of its existence. Last year, the Joint Board moved into an eight-story building of its own at the corner of Lexington Avenue and 25th Street, New York, a purchase involving a quarter of a million dollars. This new building has been converted into a model union office, one of the biggest and finest of its kind in the country.

THE CLOAK LOCALS OF NEW YORK

Although the principal events connected with the history of our organization in the cloak industry of New York as a whole

are given in the foregoing chapter, we deem it necessary, nevertheless, to touch briefly on the individual condition of the various cloakmakers' locals which are affiliated with the New York Joint Board.

Local 1, the Ladies' and Misses Cloak and Suit Operators' Union, is one of the largest locals of our International, and is functioning, in a physical sense, in quite a satisfactory manner. In a spiritual way, however, it is lacking considerably, as its members are not paying enough attention to vital economic and trade problems. Were it not for that, Local 1 could have had a far greater influence in our Union, to which its size and the importance of the branch of the trade over which it has jurisdiction entitle it. We must nevertheless admit that the present administration of the local has made serious efforts to increase the interest of the local in the vital economic questions which it is facing. The secretary-manager of the local is Louis Levy.

Local 8, the Sample Makers and Cloak and Suit Tailors' Union, is functioning apart from the ladies' tailors, who have resumed their former existence as a separate local. Local 8 has on that account lost a part of its former membership, but is conducting its affairs in good shape. Its secretary-manager is David Rubin.

Local 9, the Cloak and Suit Finishers' Union, has in recent years developed a number of serious trade problems owing to the fact that the finishers' craft has become sectionalized and former standards prevailing in it have become considerably confused. In point of fact, we are at present endeavoring to remedy these unfavorable conditions by demanding a reclassification of all the workers in the industry to overcome this confusion. But Local 9, we regret to say, has not had in recent years an administration that was earnestly interested in remedying these evils or of paying close and undivided attention to economic problems. It was more interested in outside political questions which had nothing to do with union activities. Even now, as we are negotiating with the employers for new agreements, the administration of Local 9 does not display the interest in the problems involving the trade as a whole and particularly their branch of the trade, that the other organizations in the cloak industry of New York have shown. The General Executive Board desires also to record that, although Local 9 has officially complied with the order of the International concerning disruptive activities of outside groups or leagues, its administration has shown by its subsequent

activities and demeanor a lack of sincerity and faith in carrying out this ruling. Its secretary-manager is Louis Hyman.

Local 10, the Amalgamated Garment Cutters' Union, finds itself in splendid shape, both as regards the control of its branch of the trade and the excellent moral discipline of its membership. Its manager is Vice-president David Dubinsky.

Local 11, the Cloakmakers' Union of Brownsville, continues to take care of the interests of the cloakmakers in its district.

Local 17, the Reefer Makers' Union, continues to exercise full control over its branch of the cloak industry and finds itself in very fine working shape. It has a responsive loyal membership which takes a keen interest in the affairs of the local. Its manager is Vice-president Jacob Heller.

Local 21, the Ladies' Tailors and Cloakmakers Union of Newark, N. J., continues its work of controlling union standards in the Newark district and is helpful to the International and the Joint Board as before, in organizing work in the New Jersey district. Its manager is Max Bruck.

Local 23, the Skirtmakers' Union, has had a part of its membership, those who work on dresses, transferred to Local 22. But as before, it has full control over its members and is a good, substantial organization. During the last year, the revival of the suit trade considerably improved the general condition of the skirt makers and has had a good effect on the local as well. Its manager is Louis Pinkovsky.

Local 35, the Pressers' Union, has increased its membership materially this year owing to the merging with it of Local 60, the Dress Pressers' Union. It now has full control of all pressers in the cloak, suit and dress industry of New York. Its membership is undividedly loyal and devoted to the Union. Its secretary-manager is Vice-president Joseph Breslaw.

Local 48, the Italian Cloakmakers' Union, continues to be the big factor in the Italian labor movement of this city, as it has been for a number of years past. It is a solid and sound organization, particularly now that it has rid itself of a few venomous disrupters who attempted to sow seeds of discord in the organization but failed miserably. Its secretary-manager is Vice-president Salvatore Ninno.

Local 64, the Buttonhole Makers' Union, has undergone no changes since 1922 and is still suffering because present cloak and suit styles require little buttonhole-making. Under such conditions, the local of course, cannot improve very much.

Local 82, the Examiners, Bushlers, Pinners and Begraders' Union is making steady progress and continues to protect the interests of these special workers in the cloak and suit industry. The local is making efforts to have the examiners included in the agreements which the conference committee of the Union is negotiating with the employers' associations in the trade, officially recognizing them by special clauses and having their standards of work fixed and protected.

THE CLOAK INDUSTRY OF PHILADELPHIA

The last two years have been hard years for the workers in the Philadelphia cloak trade. They were marked by poor, unsatisfactory seasons, and the internal condition of the local organization left much to be desired.

The cloak trade in Philadelphia is decreasing. We have evidence of it in the number of shops that are going out of business and the number of cloak workers that are either unemployed or go into different occupations. The Philadelphia market never manufactured a high grade cloak, to any extent, its specialty always having been the cheap or medium line of suits, and since the establishment of week-work, the Philadelphia cloak manufacturers have kept hammering into the heads of our workers the notion that it is week-work that is driving the trade out of the city and that if piece-work came back there would be lots of work and prosperity in the local industry.

The true explanation of this trade shrinkage is, however, entirely different. In the last few years, the demand for suits practically disappeared, resulting in many of the Philadelphia manufacturers losing their old trade and turning to coat production. Such an adjustment, of course, takes time and could only be achieved gradually.

The jobber problem has also come to be a big factor in Philadelphia, owing to the fact, perhaps, that the cheap line of merchandise did not require an inside shop and could easily be made

up in the small contractors' shops. The petty sweatshop with all the ills that go with it began to develop and flourish in Philadelphia to an alarming extent. So, while the workers have had a well-organized union, they soon began to realize that this union will avail them nothing if they allow the "corporation" shop to undermine the trade and to affect their labor conditions. It became clear to them that this unhealthy growth will soon drive legitimate production entirely out of the market.

The jobber and the "corporation" shop situation became so grave towards the end of 1922 that the Philadelphia Joint Board finally came to the conclusion that something drastic must be done to check its further development. The General Executive Board at its meeting in Montreal in January, 1923, endorsed the request of the Philadelphia organization for a campaign against the jobbers and the small non-union shop. On February 1st, 1923, this strike was called and was settled in less than two weeks. First to settle was the Cloak Manufacturers' Association, the organization of the "legitimate" cloak employers, and this settlement was followed shortly by a very satisfactory agreement concluded between the Philadelphia Joint Board and the cloak jobbers' association of that city, which obligates the latter to manufacture garments made in union shops only. This settlement gave the Union control over the contractor's shops and the upper hand to weed out of the trade that undesirable factor which had of late eaten into the heart of the hard-won labor conditions in Philadelphia—the sub-standard and "social" shop.

Later in the year, there took place in Philadelphia a characteristic occurrence—a strike of the contractors against their bosses, the jobbers. It occurred at about the same time as the cloak contractors in New York were conducting a strong campaign against the New York cloak jobbers demanding a number of concessions. In Philadelphia, these contractors, though advised against it by the Union in order not to cause a dislocation in the trade, lost patience and early in September, 1923, closed down their shops. This stoppage, however, ended in a few days, due to the pressure brought by the Union on both sides, and resulted in some small gains secured by the contractors from the jobbers.



Philadelphia today has, on the whole, as good an organization as it has had in the past. But it has its serious problems, among

which the jobber problem and the question of the small shop still continue to be of importance. These problems will meet their final solution in Philadelphia when they will be solved in New York through the means of the very effective and all-round program of reforms which the General Executive Board is endeavoring to enact in the cloak and suit industry of New York.

THE CLOAKMAKERS OF CHICAGO

Conditions in the Chicago cloak industry have differed very little in their main features from conditions in the other cloak markets. The same problems that have disturbed New York, Philadelphia, Boston, and other of our cloakmaking centers in the last two years, have affected our Chicago cloakmakers as well.

Hardly had the Cleveland convention adjourned in May, 1922, than the Chicago Joint Board began to negotiate terms of a new agreement with the two Chicago cloak manufacturers' associations. It took from June to the end of September to renew this agreement for the next two years, with several modifications, which included the cutting down of the trial periods for cutters, finishers and pressers from two weeks to one; abolished definitely the right of any employer in the small shops to do any work in the shop; made the payment for legal holidays obligatory whether the shop was open during the week of the holiday or not, and provided that no shop is to be reorganized without the previous consent of the Union as to the number of workers to remain in the shop and their selection. The wages were left at the prevailing minimum scale as per the New York award of February, 1920.

By that time there had accumulated, in Chicago, between the locals and the Joint Board, a considerable amount of friction and discontent that urgently required being settled in a practical manner. First, there was the question of organizing the dress industry, which was one of the main tasks of the Joint Board since Local 100, the Dress and Waistmakers' Union of Chicago, had become a part of it. The International would not undertake this drive unless it was reasonably certain of an able and workable executive board at the head of the local. There was also considerable friction concerning the method of electing business agents, and some of the locals withdrew their funds from the treasury of the Joint Board. The very heavy expenses which

the administration of the Joint Board entailed was another subject of disagreement and it caused a demand that these expenses be cut at least in two.

These differences were soon straightened out, however, after the Joint Board had adopted a series of recommendations bearing on these matters from the International. The Joint Board agreed to go on with organizing work in the dress trade for the time being; the locals again consented to have one joint treasury to be administered by the Joint Board and to preserve the financial system of the organization and its fighting strength as heretofore; the same general ballot for election of business agents was retained, with the interests of the organization as a whole in mind rather than the local patriotism of this or that branch of the trade.

The recommendations adopted also included the cutting down of the expenses of the Joint Board to about \$5,000 per year instead of the \$11,000 it cost heretofore to maintain it, by concentrating the secretarial work in one office.

In a separate chapter in this report, we touch in a specific way on the destructive work conducted by the "nuclei" of the Trade Union Educational League in our Chicago locals, how, in the course of a relentless campaign of abuse, these adventurers left nothing undone to break up our organization and to stir up brother against brother and local against local, so as to be able to get a firm foothold for themselves in the general scrimmage.

But we are satisfied to report that, insofar as the mass of the membership of the locals in Chicago is concerned, these intriguers failed miserably. With the exception of a lone handful, the Chicago members of the Cloakmakers' Union are today as loyal to the International, its laws and its principles, as they ever were. The Chicago Joint Board all during 1923, despite obstacles and hardships of every kind, loyally aided Vice-president Perlstein in the uphill work of organizing the non-union dressmakers of that city, and, at this writing, as the general strike in that industry is in full progress, it is the Chicago cloak locals, with the Joint Board at their head, that are carrying the brunt of the conflict, supplying the leadership, the seasoned experience, and the means of battle.

THE CLOAK INDUSTRY OF CLEVELAND

The workers in the Cleveland cloak industry have not had smooth sailing in the last two years. While there have been no

open clashes between the cloakmakers and their employers, our Cleveland organization has had enough defensive fighting to do during this period to protect the earnings and the living standards of the workers in the shops.

In December, 1921, the Cleveland cloak manufacturers demanded a wage reduction of 20 per cent. The Union fought this demand vigorously and presented to the Board of Referees a mass of facts and information to prove that this reduction would be unjustifiable, as the workers in the local cloak industry earn barely enough to make a decent living even in the busy seasons. After a series of hearings in April, 1922, the Board of Referees rendered a decision in May, shortly after our convention adjourned, which was in the nature of a compromise. It was a conditional 10 percent reduction, affecting only those manufacturers in Cleveland who were able to guarantee their workers full 41 weeks of work annually. The manufacturers who could not undertake to supply the workers the stipulated number of weeks, the referees ruled, would have to continue to pay the same wages as heretofore.

There was another important qualification attached to this award. The few manufacturers who were entitled to this reduction would have to deposit a sum as large as 25 percent of their weekly payroll as an unemployment fund, which they could not recover unless they could prove at the end of the year that they had supplied their workers 41 weeks of work. Otherwise the workers would be entitled to draw on this fund to the full extent of their minimum wages. The manufacturers who could not or would not provide the 25 percent guarantee fund were given the option to continue paying the existing wage scale and depositing only 7½ per cent of their payroll for an employment security fund as before.

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As the agreement between the Cloakmakers' Joint Board and the Cleveland Cloak Manufacturers' Association was to expire in December, 1922, the Union decided early to formulate a number of demands to be incorporated in the new agreement. The cloakmakers of Cleveland, it must be remembered, were among the few workers in our industry whose wages were slashed down by arbitrators. They were now determined to have their wages raised and were ready to put up a stiff fight for it if it became necessary.

The firm attitude of the Union apparently stirred the ire of the members of the Cloak Manufacturers' Association, as, after a meeting, they forwarded a telegram to the Board of Referees stating that their association had decided to withdraw from the agreement after its expiration on December 31. As this message meant unmistakably that the Cleveland manufacturers were ready to break with the Union, the Joint Board began to mobilize its forces at once and to prepare for a strike. But the Board of Referees, perceiving at once the gravity of the situation, decided to make another effort to bring both sides together and to straighten out the dispute at the end of October in New York City. Both sides accepted the invitation and the conference took place at the Bar Association with Judge Julian W. Mack as chairman. The results of the first conference proved to be quite satisfactory inasmuch as they eliminated a good deal of the overheated attitude of the employers and prepared the ground for an understanding on many points of the new agreement.

Early in December the Board of Referees met again in New York, with the participation of both sides, and later the Union and the Association met directly in Cleveland several times, with the result that by the end of the year a new agreement had been formulated and signed for another year. Among the principal gains in the new contract were: A raise in wages in all shops which have benefited by the 10 percent reduction ordered in May, 1922; the provision that contractor shops as well as inside shops must be union; and the stipulation that workers who fail to come up to their duties as union men and women should not be permitted to work in the union shops if the Union so requests. The question of a general raise in wages and of the equality of pay for men and women was laid over to the April, 1924, meeting of the Board of Referees for a final decision.

The hearing on the wage raise demand of the Cleveland workers took place before the Board of Referees on April 20, 1923. The Union presented an excellent case, which was strengthened by the fact that in practically every industry in the country wages had been raised to meet the mounting cost of living. Both parties had meanwhile united in choosing a new chairman of the Board of Referees, in place of Judge Mack, who had resigned some months before, in the person of Morris L. Cook, a well-known industrial engineer and Harvard lecturer.

After the hearing was over the Board granted the demand of the Union and ordered a wage increase for every branch of the

trade. The raise ranged from 10 percent to the highest paid workers, to 25 percent to the lowest paid, the women dress-makers. This decision of the Referees, while it did not equalize the wages of the men and the women workers, has nevertheless made the difference considerably smaller. It is needless to state that the Cleveland workers received this decision with enthusiasm. This increase at once wiped out every wage cut in the trade and brought the workers' wages back to the level of 1919, the highest in the local history, and it gave the Cleveland cloakmakers the supreme satisfaction of knowing that they had won their demands because they had a good union, ably led and tactfully managed.

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At about the same time the Cleveland Joint Board won an important legal victory in the so-called Painesville case.

The case involved the Landesmann-Herscheimer Company of Cleveland, an important cloak firm and a member of the manufacturers' association. To defeat the terms of its agreement with the Union this firm secretly sent a lot of work to a non-union contractor in Painesville, a small suburban town near Cleveland. When the Union learned of it, it made a strong protest to the association, which was compelled to fine the firm for its action. The contractor, with the aid of the Landesmann firm, subsequently brought suit against the Union, charging restraint of trade. He won in the lower court, which decided that the Union pay \$2,500 damages to the contractor. The Union appealed the case, and after two years of waiting the Ohio Supreme Court reversed the judgment of the lower court and rescinded the fine against the Union.

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Towards the fall of 1923 the Cleveland Cloak Manufacturers' Association made another attempt to lower several trade standards, notably the guaranteed employment periods and pay for legal holidays. This attempt occurred in the course of the initial conferences begun between the Cleveland Joint Board and the Association for the renewal of the agreement in the industry for 1924.

A meeting of the Board of Referees was called, and the representatives of the Association came to the hearing, claiming that unless relief was granted to them they would have to close down their shops forthwith. The Union, however, stood firmly against any concessions, denying the assertions of the manufacturers that they were as badly off as they represented themselves to be to the Referees. If the conditions in the trade were not excellent it surely was the fault neither of the workers nor of the Union. The result was that the Board of Referees decided that, instead of a 41-week guarantee, the period of obligatory employment be reduced to 40 weeks, and that, instead of the two-thirds of the minimum wage in case of unemployment, the allowance be fixed at one-half. Both the Union and the Association accepted the decision. Subsequently both sides renewed the agreement for 1924 on the same basis.

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This occasion, however, has served as a warning to the Cleveland cloakmakers that it is their duty to be constantly on guard for the defense of their Union and their labor standards. They have realized that their employers are beginning to regard the Union as a burden upon them and have stated it quite frankly and openly. A clash over the major question of union control of work conditions in the shops may break out sooner or later. It will then be a fight for the existence of the Union in the Cleveland cloak and dress industry, and the workers are determined that this clash will find them ready and prepared if it occurs.

CLOAK INDUSTRY OF BOSTON

In January, 1923, the General Executive Board decided to begin an active organization campaign in Boston among the workers in the shops controlled by the jobbers, the type generally referred to as the sub-standard or "social" shop, where the workers are forced to work unlimited hours and at starvation wages.

Vice-presidents Perlstein and Monosson were assigned for this task. In cooperation with the local officers they made a number of attempts to get in touch with the cloak employers in order to arrive at a collective agreement. Their efforts, however, failed, and a general strike was decided upon. This strike was to involve between 50 and 60 shops, employing about 2,000 workers, both

cloakmakers and dressmakers, and was called for the purpose of putting the responsibility for work conditions in these shops upon the jobbers, who indirectly owned them. Early in February, the strike was called out and after a relatively brief conflict the Union scored a far-reaching victory. This strike also resulted in a collective agreement between the Union and the Dress Manufacturers' Association, the dress contractors.

This double strike of cloakmakers and dressmakers succeeded in giving Boston, at least as far as the cloak trade is concerned, a 100 per cent organization. Boston has always had a good cloakmakers' union, but the development in recent years of the "social" shop has begun to affect seriously union conditions in the legitimate shops. The collective agreement with the cloak jobbers affected by the strike has helped materially to settle this question.

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In July, 1923, the agreement between the Boston Joint Board and the Cloak Contractors' Association and a number of individual cloak employers came to an end. The Union invited the employers to confer on the terms of the new agreement some time before the old pact went out of existence. Owing to the general apathy in the trade, however, the initial conference came to nothing and matters were left for a while in abeyance. Several weeks later, however, both sides arrived at the terms of the new agreement. The expected clash was thereby averted and another year of peace was assured in the Boston cloak trade with comparative ease, notwithstanding the fact that the local cloak trade was still in the grip of a slump and that most of the machines in the shops were idle.

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The movement for a more centralized organization in Boston had been under way for quite some time past. The more far-seeing of our active Boston workers came to realize that it would be much better, more economical and more efficient for every local concerned if all of them were to belong to one central body, instead of having as heretofore Local 49, the waist and dressmakers, and Local 7, the raincoat makers, outside of the Joint Board. It was originally planned to form one joint board for all the locals, but upon further deliberation it was decided to try out

first the district council plan. The difference between the joint board form of organization and that of a district council consists in the management of finances and the control of the relations of the involved locals with the employers. Under the joint board the finances and the relations with the employers are entirely unified and consolidated, while in the district council the affiliated bodies retain their individual financial systems and treasuries and also control directly their dealings with the employers.

But the district council in Boston was short-lived. The idea of the central body, however, persisted, and after discussions which lasted all summer, the Boston locals finally decided, in October, 1923, to form one Joint Board, including the dressmakers and raincoat makers, on the same lines as those existing in New York and Chicago. The General Executive Board appointed a special committee to carry out this project, and this committee finally agreed on the working terms of such a joint board in full harmony with the plan prepared by the joint meeting of all the executive boards of the Boston locals.

But even at the writing of these lines it cannot be said that all obstacles in the way of the proper functioning of this joint board have been removed. There is still some obstruction to it inherent in the peculiar condition and the past history of the locals of the International in Boston which will take time and effort to eradicate. There is, however, little doubt that if the Boston organization is to work in smooth and efficient fashion as it should, it must have one joint board with the same scope of authority as that vested in other joint boards in the other cloak and dress markets in the country.

Worcester Local 75

We have a cloak and dressmakers union, Local 75, in Worcester, Mass., where there are located a number of cloak and dress shops, which has kept up in pretty good shape during the last two years. They succeeded, in 1919, after a short strike, in establishing week-work, the forty-four-hour week, and the cloakmakers have also secured from their employers a guarantee of a full year's work—fifty-two weeks—and have since maintained these conditions notwithstanding occasional efforts of the local employers to break them down. In the summer of 1923 the agreement of Local 75 with the cloak manufacturers expired and was renewed with the aid of Vice-president Monosson without a stop-

page of work; in the dress trade, however, a strike lasting several weeks was necessary before all the manufacturers signed agreements.

Local 75, now that it includes the dressmakers, is fast gaining ground, and with the aid of the Boston Joint Board and the International will soon be in a position to claim every cloak and dressmaker in that city within its ranks.

CLOAKMAKERS OF BALTIMORE

It would be by no means an exaggeration to state that the Baltimore cloakmakers and their organization have for several years fared rather poorly, from every viewpoint.

Trade conditions, which have not been very good in Baltimore for some years past, have not improved in the last two years, and the drift of the shops from Baltimore to the smaller towns by manufacturers who sought to escape union control in Baltimore, has kept up as before. After the Cleveland convention the General Executive Board turned over the supervision of the Baltimore territory to the Eastern Organization Department. During the winter months of 1922 the General Office appointed a special organizer for Baltimore, Brother Sol Goldberg, formerly of Montreal, who started to organize the cloak shops of that city. Vice-president Halperin visited Baltimore several times during 1922 and the early months of 1923, laying the ground for a bigger drive in the Baltimore cloak market for the restoration of union conditions in the local shops.

This organization campaign was conducted for about six months. Efforts to get in touch with the local employers' association and to come to a peaceful agreement failed, and an open fight became inevitable. On June 21, 1923, the strike call was issued and every cloak shop in Baltimore, with the exception of three, became empty. Vice-president Halperin and a staff of organizers were in charge of the strike. The chief demands of the Union were week-work, recognition of the organization, and a collective agreement. The strike ended after three weeks and resulted in a favorable settlement. Due to the strike, the membership of the Union more than doubled and it has served to lift a great deal the morale of the workers in general.

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In November, 1923, the International appointed Brother Sol Polakoff as International organizer for the Baltimore territory.

Since Brother Polakoff's coming to Baltimore, things have livened up a good deal in that city. The cloakmakers are making an earnest attempt to organize the three non-union shops which were left out during the last strike. In addition to that, the Baltimore Joint Board undertook to follow up the shops which have moved from Baltimore and are operating on a non-union basis in adjacent small towns in Pennsylvania and Maryland.

The Baltimore Cloakmakers' Union no doubt is today in much better shape than it was two years ago. It fought a successful strike last summer and it has proved to its own satisfaction that it can achieve results if only it stays loyal to the organization in word as well as in spirit. But there is still much to be done in that city to put it on a solid footing in the cloak industry as well as in the various other miscellaneous trades which employ thousands of women workers under unspeakable conditions. Baltimore still has the chance of becoming a big organized center of the ladies' garment industry. The International has helped them in the past very generously and will no doubt be ready to do its share in the future, provided the workers realize that it devolves upon them mainly to put their shoulders to the wheel and achieve this big task.

CINCINNATI CLOAKMAKERS

There is little encouraging that we have to report about our organization in Cincinnati.

Our Cincinnati local today has only a fraction of the members it had a few years ago. The reason for this chiefly is that the cloak trade has practically drifted out of Cincinnati, leaving only a few shops with not many workers employed in them. The big break in Cincinnati came about three years ago when the B. S. & S., the largest shop in that city, gave up manufacturing cloaks. Later several other shops followed suit, with the result that their workers had to seek occupation at other trades. The effect of this development upon our locals can easily be imagined.

The few shops that are left in Cincinnati are, nevertheless, as well controlled as is possible for such a weakened organization as Local 63. Vice-president Perlstein of the Western Organization Department has paid several visits to Cincinnati during the last year, but obviously could not do much for them as under present conditions the local organization can hardly be helped. The local still has a considerable treasury which it is saving for a rainy day.

THE SITUATION IN TOLEDO

In Toledo the situation of two years ago, when the three shops in that city locked out their workers, introduced piece-work, and with the aid of a drastic injunction prevented the International from fighting against this lockout, has hardly changed. Some of the more loyal Toledo workers who were employed in these shops have either left the city for other cloak centers or have gone to other trades.

At the beginning of the 1923 fall season, the International made an attempt to start another campaign there—two or three men were placed in the field, but the response from the workers was small. The manufacturers threatened every man who joined the Union or attended a union meeting with immediate discharge, and further informed the workers that, in case of a strike, they would not fight the Union, but would leave the city or go into bankruptcy.

In order to unionize Toledo, we would have to put in that city a number of organizers and start a very active preparatory campaign. In view of the fact that Toledo is developing quite a large cloak trade at the expense of the markets in the organized cities, this is something that the convention should earnestly consider.

ST. LOUIS CLOAKMAKERS

The cloak trade in St. Louis is a small one and the workers are comparatively well organized, though, as in every small cloak center, the condition of the local depends largely on the situation in the trade. A good season means better earnings, a more contented feeling among the workers, and a correspondingly greater interest in the Union. A poor season usually brings an atmosphere of discouragement and fault-finding which reflects itself in a grumbling attitude towards the local and its officers. The week-work system and the minimum scales which were established in the St. Louis cloak trade in 1919 still prevail there and, with the exception of a single instance or two, no attempt has been made by the local employers during the past two years to attack them.

There are, however, in St. Louis several thousand dress and skirtmakers still unorganized, who are working long hours and for a mere pittance. In 1920 the International made a serious

attempt to organize these women, but this effort had to be given up owing to the unusually bad industrial conditions prevailing at that time and the lack of response among these workers which did not warrant the expense this campaign involved.

When the International formed the Western Organization Department in charge of Vice-president Perlstein, with headquarters in Chicago, it was contemplated that this department would supervise whatever activities it would be found advisable to carry on in St. Louis among the skirt and dressmakers. In the early part of 1923 Vice-president Perlstein visited St. Louis several times, and there, in conjunction with Local 78, formed an organizing committee which was to carry on regular union agitation in the unorganized dress and skirt shops. Unfortunately, the work in Chicago proper, the extensive preparatory activities for the general strike in the Chicago dress trade, and the continued industrial stagnation in St. Louis, prevented Vice-president Perlstein from directing the organizing work in St. Louis, a task big enough to take up all of a person's time by itself.

The St. Louis dress, skirt and reefer trades is one of the next fields that the International will have to enter and make a serious effort to put under union conditions, for what was impossible for very important reasons in 1920 must not remain impossible forever. After the situation has been adjusted in Chicago, it would be in order for our Western Organizing Department to turn its attention to the St. Louis market and make a serious endeavor to place it under union working standards.

THE SAN FRANCISCO CLOAKMAKERS

Our San Francisco Cloakmakers' Union, Local 8, has passed through some stormy experiences in the last two years.

The cloak trade in San Francisco is not large, employing only a few hundred workers in about a score of shops. For several years past these San Francisco cloakmakers have been organized in a compact local union and the labor conditions in the San Francisco shops were to a considerable extent regulated by the cloakmakers' local.

Since the end of the war, however, California, and particularly the city of San Francisco, has been made the target of a concentrated attack of an open-shop campaign, stronger, perhaps, than in any other section of the country. As a result, from a

100 percent union city as San Francisco was only a few years ago, it became a place where the employers were dictating terms to the workers with a mailed fist. These anti-labor forces succeeded in enacting in California the most drastic peace-time espionage and anti-syndicalist laws, which have no other purpose than to harass and strike down labor unions. In addition, the employers of San Francisco organized an Industrial Association, a collective agency for the "open-shoppers," to take care that no workers win any demands and that in case workers here and there get up enough courage to ask their employers for some concessions, this Industrial Association is to pass judgment on whether such demands are to be listened to or not.

The Cloak Manufacturers' Association of San Francisco, with whom Local 8 has been dealing in the past, became a member of this Industrial Association, and when, in February, 1923, the local began to negotiate the terms of an agreement with this association which included recognition of the Union, the manufacturers, spurred on by the Industrial Association, refused to recognize the Union. They would have a free hand in the shops, the unrestricted right to discharge, and would leave no vestige of union regulation whatever.

The result of this attitude of the employers was a strike in all the cloak shops of San Francisco. It attracted wide attention on the Pacific Coast, particularly because it was fought on the clear-cut issue of the "open shop," and it was a ringing defiance upon the part of the ladies' garment workers to the hitherto unchallenged rule of the powerful Industrial Association. It was a stubborn battle from the very beginning, and the General Executive Board requested Secretary Baroff to go to San Francisco and take personal charge of the situation and make an effort to clear up the issues and settle the strike if possible. During the four weeks which Secretary Baroff spent in San Francisco he made a number of attempts to get in touch with the cloak manufacturers, but found that they were anything but free agents to speak or act for themselves. To such an extent had they become the tools of the Industrial Association that this Association had actually become the director of the strike and the cloak manufacturers were practically helpless, even though they themselves may have desired to bring this strike to an end by recognizing the Union.

The San Francisco strike ended after thirteen weeks by the workers returning to the shops without scoring a victory. True,

at the final conference held between the executive committee of Local 8 and the executive committee of the Cloak Manufacturers' Association, an understanding for union recognition was reached, in the form of a statement signed by the chairman of the association. This statement was accepted by the strikers and when they returned to the shops they had every reason to believe that they would henceforth be recognized in the shops as union men. But the San Francisco Industrial Association very soon succeeded in having these cloak employers go back on their signed pledge. The workers, exhausted from the thirteen weeks' strike, embittered though they were by the treachery of the cloak manufacturers, decided to stay in the shops.

Today the spirit among the San Francisco cloakmakers, despite the three months' strike of last year, is not in the least daunted. Our San Francisco workers simply regard the present state of affairs as a truce between themselves and the manufacturers. They are awaiting the next favorable moment when they will again come out to fight for full recognition of their organization by the San Francisco cloak employers. That may happen through negotiations or by means of another open struggle. But the San Francisco cloakmakers have made up their minds to win out eventually and for this spirit they deserve our unstinted encouragement and support.

LOS ANGELES CLOAKMAKERS

Conditions in the Los Angeles cloak trade have been as stormy and as disturbing during the past two years as they have been in San Francisco.

It will be recalled that already all through 1921 the relations between the Los Angeles Cloakmakers' Union, Local 52, and the Los Angeles Cloak Manufacturers' Association had been very strained. The Association refused in November, 1921, to confer upon the new agreement with the Union, as a result of which Local 52 called a general strike, which, however, was not authorized by the International office. That strike was only a partial success and its outcome was then made more difficult by a drastic injunction which was obtained against the strikers by the strike-bound firms.

Shortly after the Cleveland convention, the General Executive Board sent ex-Vice-president Max Gorenstein to the Pacific

coast, to act as resident manager, and to conduct an organization campaign among the waist and dressmakers. Soon after he came to Los Angeles he began negotiating an agreement with the cloak association, but the manufacturers displayed as obstinate and uncompromising a spirit as they had maintained in 1921. The workers became so stirred up that about one-half of them soon were already out of the shops and another general strike seemed imminent. Through the intervention of some influential persons, a temporary truce was patched up, in order to enable former President Schlesinger, who was on his way to Los Angeles, to take up the grievances of the workers with the employers and to come to an agreement. Upon his arrival there, however, he found that the employers were in no mood to negotiate a settlement, and matters were left in abeyance for many months.

By the summer of 1928 the organization of the Los Angeles cloakmakers had practically gone to pieces and as a result conditions in the shops grew to be unbearable. The few workers who remained loyal to the Union appealed to the International to send an organizer to Los Angeles to help them reorganize the local and to restore union control. Towards the end of July, 1928, the General Executive Board instructed Vice-president Lefkovits to proceed to Los Angeles and to start organizing work without delay.

Vice-president Lefkovits came to Los Angeles early in August and found Local 52 only a shell and the cloak manufacturers working their men under whatever system they pleased—week-work or piece-work, whichever paid them best. The shattered condition of the local, however, was due not so much to the fight put up by the employers as to the factional quarrels and wrangling caused by the intrigues of Jacob Lanch, who was for a year organizer and later business agent of Local 52, and who, when dismissed by the General Executive Board, began a campaign to discredit the International in the eyes of the local workers, splitting the local into two opposing camps. Nor can it be said that Gorenstein's work on the coast had been a success. He did not make any headway in organizing the dress and waistmakers of Los Angeles and could not exert sufficient influence upon the cloakmakers to direct their organization. He resigned his post early in 1928 and subsequently withdrew from the General Executive Board as well.

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An organization committee was at once formed under the direction of Vice-president Lefkovits upon his arrival, and the work of enrolling the cloakmakers into the organization was started. And, in spite of the opposition of the employers, a large number of cloakmakers rejoined Local 52. A letter was also forwarded to the cloak manufacturers informing them that the Los Angeles cloakmakers were determined to get back union conditions in the shops, and that if they were willing to settle in a peaceful way, the Union stood ready to negotiate with them. When the time limit expired, only two firms had replied to this letter. After a few more unsuccessful attempts to settle the dispute without a fight, a general strike was declared on September 18, 1923.

This strike lasted for over three months and was one of the most difficult conflicts ever fought by our Union. It was marked by all the abominable features which employers resort to in industrial clashes—police and court persecutions, injunctions, the hiring of gangsters and the interference with and arrest of pickets. The International contributed \$10,000.00 to the Los Angeles strike and gave it every other possible support. There is no doubt that, if it were not for the fact that trade conditions were very bad in Los Angeles during the last two seasons, the strike would have been a complete success. But, owing to the unprecedented slump in the trade, not only were a few of the more obstinate employers, encouraged by the local Merchants' & Manufacturers' Association, able to hold out, but 80 percent of the workers who returned to work under union conditions and who assessed themselves 10 percent of their earnings for the strike fund, could realize but little money from this voluntary tax.

Nevertheless, the results of this strike are by far not discouraging. Despite the unusually difficult conditions under which it was fought, the Los Angeles cloak shops today are predominantly union shops, and the few employers who have not yet settled will eventually have to consider the terms of the workers, as both Local 52 and the International are determined to keep after them until Los Angeles is fully organized.

OUR CANADIAN LOCALS

We reported to the convention in Cleveland two years ago that the condition of our Canadian locals was a precarious one. Both in Toronto and Montreal, due to the terrible crisis in the cloak trade and under the constant attacks of the organized cloak

employers, labor standards have given way and conditions have been changed very much for the worse.

Toronto Cloakmakers

Late in 1921 the cloak manufacturers' association of Toronto succeeded in forcing through the reintroduction of piece-work under the threat of a lockout. This action naturally led to further demoralization in the locals, accompanied by the loss of a large numbers of members. A small group of faithful workers, however, remained loyal to the Union, and they have done all they could to cooperate with the International in gradually strengthening the position of the Toronto locals. After Brother Max Amdur, who had been acting as International organizer in Toronto for over a year, was called back to Philadelphia to assume charge of the Philadelphia Joint Board, the International in October, 1922, appointed Vice-president Seidman to take care of the Canadian situation and to continue organizing activity in Toronto and Montreal.

All through 1922, 1923, and up to the present moment, the International has continued to lend its assistance in putting the Toronto locals into fighting shape. As a result, there are committees and chairmen in every shop and the Joint Board has scored several victories over individual manufacturers. No collective agreement, however, with the employers has been reached. The manufacturers' association, while no doubt considerably more impressed with the ability of the Union to put up a good fight if one should break out, is still antagonistic towards the organization.

The situation in Toronto therefore resolves itself into a condition of watchful waiting. There is no doubt that the result of the last two years' activity has given us a substantial organization in Toronto. The Toronto cloakmakers want a union and are very eager to bring back union standards in their shops.

The Montreal Cloak Industry

The affairs of the cloakmakers' organization in Montreal are far from encouraging. Both in numbers and in spirit, the Montreal locals are in a very weakened condition.

During the past two years the International has made one effort after another to infuse life into the Montreal organization. The local cloakmakers apparently, however, are falling short of the

understanding of practical fighting unionism. They would have the fruits of organization fall down from above into their laps and they continually expect the International to fight their battles for them.

The cloak manufacturers of Montreal have always been particularly difficult to deal with. From the very first day Vice-president Seidman began organizing work in Montreal early in the fall of 1922, the Montreal cloak manufacturers began their counter-attack by firing workers wholesale and locking out entire shops in order to intimidate the cloakmakers. In addition to these strikes, the Union became involved in a number of injunctions secured by cloak firms on strike against our Union, one of which has since acquired fame all over Canada, as it imposed, in addition to the injunction, damages, upon the novel theory that it had cost the firm much more money to manufacture its garments through strikebreakers than it would have if the garments had been made by union workers under union conditions. This remarkable decision of Judge Martin in the case of the Empire Garment Company vs. the Cloakmakers' Union, has since been appealed to the highest court and is still pending final adjudication. In view of the great importance of this decision to organized labor in Canada, the International decided to take this case for appeal to the Privy Council in England, if it should become necessary. The Trades and Labor Congress of Canada at its last convention in Vancouver, B. C., adopted a resolution endorsing an appeal for assistance issued by the Montreal cloakmakers to help fight this drastic decision. In addition to this injunction, the Union has also faced several others, and in the Golden-Samuels strike several workers, including Secretary Schubert of the Montreal Joint Board, were given jail sentences for alleged violations of an injunction against picketing.

One of the important factors that hamper the organization in Montreal is the fact that about 40 percent of the cloakmakers are French-Canadian, who are a difficult element to organize. On the whole, it is a dispirited situation, though our very latest information is encouraging inasmuch as it states that recent meetings held in Montreal have shown some signs of revival of interest and activity among the workers.

The General Executive Board brings these facts to the convention without any desire to put a coat of varnish or gloss over them. It is best that the International as a whole knows its sore

spots. The General Executive Board has done as much as it could for Montreal during these two years, having given organizing help and financial assistance, in addition to Vice-president Seidman's services. President Sigman has visited Montreal twice during this period and has bluntly told the local workers what he thought of their ways and methods of conducting an organization. He made it clear to them that, no matter how much the International may be inclined to help them, they would have to help themselves first and show the will and the proper spirit before they can hope to have an organization that the employers would fear and respect.

In concluding the review of the situation of our locals in Canada, we desire to add that at present the Toronto Joint Board is discussing the advisability of a general strike, against which, however, there are for the time being a number of valid objections. Not the least of these obstacles is the condition of the Montreal Joint Board, as it must be understood that the cloak markets in Montreal and Toronto are closely connected, and a strike in one city without cooperation in the other would be a wrong step.

The convention will have to consider the situation in Montreal and Toronto as one, and we hope that it will reach a decision that will result in putting Canada back among the well-organized cloak centers of our International Union.

Winnipeg, Local 32

Several years ago we had a local of cloakmakers and tailors in Winnipeg, Manitoba. This local went out of existence in 1920 owing to factional dissensions. For a few years the ladies' tailors and the workers in the cloak shops in Winnipeg had no organization at all. Towards the end of 1923, however, they began to realize that, in order to be able to make a living at their trade, they would have to form a union. They applied for a charter and were granted the number they had in former years—32.

It is still a small local and is just beginning to make its influence felt in the Winnipeg shops. Recently they had a strike to compel some of their employers to renew the agreement with the Union, in the course of which the International helped them financially. There is hope that, after they have learned the lesson that comes from lack of unity, they will soon be able to get every ladies' garment worker in Winnipeg into the union and establish uniform union conditions in the shops.

OUR SEATTLE CLOAKMAKERS

Local 28 of Seattle has continued to control the small cloak trade in that city as in former years.

Conditions in the Seattle shops have undergone no change in the last two years. The cloakmakers, as well as the ladies' tailors who belong to it, work on a week-work basis and their wage scales correspond to the wage rates paid in other cities. It is worth while noticing, however, that even this small market has not been spared from the "corporation" shop evil. Even in Seattle they have a few social shops which the local finds it impossible to organize.

President Sigman and the delegates of our International Union to the 1928 convention of the American Federation of Labor paid a visit to a meeting of Local 28 last October on their way to Portland, Oregon.

THE DRESS AND WAIST INDUSTRY OF NEW YORK

Our organizations in the dress and waistmaking trades of New York have undergone a great deal of change and development in the last two years.

The most significant of these was the dissolution of the Dress and Waistmakers' Joint Board and the affiliation of the dress-makers' locals with the Joint Board of the Cloakmakers' Union of New York City. Before we, however, get to the details of this event, we shall touch briefly upon the activity of the Dress and Waist Joint Board during the period preceding this consolidation.

During the summer months of 1922, under the direction of Julius Hochman, its manager, the Joint Board launched an energetic drive to organize the non-union shops in the trade. The dress trade, like the cloak trade, and perhaps even to a greater degree, has in recent years become an industry controlled by jobbers. Hundreds upon hundreds of small subordinate shops, directly or indirectly controlled by big jobbing firms, have grown up in the industry, making union control almost impossible. These jobbers, notwithstanding their agreement with the Union, and despite the fact that the agreement of the dress jobbers was a much more definite and effective contract than the agreement of the jobbers in the cloak industry, were nevertheless sending out work to non-union shops and dodging every attempt of the Union to hold them responsible for labor standards in these shops.

The Joint Board decided to begin a housecleaning on a large scale and to go energetically after the bigger jobbing firms in the industry, one after the other, in order to bring them to terms. The beginning was made with the firm of Dorfman and Wiesen, one of the principal jobbers in the dress industry, supplying work to more than 80 contractors who employed over 1,000 workers. This firm, although bound by its agreement with the Union to make its work in union shops only, had persistently violated it by sending out work to non-union contractors. After a strike which lasted three weeks, the firm capitulated, paying a substantial fine as liquidated damages for breaking the agreement and obligating itself to discontinue this practice. Immediately thereafter the Dress Joint Board called a strike in the shops of the Monarch Dress Company, another big jobbing firm, which was won quickly after the firm had also paid a big fine and deposited \$5,000 as security for strict compliance with the terms of its agreement with the Union. During the course of some two months this drive was kept up persistently and as a result several hundreds of shops employing thousands of workers were put back under union conditions. After the first gains were scored by the Union against the big jobbers, many others experienced a change of heart and settlements with them were prompt and satisfactory.

During that same period the Dress Joint Board carried out, in conjunction with Local 66, a general strike in the bonnaz embroidery trade against the Protective Bonnaz and Hand Embroidery Manufacturers' Association. This strike was waged very energetically and the embroidery workers' union emerged from it greatly strengthened in number and in morale.

The drive inaugurated in the summer of 1922 was the forerunner of a wider agitation which was undertaken by the Union during the fall of that year. The Cleveland Convention had endorsed a campaign for week-work in the dress and waist trades, and the General Executive Board concluded that the time was opportune to begin to realize this big plan. Nevertheless, in view of the size of the task involved, the General Executive Board deemed it best, before beginning any negotiations with the employers for the introduction of the week-work system, the fixing of minimum scales and all other changes that go with it, to refer the subject of the change from piece-work to week-work to a referendum vote of the members of the locals affiliated with the Dress and Waist Joint Board. After almost two months of exhaustive discussion at shop, district and local meetings, the referendum on week-work in the dress and waist industry took place

on January 2, 3 and 4, 1923. The agreement between the Union and the manufacturers in the industry was to end late in January.

The referendum vote showed a very small majority in favor of week-work. This was a great disappointment to the advocates of this measure, for they felt that, unless a substantial majority of the workers were in favor of it, a strike for week-work would be impracticable. Meanwhile, the conferences between the Dress Joint Board and the jobbers, the Wholesale Dress Manufacturers' Association, began on January 20, 1923, and lasted for almost three weeks. The Union presented a list of demands including week-work, a 40-hour week, a minimum scale of wages, responsibility for union conditions in contractors' shops and several other minor demands. These were referred to sub-committees, but all the efforts of the Union to reach a settlement without a strike were in vain. The contractors' association, with whom the Union kept on conferring until the last minute, would not listen to reason either, maintaining an uncompromising stand. As a result, the workers had only one alternative left—to strike.

The strike was called out on Wednesday morning, February 7th. And, as in every one of the preceding general stoppages in this industry, the response of the workers to it was phenomenal. The first to settle was the jobbers' association. The agreement signed between the Union and the jobbers met fully the demands of the workers and provided for the manufacture in union shops and under strict union conditions of all the dresses purchased or sold by them. A large number of individual manufacturers also made settlements with the Union providing for week-work, but the main body of the employers united in the Dress Manufacturers' Association held out.

The conflict ended on February 19th, in a compromise in which the Union won a forty-hour week for all the workers in the trade, a 10 percent increase in wages and several other minor concessions. The settlement of the strike was due principally to the efforts of President Sigman, and was the first task which confronted him when he reached New York from the special convention at Baltimore. The terms of the settlement were ratified on February 21st by a vote of the strikers of 10,475 to 1,962. Thus another stirring chapter in the history of the workers in the dress industry came to a close with the winning of a reduction of four hours per week. The strike also gained for the dress and waistmakers a large number of new members, and hundreds of new shops heretofore outside of the Union were placed under its control.

After the strike was settled, the New York dressmakers turned their attention to the solution of a very important organization problem, which had been pressing for an answer for a long time and which had been regarded as one of the principal obstacles to efficient union control in their trade in New York City.

For many years past, the dressmakers in New York City had been organized into two locals, Locals 23 and 22, or what formerly used to be known as Local 25. This dual form of organization came about as a natural development many years ago when a sharp distinction existed between the manufacturers of cloth dresses and silk dresses, these two being distinctly different trades and entirely apart from each other. Local 23 has always belonged to the Cloakmakers' Joint Board, having jurisdiction over skirtmakers and cloth-dress makers. In recent years, however, the remarkable development of the dress industry, which from a comparatively small trade has become the second largest garment trade in New York City, changed considerably the production methods and also the general character of the trade. Under these changed circumstances, the existence of two separate dressmaking locals in New York City became an obvious hindrance to union control of the dress trade, in addition to the fact that it involved unnecessary effort and expense.

The movement for uniting Locals 22 and 23 had begun several years ago. It was discussed at many of our previous conventions, and our last convention in Cleveland expressed its opinion in favor of uniting these locals and placing them under the supervision of one Joint Board. During the spring of 1923, the proposed amalgamation of these two locals, or rather the transfer of the dressmakers of Local 23 to Local 22, was the principal topic of discussion in both dressmakers' locals. In June, 1923, at the fifth quarterly meeting of the General Executive Board, it was finally decided to consolidate the two locals. President Sigman issued on behalf of the Board the following statement, which conveys in clear and succinct terms the reasons for this amalgamation:

"The decision of the General Executive Board of the I. L. G. W. U. that the dressmakers unite into one local and that the pressers in the cloak, skirt and dress industries form one local, and that the dress and cloak industries be placed under the control of one joint board,—is one of the most important decisions adopted by our International Union in recent years.

"The question of uniting the dressmakers has already come up before many of our conventions and was continually referred to the General Executive Board. The plan of placing both industries under the control of one joint board, however, has only been formulated recently and for the following reasons:

"In the last few years, the dress industry has developed enormously and to the extent that cloak manufacturers and cloak jobbers have begun to make both cloaks and dresses. In some shops, dresses have become the chief article of production and many cloak employers have formed special dress departments in their shops, while cloak jobbers and dress jobbers are making both lines of garments in the same contracting shops.

"A situation gradually developed where it was impossible to obtain the proper control in either the dress or the cloak trades unless both were placed under one management and one joint board. The double management that has prevailed heretofore has enabled a number of dress manufacturers to dodge union control entirely and has created a number of grievous misunderstandings in time of strikes.

"To correct this unwholesome situation, the General Executive Board has decided upon the consolidation of both industries under one joint board. The Cloak Joint Board will, after the dress locals will have affiliated with it, form at once a dress department and will become the one body which will formulate policies and conditions both in the cloak and dress industry, maintaining unity of action in time of peace as well as in time of strikes. This decision to make our organization a better fighting instrument for the interests of our members is the result of the logical development of our industry and of our organization in the last few years."

Then a controversy arose as to which of the existing joint boards Local 22 and the other dress locals should join. This was finally settled by a vote in favor of the New York Cloak Joint Board, which conformed fully with the opinion and decision of the General Executive Board. During July and August, the transfer of the dressmakers from Local 23 to Local 22 took place and subsequently Local 22 joined and became a part of the New York Cloakmakers' Joint Board. Later Local 60, the dress pressers, joined Local 35, the Cloak Pressers' Union of New York.

The amalgamation of the dressmakers of Local 23 with Local 22 and the joining of Local 22 with the Cloak Joint Board marked the final stage of the dissolution of the Dress and Waist Joint Board. Local 22 was the principal factor in this Joint Board and, with its withdrawal, the existence of a waist and dress joint board became, of course, entirely superfluous. Local 89, the Italian Dress and Waistmakers' Union, a substantial and solid organization numbering several thousand members, has also joined the big family of the Cloak and Dress Joint Board and is working side by side with the other dress locals as heretofore.

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Such are the outstanding facts covering our organization in the dress industry of New York during the past two years. The story, however, would not be complete were we to fail to mention that it is our sincere conviction that the big organization of our

New York dressmakers would have made far greater progress during this time and solved a number of vexing and urgent trade problems had it not unfortunately squandered its time, energy and resources in passionate quarrels over matters that are essentially alien to our organization and which were inspired, fed and nurtured by outside factors for ulterior party or group motives.

There is no reason in the world why the dressmakers of New York could not and should not have a solid, one-hundred-percent organization in their industry as the cloakmakers have in theirs. Now that this epidemic is practically at an end and the dressmakers are united with their fellow-workers in one powerful joint board, let us hope that by the next convention, in 1926, they may come with a fully merited claim that the tens of thousands of workers employed in the making of dresses of all kinds in New York City, are all to a person united in a great militant body of workers, the Dressmakers' Union of New York.

The New York Waistmakers

Local 25, the Waistmakers' Union, now a small local, owing to the fact that the waist industry in the last few years has dwindled down to small proportions, in comparison with what it used to be years ago, was left practically alone after the dressmakers' locals had become affiliated with the Cloakmakers' Joint Board. It found itself in a precarious condition, inasmuch as, with its small membership, it could not hope to maintain an independent existence, to say nothing of doing organizing work or gaining new strength.

Nevertheless, during the past year a noticeable change has taken place in this industry, too. The manufacture of waists and blouses has increased in volume, owing to style changes and the number of waist shops in New York City has increased materially. It would be no exaggeration to state that the number of waistmakers today is probably twice as large as it was only a couple of years ago. But most of the shops in which they work are run on a non-union basis and, with its own limited means, Local 25 could not naturally hope to organize them on its own account.

In the Summer of 1923, Local 25 began planning an organizing campaign in what may be termed the "new" waist industry of New York. It elected an active organization committee and en-

gaged two women officers, a manager and a secretary, to start a drive in real earnest. The International later assigned an organizer for them, and also directed the Eastern Organization Department to help the waistmakers to build up a stronger local in the trade. It developed, along with the work of organizing the waistmakers, that our organizers came in contact with a large number of tuckers, hemstitchers and braidmakers, who at one time worked in the same shops side by side with the dress and waistmakers, but who now formed an independent trade, employing several thousand workers in a large number of separate shops in New York City. We found them quite an organizable element, and have already organized a substantial local of these workers, Local 41. We expect that these novelty workers will prove quite a help in the general campaign which has been started to organize the New York waist shops. At the time of this writing, it is reasonably certain that this preliminary organizing activity in the waist industry may work out in the direction of a general stoppage for the purpose of unionizing a large number of old and new waist shops in New York in the not distant future.

THE DRESS AND WAISTMAKERS OF PHILADELPHIA

In its report to the Cleveland convention, the General Executive Board gave an account of the memorable strike fought in the dress and waist industry of Philadelphia for 26 weeks in 1921-22, a strike which was given up, as it was deemed impractical and imprudent to keep the workers out any longer.

The Union decided to give up that strike but it did not concede defeat. It was in this sense that the Cleveland convention instructed the General Executive Board to begin again an active drive in the Philadelphia dress and waist industry, and, when the opportune moment arrived, to force the dress and waist employers of Philadelphia to capitulate to the just cause of our workers.

This mandate of the convention the General Executive Board carried out to the best of its ability. A few months after the strike was over, a new organization drive, under the leadership of Vice-president Elias Reisberg, who had been with the organization for several years, aided and supported by the International, was in full swing in the waist and dress industry of Philadelphia. The spirit of pessimism vanished, giving way

to the same undaunted courage that had kept the strikers in the fighting line during the long and dreary months of the winter of 1921. A thorough canvass of every shop, getting in close touch with the workers by means of circulars, shop meetings and home visiting, was planned to cover the whole industry before the spring season of 1923 would arrive. The slogan in the Philadelphia dress and waist shops became the restoration of the 44-hour week, minimum scales, shop and price committees, no discharge of workers without investigation by the Union, and the full recognition of the Union.

On January 30, 1923, several thousand dress and waist makers gathered at Garrick Hall in Philadelphia, the largest member meeting held by the Dressmakers' Union of Philadelphia since the stirring days of the strike the year before. The enthusiasm at this meeting broke all bounds and served as an indication of the spirit and determination of the Philadelphia dressmakers to wipe out the effects of the temporary defeat suffered by them and to restore standard union conditions in the shops. Another mass meeting on February 26th voted overwhelmingly to wage a fight against the employers' association if negotiations failed. The unheard-of oppressions to which the girls in the dress and waist shops had been subjected by the employers since the strike of 1922, embittered these workers and made another clash between the Union and the associated employers almost inevitable. The victory scored by their fellow-workers in the dress trade of New York made their determination even stronger.

An eleventh-hour attempt on the part of the city authorities of Philadelphia to avert the strike through a conference with the employers' organization failed. The manufacturers turned down the proposal to appoint a commission to investigate the conditions in the dress and waist industry and to abide by its recommendations, and on March 7, 1923, the dress and waistmakers of Philadelphia walked out in another general strike.

The strike met with remarkable response on the part of the workers and was in excellent shape from the very start. In the course of the first few days, the Union settled with 95 dress and waist firms, and about 2,000 workers returned to the shops. These settlements were made with each firm individually. The Union was determined not to have anything to do with the manufacturers' association in the trade, as it was convinced that the leaders of this employers' group were seeking to destroy the Union and would have no peace in the industry on the basis of a

collective understanding with the workers. Among the settled shops there were several association firms which signed individual agreements with the Union.

The strike lasted no more than two weeks and resulted in a substantial victory for the workers and for the Union. Two-thirds of the workers in the industry responded to the call of the Union and left the shops. All of these went back to work under union conditions and union agreements. The success of this strike and the turning of the defeat of 1922 into an inspiring victory in 1923, the waist and dressmakers of Philadelphia owe in a large measure to Vice-president Reisberg and that group of staunch workers who, undaunted by the bitter persecutions and hardships of the last strike, remained loyal to their organization and wholeheartedly cooperated with Vice-president Reisberg in his efforts to rebuild their union.

Eventually the contrast between the union shops and the non-union shops, the striking difference between the working conditions prevailing in them, will turn out to be the best agitator for the Union. The workers must realize that there is a vast difference between 44 and 48 hours of work a week and between union wages and conditions in the fixing of which the workers themselves have a voice, and wages and conditions depending solely upon the caprice of the bosses.

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The policy of engaging the remaining non-union shops in Philadelphia one by one and bringing them under union control, which the union decided upon after the strike, has not been as yet fully carried out by the dressmakers' organization in Philadelphia. The very poor trade conditions which followed the 1923 general strike made it impossible for the local in some instances to organize these shops. Nevertheless, a few of these shops were since put under union control, and now that the Union has the majority of the trade back working under standard labor conditions, the prospects for gradually getting these non-union association shops are favorable as soon as a good season strikes the industry.

The Philadelphia dress and waistmakers now have a substantial and solid organization exerting considerable influence over the local trade and, with internal peace now assured, it looks courageously forward to its final goal—a 100 percent organization in their industry in Philadelphia.

DRESS AND WAISTMAKERS OF CHICAGO

As we write this report, our International Union is involved in an obstinately fought strike in the dress and waist industry of Chicago.

The delegates to this convention are no doubt aware of the persistent efforts which our Union has made during the last eight years to organize fully the waist and dress shops of Chicago. The ten weeks' strike of 1917, though seven years old, is still fresh in our minds. The brutality displayed by the dress and waist employers, the persecutions by the police, the more than 1400 arrests and 76 jail sentences which characterized it, have had few comparisons in the annals of our movement. These savage tactics at that time succeeded in breaking the effort of the workers to improve their conditions of labor and their level of living.

Our organization, however, did not acknowledge itself permanently defeated by the loss of the 1917 strike. The Chicago dress and waistmakers, though without a collective agreement in the trade, nevertheless succeeded in the course of the following few years, with the aid of the International, in building up a substantial local union in this trade. Slowly, working under very difficult conditions, and facing a policy of ruthless intimidation by the employers, the Chicago dress and waist makers, step by step, succeeded in unionizing quite a number of shops and in introducing union conditions there.

The majority of the trade, however, remained unorganized. Realizing this, our Cleveland convention in 1922 came to the conclusion that this non-union dress and waist market must be brought into the fold of our International. The General Executive Board decided on an extensive organizing drive to begin as soon as the first opportunity presented itself and, early in 1923, instructed Vice-president Meyer Perlstein, who was at that time put in charge of the Western Organization Department with headquarters in Chicago, to devote his attention to this particular field.

The beginning of this drive was accompanied by a great many difficulties, expected and unexpected. It was only natural that the workers who had been intimidated for many years in an atmosphere where belonging to the Union often meant the loss of a job, would respond but cautiously to the message of unionism,

despite the fact that the conditions under which they worked were quite miserable. There was another factor in the Chicago dress and waist shops that made organizing work difficult at the beginning and that was that the workers, most of them women, belonged to various nationalities, speaking different languages, a fact which was cleverly exploited by the employers, who made it a policy to create racial and religious antagonism among their workers, so as to defeat our organizing efforts.

To this must be added another important obstacle, which confronted Vice-president Perlstein throughout the summer and the fall of 1923—namely, the disruptive agitation conducted by the “lefts” against our International, both inside and outside of Local 100, the dress and waistmakers’ organization, and which served to encourage the union-hating employers in the trade, giving them hope that this campaign of destruction would split up the workers and defeat our organization drive.

Despite all these obstacles, the organization campaign among the dress and waist shops went on and grew apace. A systematically-conducted canvass of the workers in the trade, including shop and district meetings, the distribution of literature on a large scale, and energetic agitation in the shops, succeeded in bringing a majority of the workers of the trade into the Union. Towards the end of 1923, Vice-president Perlstein made several attempts to negotiate with the employers for a collective agreement. These efforts failed and, as a result, the Chicago dress-makers decided to strike.

The General Executive Board, after surveying the Chicago situation in full, decided at its seventh quarterly meeting in Philadelphia in January, 1924, to endorse this strike. President Sigman visited Chicago to take stock of the situation and it was decided that, if the dress manufacturers failed to come to an understanding at the final hour, the strike be called without further delay. A huge mass meeting of the dressmakers on February 5th, enthusiastically voted for a general walkout. On February 27th, the strike in the dress and waist industry of Chicago took place. In response to the strike call, thousands of men and women workers left the machines and the entire trade came to a standstill.

From its very first day, this strike was marked by the old-time savage methods of the Chicago dress employers, the same methods that they had used for years to browbeat and suppress their

workers. Embittered by the fact that their workers, whom they had kept under heel for many years, would dare leave the shops at the call of the Union, they have been resorting to foul and inhuman means of fighting, such as the hiring of thugs, to beat up the girl strikers, inciting the police against the pickets, and similar efforts to intimidate the workers by a display and use of sheer brutal force. They organized into three groups of employers' associations and succeeded in obtaining a number of sweeping injunctions prohibiting strikers from exercising every legitimate right of peaceful persuasion, including orderly picketing and speaking to strikebreakers.

As a result of this arbitrary use of injunctions, hundreds of workers were arrested and huge money fines and jail sentences imposed upon them. These unheard-of persecutions, however, did not daunt our Chicago dressmakers. Their enthusiasm, their faith in the justice of their cause, and their inexhaustible amount of endurance, are overcoming the brutality of their enemies. During these seven weeks since the strike was declared, nearly 100 employers have settled and more than a thousand strikers have gone back to work under union conditions. There is no doubt that, had the dress season this spring been better than it was, the number of employers seeking a settlement would have been much greater. But it must be understood that even the shops of the bitterest opponents of the Union, those who pretend to be operating them under the protection of guards and the police, are short of a substantial majority of their help, and the strikebreaking outfits which they have are neither efficient nor large enough in number to turn out any real work.

The strike in Chicago is receiving the most loyal cooperation from the Joint Board in that city and from the individual locals composing it. It is no exaggeration to state that the Chicago cloakmakers have made the dressmakers' strike their own affair and are not only generously supporting it with money from their funds and through shop taxes and collections, but are helping in every other form of strike activity. As an example of the profound sympathy which this strike has aroused among the whole organized labor movement in Chicago, we can cite, with gratitude, the fact that the Chicago Joint Board of the Amalgamated Clothing Workers of America has voted to contribute \$10,000 towards the strike fund of the dressmakers.

This strike has also aroused a great deal of interest and sympathy among all fair-minded and intelligent citizens of Chicago.

A Citizens' Committee, composed of some of the leading educators, social workers and clergymen of the city, was formed during the course of the strike which, by impartial investigation and public statements, has sought to bring pressure upon the employers to settle with the strikers and conclude a collective agreement with the Union. The Chicago Federation of Labor, through its Committee of Fifteen elected to help this strike, has also endeavored as much as it could to prevail upon the public authorities to cease employing the police force of Chicago as a strikebreaking agency for the dress and waist bosses.

The General Executive Board, at its last meeting in New York, fully expressed, we believe, the profound interest of our entire Union in this strike by levying a special assessment for the support of this strike. We hope that these joint efforts will achieve the aim towards which we are all earnestly striving—the winning of the strike and the introduction of union conditions in all shops where dresses and waists are made in Chicago.

DRESS AND WAIST INDUSTRY OF BOSTON AND WORCESTER

Local 49, the Dress and Waistmakers' Union of Boston, may well look back upon the past two years with a feeling of real satisfaction. During this time the local has grown in numbers and influence in the trade and has gained material improvements for the workers in the shops.

The dress and waistmakers of Boston have gone through two strikes since our last convention. The first strike took place in February, 1923, and was conducted jointly with the strike of the cloakmakers, confining itself largely to contractors' shops. It was undertaken by the General Executive Board as a measure of checking the fast growth of non-union contracting shops both in the cloak and the dress trades which threatened very seriously the conditions in the inside union shops. The strike, which was carried on under the supervision of Vice-presidents Perlstein and Monosson and the local officers, did not last very long, and resulted in unionizing a large number of these shops and the signing of an agreement with a dress contractors' association which was formed in the trade, and with all the independent dress manufacturers in the city.

The swift and successful ending of this strike acted as a stimulant for further organizing activity in Local 49. By the end

of the year, with the old agreement expiring on February 15, 1924, Local 49 was ready to begin negotiations for the new agreement with the employers, with the confident feeling that it had a good and solid organization and could enforce the introduction of such new improvements in the work conditions of its members as would put the Boston market on the same level as other dress markets in the country.

The conferences with the contractors' association and with the independent employers began late in December and lasted several weeks. The representatives of Local 49 demanded several changes in the agreement, including wage raises, changes in the rules governing discharge of workers, but principally the shortening of the work-week to 40 hours to conform with the work-hours in the dress industry of New York. This point proved to be the stumbling-block in the negotiations, and in the end the workers decided to strike to carry it out.

The strike took place on February 19, 1924, and brought to a standstill the whole dress trade in Boston. It lasted four weeks and resulted in the Union's gaining a reduction of two hours, bringing down the work-week to 42 hours, and a five-day week. The strikers ratified this agreement, which was brought about through the efforts of Secretary Baroff and Vice-president Monosson of Boston and Brother Israel Lewin, the manager of Local 49; and, by the time of this writing, the dressmakers of Boston have returned to the shops in high spirits over their victory and fully confident that in the next effort they will succeed in completing the task of bringing about a full equality of conditions in their shops as compared with conditions in other organized dress markets.

Worcester Dressmakers

Several years ago our Union had a local of dressmakers in Worcester, Mass.—No. 43. This local, however, after having gone through some severe fighting with local dress manufacturers, lost hold of the workers in the trade and went out of existence.

In the early summer of 1923, shortly after the successful strike of the dressmakers employed in the dress shops of Boston, the International undertook to organize the workers employed in the dress shops of Worcester, as it was becoming quite apparent that the existence of non-union dress shops in that city so close to

Boston had a bad effect on conditions in the Boston shops. And as we have a cloakmakers' local in Worcester—No. 75—it was decided that, rather than organize a separate dressmakers' local, it would be best to keep both trades in one local and control trade conditions in all women's garment shops in Worcester from one source.

Vice-president Monosson, with the aid of an active committee from Local 75, undertook the work and, after a series of meetings had been held, the local manufacturers agreed to meet the Union in conference in an effort to come to a settlement. The workers demanded a 44-hour week, a 15 percent increase in wages, and a complete union shop. In the end the employers refused to concede these demands and on May 24th, 1923, the dressmakers left the shops. To the amazement of the Worcester manufacturers, not a worker failed to respond to the call of the Union. An effort to arbitrate the wage demand failed, and the strike continued for several weeks, ending finally in a complete victory for the strikers, who won a 44-hour week, a wage raise and the recognition of the Union.

Today all the dressmakers in Worcester are working in union shops and form one local with the cloakmakers, the Cloak and Dressmakers' Union, Local 75. They look very hopefully towards the future and expect at the first opportunity to elevate their conditions to the level achieved by their fellow-workers in the same trade in Boston.

THE CHILDREN'S DRESS, HOUSEDRESS AND BATHROBE TRADES

The children's dress and housedress and bathrobe trades in New York City, as we have already had occasion to state in our report to the Cleveland convention, have a great deal in common. As far back as 1921 the two locals in existence at that time in these trades, Locals 41 and 50, decided to have a joint office and a joint management. Both these locals had shops in every district in the city, and, as neither of them had a large membership, the upkeep of many offices and clerks was obviously too expensive and uneconomical for both of them.

Towards the end of 1921 an effort was made, with the authorization of the General Executive Board, to form a joint board of miscellaneous trades in New York. The only practical result

of this attempt was the amalgamation of Locals 50 and 41 in June, 1923, as Local 91.

It was a practical and a very expedient step. The differences between these two trades in the last few years have amounted to very little. Housedress makers often work in children's dress shops and children's dressmakers are frequently found working in housedress shops. The combining of these two rather weak locals, besides saving the expense of separate management and organizing activity, also offered them a greater opportunity for concentrating organization work in unorganized shops.

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Both the children's dress and the housedress trades have quite a long history. The children's dress trade in particular has offered the International quite a difficult problem and since 1918 we have made a number of efforts to organize the trade thoroughly, though without appreciable success.

There are several thousand children's dressmakers in New York City, of whom only a part belong to the Union. A large number of them work in non-union shops under non-union standards of labor, and these have, in the past, proved a rather difficult element to organize. In the winter of 1922-23 the children's dressmakers and housedress makers conducted considerable agitation in their trades for a general strike. With the aid of the General Office, this organizing drive finally resulted in a strike which was called out in February, 1923, at about the same time the New York dressmakers were waging their fight in New York City. The Cutters' Union, Local 10, and its manager, Vice-president Dubinsky, gave Local 91 material assistance all through this strike, and have loyally supported it as far as the cutters' end of it was concerned. This walkout, which lasted from two or three weeks, resulted in unionizing a substantial number of new shops and in placing them upon a union basis. In general, it lifted the spirits of the workers in the trade, which for a long period had been rather low and depressed. Men and women who had for a long time lost hope that their conditions would ever improve, rediscovered their union and came back to it. As there is no association of manufacturers in the children's dress or the housedress trades worthy of the name, the settlements were made with each manufacturer individually.

THE WHITE GOODS WORKERS OF NEW YORK

Local 62, the White Goods Workers' Union of New York, has passed through some very difficult times in the last few years.

This local has had a collective agreement with the Cotton Garment Manufacturers' Association since 1913. In March 1921, it renewed the contract with this Association, which established a minimum scale of wages for week-workers and apprentices and granted an increase in basic rates for piece-workers. But soon after, the prosperity which prevailed in the white goods industry for a few years came to an end, giving way to idleness and unemployment, and the white goods manufacturers decided to treat their workers as if there were no agreement in the trade at all. During the former period of comparative prosperity the workers had raised their wages and gained a number of trade improvements, such as double pay for overtime, pay for legal holidays, etc. But when the slump in the industry came, shop after shop began to close down for long enough periods to make the workers feel the ravages of unemployment, and many of the employers conveniently "forgot" to summon back to work some of the more active and better-paid girls when their shops were finally opened. The local fought as hard as it could against this pernicious practice and frequently succeeded in preventing an employer from carrying out his plan. But in many instances the Union was helpless and in such shops there accumulated a number of workers who were employed under the scale.

In the winter of 1922, Local 62, with the aid of the International, began an organizing drive in the trade, prior to the beginning of conferences with the employers on the new agreement. The Union knew it was in for a fight this time and lost no time in making all preparations for it. The white goods manufacturers had gained a strong impression that, after these two bad years in the trade, the Union was in no position to fight and they therefore put up a stubborn front. But the white goods workers, fully supported by the International, and with President Sigman representing them at the conferences, demanded from the employers a substantial increase in wages which had been slashed during the lean years, including an upward raise of the minimum scale, price committees to adjust piece-work rates, six legal holidays, and a union shop.

On March 20, 1923, after peaceful negotiations had failed,

the International ordered a general strike in all the white goods shops in Greater New York, which met with a remarkable response from all the workers in the trade. The strike came to an end, insofar as the Cotton Garment Manufacturers' Association was concerned, in a few days. The workers won a ten percent raise in wages for piece-workers and a flat increase of \$2.00 per week for week-workers. The principal gain resulting from this strike, however, was a considerable increase in membership for Local 62 and a better control of labor conditions in the shops. The members of the Association obligated themselves to maintain union shops. In the course of a week, the independent employers in the trade reached settlements with the Union on the same terms.

As an aftermath of this strike, the local has had to contend against an injunction obtained by one of the strike-bound firms, the Taylor Undergarment Company, which is still out against the Union, and is being contested by the International. Another temporary injunction was issued against Local 62 in August, 1923, on behalf of the Meigart Underwear Company of Brooklyn in whose shop the workers had been on strike, but this restraining order was subsequently rescinded.

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These, however, were not the only difficulties the white goods workers have had to contend against in the past few years. There were other troubles far more menacing to the Union because they were of an internal nature, which have caused considerable injury to Local 62. In the summer of 1922, the General Executive Board obtained reliable information that William Davis, the manager of the local, had used the influence of his office in a manner unbecoming a union official, implicating in these transactions other individuals in the labor movement. Davis confessed his guilt and was dismissed from office. But the turmoil created by these accusations and the discovery that the person who had been entrusted with the highest post in the local had been found engaged in crooked work, could certainly do the Union little good.

After the ousting of Davis, the General Executive Board recommended that Local 62 engage as its manager Brother Abraham Snyder, an old member of our Philadelphia Union and for many years International organizer and manager of the

Boston Joint Board. In the year and a half which Brother Snyder has now managed Local 62, he has succeeded in placing the organization on a much better footing and was helpful in bringing about a more wholesome atmosphere in the local.

LADIES' GARMENT DESIGNERS

The designers in our industry, organized for the last six years in a local, are making but little progress. The old difficulties in organizing the designers into a union because of the tendency of some of them to regard themselves as belonging to a privileged class of highly skilled workers, have not yet been overcome, despite the fact that the Cloak and Dress Joint Board has been giving them considerable aid.

It cannot be said that the unorganized designers in the trade are so well-treated by their employers that they can afford to remain without an organization. Quite to the contrary, the designers are suffering from as many trade evils and drawbacks as the rest of the workers in the trade, and in addition they have no regular standards of work by which their earnings may be fixed.

There is, however, more activity right now in the ranks of the designers than there has been for a long time past. The coming negotiations in the cloak industry with the various employers' associations have stirred up the designers and they have begun a drive for a complete unionization of their craft. The designers are making up their minds that their trade must be organized if they are to get better conditions.

It is clear, nevertheless, that unless the New York Cloak and Dress Joint Board protects the designers in the agreements to be renewed in the industry, they cannot be expected to achieve much by themselves. The designers must be covered in the collective agreements as the other workers in the industry are. Only then can they expect to improve their position in the shops and to fully organize their craft.

THE WATERPROOF GARMENT INDUSTRY

The center of the waterproof garment industry still remains in New York City. It is a comparatively well-organized trade of which there are to-day three locals in existence—in New York, Boston, and Chicago.

The return to regular conditions after the war years brought the raincoat trade back to its normal proportions. The workers who drifted into the trade during its years of unusual prosperity, have drifted out of it and only those remain who always derive their means of existence from making waterproof garments.

New York

In New York, Local 20, the Waterproof Garment Workers' Union, has led during the last two years, with the exception of a few single strikes, a relatively peaceful existence. Local 20 controls labor conditions in about 95 percent of the trade in New York and vicinity, and since the manufacturers' association in the trade went out of existence about three years ago, it has been signing agreements with the manufacturers individually.

In August, 1922, when the agreement with the employers expired, Local 20 ordered a general stoppage in the trade, which lasted but a few hours before settlements with all the firms in the trade could be effected. In 1923, not even such a brief interruption of work was required, as new agreements were signed with all the manufacturers in the raincoat trade of New York several days before the old agreement expired.

Local 20, however, has had to do a great deal of fighting during the last two years in unionizing raincoat shops in the small towns surrounding New York and these strikes frequently were stubbornly contested and entailed a lot of expense.

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We desire to record here an event in the life of the raincoat makers of New York which gave rise to sharp fighting and practically divided the local into two camps—an affair which would have caused serious damage to any local that was not as strongly organized as Local 20, but which under all conditions should be regarded as very deplorable.

Charges were brought by Secretary Samuel Freedman of Local 20, in November, 1923, against Louis Wexler, its manager, that on several occasions he had presented to the local bills for expenses incurred in the course of organizing work for the

local which were not bona-fide and were not actually incurred. The charges cited in particular two cases: one of the Plottell Raincoat Company's shop in Portchester, N. Y., in front of which Wexler was alleged to have been arrested on August 8, 1923; and second, the case of a shop on East 152nd Street, New York City, alleged to have been owned by Scaletti Brothers, which Wexler claimed to have investigated and for which investigation he presented a bill of expenses to the local. The charges were laid before the executive board of the local and substantiated by evidence. The executive board reluctantly appointed a committee to investigate these charges and later, upon receiving the report of this committee, decided to reject the charges and continue its confidence in Wexler as manager of the local.

Secretary Freedman, however, resolved to present the case to the International Office. President Sigman appointed several members of the General Executive Board as an investigating committee, and, after a thorough sifting of all the facts and evidence in the case, the committee found Wexler guilty of the charges brought against him.

The committee gave Wexler every possible opportunity to defend himself and, as a matter of fact, not satisfied completely with the first investigation, ordered a second investigation to examine every shred of evidence that might be found favorable to Wexler. But when the second report of the committee was finally presented to President Sigman, he had no alternative but to decide that Louis Wexler could no longer be manager of Local 20, and on January 3, 1924, at a member meeting of the local, this decision was carried out and Wexler was removed from office. Later in the month, Local 20 held elections for officers and elected a new manager, Meyer Polinsky, and a new secretary, Abraham Weingart.

Boston

The Raincoat Makers' Union of Boston, Local 7, has retained in the past two years the control over the local raincoat industry which it has successfully maintained for a number of years past.

For the last few years Local 7 has had a collective agreement with the Boston Waterproof Garment Manufacturers' Associa-

tion and has had no difficulty in renewing this agreement from year to year. In August, 1923, however, after a series of conferences prior to signing a new agreement, the manufacturers came to a deadlock with the Union on the question of wages. The Union demanded a minimum wage of \$44 a week for operators and \$25 a week for the finishers—rather modest wage scales when one considers the seasonal nature of the industry. But it seems that some of the leaders in the association were bent on forcing the Union to call a strike.

On August 18, 1923, the strike took place and by the end of the first day almost all the manufacturers of importance in the trade had settled with the Union. Within a week the association, after having made an abortive attempt to obtain an injunction against the Union, decided that it would rather settle the strike by negotiations and shortly thereafter reached an agreement with the workers. It was a short and decisive battle and it proved once again that such a compact labor body as Local 7 could not be intimidated into backing down from a position which they regarded as fully just and in accord with the best interests of the industry.

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Local 7 has been, in addition to taking care of its own interests, very helpful in aiding its sister locals in Boston by advice and act. Its manager, Vice-president Monosson, has been very helpful in the organization drive of the dress and waistmakers, and Local 7 was also quite helpful in the formation of the joint board for all the Boston locals, which it entered as a part. It has retained its membership and its work standards in the shops and is facing the future with complete confidence in its ability to defend the interests of its members in the shops.

Chicago

Local 54, the Raincoat Makers of Chicago, is a small local, as the trade in Chicago is much smaller than either in New York or Boston, and its influence on the local trade is accordingly limited. There are, however, still a number of raincoat shops in Chicago that remain unorganized and several of them are located in nearby towns and are run on a non-union basis.

In the past two years Local 54 has succeeded in retaining, in shops it is controlling in Chicago, the labor stand-

ards which it gained in former years. The local was compelled, in 1922, on account of its provoking stand with regard to a number of very important matters then pending, to leave the Chicago Joint Board, but was readmitted in 1923 and is now functioning side by side with its stronger and more influential sister organizations in our Chicago trades. After conditions stabilize in Chicago it is expected that, together with the aid of the Western Organization Office, Local 54 will be able to tackle some of the unorganized factories in the trade in Chicago and in the nearby cities.

THE BONNAZ EMBROIDERY WORKERS

Shortly after the Cleveland convention the agreement between the organization of the Bonnaz Embroidery Workers of New York, Local 66, and the employers' association in the industry expired. During the two years of the duration of the agreement there had accumulated a number of problems in the trade which had to be solved.

The Dressmakers' Joint Board, with which Local 66 was at that time affiliated, began to confer with the embroidery manufacturers on the renewal of the agreement in July, 1922. It developed, however, at these conferences that the embroidery employers were determined to force through a reduction of work standards in the trade and it became clear very soon that their opposition could not be overcome at the conference table. The General Executive Board thereupon sanctioned a general strike in the trade and on August 16, 1922, the embroidery workers left their shops. The strike lasted three weeks, after which the Embroidery Manufacturers' Association withdrew their demands and signed a collective agreement with the Union.

In July, 1923, the Bonnaz embroidery workers scored another substantial gain, this time without a strike. Shortly after the workers in the dress shops of New York had secured a 40-hour week, a strong agitation began among the Bonnaz embroiderers who supply the dress factories with embroidery, for a shorter work-week to conform with the hours prevailing in the dress trade. In the meantime the old employers' organization in the trade became disintegrated, and, as the agreement with it entered into during the preceding summer had lost its validity, the Union began conferences with the new employers' association which took the place of the old liquidated group. After conferences

lasting four weeks, Local 66 signed a new agreement, to last until February, 1925, in accordance with which terms the 40-hour week was to become operative in all embroidery shops in November, 1923.

In November, however, the carrying out of the shorter week met with considerable difficulty. The employers applied for a stay, pleading bad conditions in the trade, and the Union, realizing that this plea had merits, consented to withhold the introduction of the 40-hour week for a time, reserving, however, to itself the right to bring it into effect whenever, in its judgment, the situation in the trade warranted it. On the whole, Local 66 is at present in good condition and the fighting spirit and morale of the workers have not been impaired in the least by the comparatively poor seasons which they have had in their industry of late.

THE SWISS EMBROIDERY WORKERS

The organization of the Swiss embroidery workers of New York, Local 6, finds itself today well in control of labor conditions in the shops, as it has been for the last few years.

The weak spot in the Swiss embroidery trade remains the part of the industry located in the adjacent New Jersey towns. It will be recalled that the International has made several attempts in the past ten years to organize these workers, but without success. As late as 1921, Local 6 organized in the Hudson County towns of New Jersey a branch which existed about nine months but was compelled to disband owing to lack of interest among the local workers. Local 6, nevertheless, succeeded in bringing about the affiliation of a number of designers in New Jersey, who have had an organization of their own, with the recently organized Swiss Embroidery Designers' Union, Local 97, chartered by the International early in 1924. This designers' local, which includes both New York and New Jersey designers, will serve, it is hoped, as an entering wedge for organizing work among the New Jersey embroiderers in whatever attempt Local 6, together with the International, may make in that territory in the future.

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The two-year agreement which Local 6 entered into with the Allied Lace and Embroidery Manufacturers of New York expired

this March, and after several conferences, the agreement was renewed both for Local 6 and 97 for another two years, retaining all prevailing standards in the shops. The Union made a demand for a ten percent increase in wages and also for a reduction of the work hours, but, owing to very bad conditions in the industry at present, the consideration of these demands had to be put off until August, 1924, when they will again be made the subject of conferences between the Union and the association.

The Swiss embroidery workers are looking forward with great expectation to the introduction of a union label on embroidery, a subject very much under discussion during the last year, as they believe that such a label would strengthen their position considerably and would also allow them to make headway in organizing the embroiderers of New Jersey.

OUR LADIES' TAILORS' LOCALS

Local 38

The amalgamation in July, 1920, of Locals 3 and 80, the sample makers and ladies' tailors of New York, made mandatory by the Chicago convention for the purpose of strengthening the influence of both groups of workers in the trade, seemed at first to have accomplished its aim. But the growing inner friction in Local 3 soon became manifest; they had remained separate groups, their interests continually clashed, and it was deemed necessary for the good of the local to separate them into the original locals. A committee of the General Executive Board, having ascertained in an investigation the lack of unity and harmony prevailing in the local, reported its findings to the Montreal meeting of the Board in January, 1923, suggesting as the only solution the division of the local. At that meeting, two committees appeared from Local 38, one to speak for and the other against the proposed separation. These committees were members of the former Sample Makers' Union, Local 3, and the former Ladies' Tailors' Union, Local 80. The entire Board approved of the separation, and in spite of the opposition of some minority groups in the local, it was soon effected, the ladies' tailors receiving their former number, 38, and the sample makers retaining the number 3.

To insure the success of this separation and to make secure the undiminished influence of both locals in their respective

trades, the committee of the General Executive Board carried out a number of recommendations made by the committee, among which were:

1. For a period of six months each of the newly established organizations be placed under the supervision of the General Executive Board, which is to give the new organizations the proper guidance and assistance.
2. All ladies' tailors to be permitted to work in shops controlled by the Joint Board without any transfer, and vice versa, that all sample makers be allowed to work in shops controlled by the ladies' tailors without transfer.
3. The Joint Board of New York be requested to give all possible help to the future ladies' tailors' organization whenever it is applied for.

More than a year of this separate existence has proved the wisdom of the decision of the Board. Both locals have benefited considerably by the new arrangement, and the energy that had hitherto been consumed in discord and friction has now been turned to constructive work.

The separation from Local 3 has put Local 38 now outside the Joint Board and the ladies' tailors will have to reach agreements with their employers independently. The local is already beginning to get in proper shape for the renewal of these agreements next summer.

Local 104, Chicago

Local 104, the Chicago Ladies' Tailors' Union, has under its control a considerable number of shops in the local ladies' tailoring trade.

Except for individual clashes with an employer here and there, the last two years have been peaceful ones in the life of this local. There is a Ladies' Custom Tailors' Association in Chicago which in 1921 made an attempt to break up this local by instituting a lockout to force a cut in wages and the right to discharge workers at will. But after this attempt failed, the association made no more collective attacks upon the local, and the agreements in the trade have been renewed with comparative ease.

Since the end of 1923, Local 104 has been a part of the Chicago Joint Board together with every other local in our trades in that city.

Among the smaller ladies' tailors' locals in the country which deserve mention are a small local of tailors and cloakmakers in Paterson, N. J.; a local of alteration and ladies' tailors, Local 94, of Cleveland, O., and a small local of ladies' tailors and cloakmakers in Stamford, Conn.

CUSTOM DRESSMAKERS, LOCAL 90

The organization of the private dressmakers of New York finds itself today in a much improved condition in comparison with what it was two years ago. It has gained in membership, though it still holds only a minority in a trade which counts in New York City several thousand highly skilled workers. These women, employed in the fashionable Fifth Avenue district, though exploited by their employers, have, nevertheless, remained unresponsive to the message of trade unionism.

Local 90 obtained a 7½ percent increase in wages for the workers in 1922 and another 12 percent increase in 1923. These increases were gained largely through negotiations, though in individual cases single shop strikes were necessary. The abnormal condition, as far as the organization of the workers in this trade is concerned, consists in the fact that the unorganized custom dressmakers work largely in shops where the ladies' tailors are organized and work under union conditions. It is evident, therefore, that if Local 90 is ever to organize the many thousands of private dressmakers, it would have to do it in close cooperation with the ladies' tailors. The International office has, during the last year, brought Local 38 of the ladies' tailors and Local 90 together, for the purpose of working out a joint plan for organizing activity. It is to be expected that, with the aid of the ladies' tailors and the International, Local 90 will now set itself earnestly to the task of increasing its membership and strengthening its control in the dressmaking establishments of New York City.

TUCKERS, PLEATERS AND HEMSTITCHERS, LOCAL 41

We are glad to report the successful and speedy outcome of the organizing activity undertaken early this year among the tuckers,

pleaters and hemstitchers in New York, which resulted, first, in the formation of a substantial organization of the workers in these trades, and, second, in the winning of uniform union conditions in about eighty percent of the shops; after a strike which lasted only one week.

Elsewhere we have already made reference to the work begun by the Eastern Organization Department of the International among the tuckers, hemstitchers, pleaters and other novelty workers in January of this year. There are about 3,000 workers in the New York novelty trade and most of them have worked under inferior conditions as compared with the other women's wear trades. After a series of organizing meetings with them, we learned that these workers were not only ready to join the Union, but were quite eager to try their strength, with the aid of the International, in a joint walkout against the employers, to win union recognition and union terms of labor.

Without loss of time, the New York members of the General Executive Board sanctioned such a move, and as the response in the trade fully warranted it, a general strike of the novelty workers was called out on Thursday, March 20th, 1924, after some conferences with the organization of employers in the trade had failed to bring about a settlement.

The strike was a complete success from every point of view. About 2,000 workers answered the strike call, and, as both the independent as well as the organized employers in the trade came to realize that they could not overcome the united will of their workers, they applied for a settlement and a few days later an agreement was reached with the tuckers' and pleaters' association and single shops in the trade. The collective agreement, which provides for a permanent impartial chairman, guarantees the workers a 42-hour week and fixed minimum scales for all branches of the trade, granting a substantial increase over existing wages. The agreement, above all, recognizes the Union, and establishes a system of union control in the shops. The workers enthusiastically endorsed the settlement and returned to work to union shops for the first time in the history of their trade.

The satisfactory termination of this organizing effort is all the more gratifying, as it completes the unionization of an important auxiliary part of the cloak, dress and waist trades in New York, and should be of considerable help to the wide organizing activity which the International is planning in the waist industry and the other miscellaneous trades in New York City.

THE BUTTON WORKERS' LOCAL

That our International sincerely strives to organize and put under uniform labor standards every worker allied with the women's garment industry, is best evidenced by the fact that for several years past we have attempted to organize the men and women employed in the manufacture of buttons used in the finishing of women's wear.

A local of ladies' garment button workers had been in existence for three years without amounting to anything as a factor in their trade. Their wages were small, their working hours considerably longer than those in any other trade connected with garment making, and they had no organization of any kind in the shops. In the spring of 1923, however, this group of button-makers came to the International office and applied for organizing help. They had no money and no place to meet, but they were hopeful that, if a meeting were called, a large number of workers would respond, so unbearable had the situation become in their shops.

In this manner began the revival of Local 132. With the aid of the General Office, an active organization campaign was started in the celluloid button shops, with the result that in the course of a few months several hundreds of them were enlisted in the Union. The entire trade became alive with the organizing activity of the local, which came to a head on July 3rd, when all the workers in the cloth button shops of New York went out in a general strike.

This strike received the full support of the International Union and lasted only a week, ending in a gratifying victory for the workers. The button workers returned to their shops under an agreement guaranteeing them a 44-hour week, week-work, an average raise of \$3 weekly, a union shop and a collective agreement with the manufacturers' association which had meanwhile been formed in the trade. But the most important gain, of course, was the winning of a union—a local which enlisted about 1,000 members and came out of this first clash with their employers with a substantial treasury.

The agreement was concluded for two years, which, it is hoped, should give this local enough time to organize the large number of workers employed in the covered button branch of the trade who are working under exceptionally poor conditions. Local

132 is perhaps, the most mixed local in our Union. It consists of Jews, Italians, Spaniards, Negroes and native Americans. The local has a very promising future, if only the button workers will maintain their union intact and keep on making steady progress, gradually absorbing all the workers of the trade into the organization.

THE CORSET WORKERS

During the industrial depression which followed the war years, the two corset locals in Bridgeport, Conn., Local 33, the operators, and Local 34, the cutters, had been reduced to mere paper existence and lost their influence in the local corset shops. The employers, taking advantage of the general bad conditions, abrogated their relations with the Union and sought once more to introduce the "open shop" with all its iniquities.

But a group of corset workers, both men and women, which remained loyal to the Union, continued with praiseworthy persistence to maintain a semblance of an organization in the corset trade of Bridgeport. While not in a position to achieve anything substantial, they kept on holding meetings and hoping for an opportune moment to rebuild their locals.

Towards the end of 1922 the Eastern Organizing Department appointed a woman organizer, Miss Elsie Gluck, to work in the corset industry of Connecticut. Early in 1923 trouble broke out in one of the main departments of the big Warner Brothers corset factory where a wage cut was threatened and where the unequal distribution of the work caused a great deal of bitterness among the workers. The department quit work and appealed to the International for aid. Vice-president Halperin went at once to Bridgeport to take up with the firm the grievances of the workers. Fearing further trouble, and realizing that as a result of their mistreatment of the workers a tie-up of the entire shop was possible, the firm settled, granting a raise in wages amounting to from 10 to 15 percent and guaranteeing that no discrimination will be practiced against the workers for union activity. The settlement also provided for equal distribution of work in slack times. The fact that this settlement took place through the efforts of the International was particularly gratifying, inasmuch as it meant that the Union was recognized as a factor in adjusting grievances on behalf of the workers, and laid the foundation for extending this principle further in the future.

For the quick settlement of this dispute, considerable credit should also be given to Charles Ornburn, secretary of the Connecticut Federation of Labor, who ably assisted the corset workers during the walkout and the negotiations.

The settlement of this stoppage has meant a great deal for the corset workers' locals in Bridgeport. It removed the hopeless apathy which prevailed among them and instilled hope for a better, stronger union that would exert real influence on the work conditions of thousands of corset workers in the Bridgeport shops. Lately, with the formation of a Connecticut District Council, which the corset workers' locals have joined, this outlook for a bigger and better organization of corset workers has become even brighter.

GARMENT SALESPEOPLE'S UNION, LOCAL 131

Local 131, the organization of the salespeople employed in the cloak and dress retail stores, was admitted into the International about four years ago. After quite a stormy period and two big strikes in 1920 and 1921, this local has since settled to a peaceful existence and is regulating work hours and earnings for salesmen and women in a number of cloak retail stores in the downtown and Harlem districts.

On the whole, Local 131 has a compact though small organization. Their ambition is to organize the salesmen and women in every women's wear store in the city and they are looking forward to the first opportunity to achieve their aim with the aid of their International Union.

JOINT EXECUTIVE COUNCIL FOR MISCELLANEOUS LOCALS IN NEW YORK

The attempt to form a central body for the locals not affiliated with the Joint Board of the Cloak and Dressmakers' Unions in New York dates back to 1921, when the International called together the locals representing the so-called miscellaneous trades, for the purpose of forming a district council that would conduct all such activities for these locals as can best and with greatest economy be managed from one central directing source.

The effort failed in 1921 owing to a lack of sufficient response on the part of these locals, but the idea nevertheless prevailed.

The underlying motive for such a central body rests on a very sound basis—the need for greater efficiency and economy in management as well as the saving of funds and energy in the activity in which all these locals are equally interested; namely, the carrying on of organization work among the many thousands of unorganized workers in the trades which they represent in the various districts in the city. There are eleven such locals in New York City, and it can easily be seen that these locals, by conducting jointly several of their activities, would be able to eliminate several of their offices, secretaries and clerks, would prevent duplication of effort in maintaining separate organizers in the same localities, could concentrate with better chances of success on their organizing work, and conduct it when necessary by simultaneous drives, thus benefiting every one of these trades materially.

At the seventh quarterly meeting of the General Executive Board, last February, in Philadelphia, we decided definitely to organize such an Executive Council for all such locals in New York as are not affiliated with the Joint Board. Vice-president Samuel Lefkovits was instructed to proceed at once with organizing work and, after several preliminary conferences with representatives of these locals, this Joint Executive Council of Miscellaneous Trades was definitely launched on March 12, 1924.

At the time of this writing, only four locals—6, 90, 91, and 132—have affiliated with this Joint Executive Council. The other locals are still holding back from joining the Council for reasons which the General Executive Board does not regard as either valid or conducive to the development of a proper spirit of cooperation among our workers. It is because of this that the Joint Executive Council has not begun doing any actual work, expecting that, after the Convention gives its full sanction and approval, the locals that are still abstaining from joining it will realize that it is mandatory upon them to cooperate with their sister locals in this undertaking, which has been organized to meet a very urgent need in the miscellaneous trades in New York.

NEW HOMES OF OUR ORGANIZATIONS

The movement for union-owned office buildings which began in our organization several years ago has made considerable headway in New York City. It will be recalled that the first to secure a home of its own among our organizations was the Dress and

Waist Joint Board, which acquired, several years ago, a building on West 21st Street. The Italian Cloakmakers' Union, Local 48, followed later by erecting a magnificent six-story building for itself on East 14th Street. The example of the General Office in constructing a building for itself in 1922 was later followed by the Cloakmakers' Joint Board in New York City, and last year Local 1 bought a house for itself. Local 9 is now building one close by.

The following is a list of unions belonging to our International who own their own office buildings:

General Office, International Union—3 West 16th Street.

Joint Board Cloak and Dressmakers' Union—130 East 25th Street.

Dressmakers' Union, Local 22—16 West 21st Street.

Italian Cloakmakers' Union, Local 48—231 East 14th Street.

Cloak Operators' Union, Local 1—128 East 25th Street.

Cloak Tailors' and Finishers' Union, Local 9—67-69 Lexington Avenue.

Philadelphia Cloak Joint Board—232 North Ninth Street.

OUR OUT-OF-TOWN ORGANIZATION DEPARTMENT

The task of organizing workers in the small towns, located, as a rule, near the big garment-making centers, was undertaken and carried on during the last two years on a big and systematic scale as had never before been attempted in our International Union. Convention after convention for the last ten years had discussed the menace offered by the continued growth of the small non-union shops—situated within easy shipping distance of the big cities and run by non-union employers under inferior work conditions—to the maintenance of union standards of labor in our organized industries. Many resolutions have been adopted for measures to check this growing danger, yet until 1922, with the exception of sporadic efforts here and there, no big organized attempt along this line was made. Only at the Cleveland convention in 1922 was it finally decided that one-quarter of the \$4 per capita tax levied upon the membership of the International be devoted to the establishment of two organization departments,

one in the East and one in the Middle West, to undertake the unionization of these so-called "out-of-town" shops in these districts.

The first to be organized was the Eastern Organization Department with headquarters in New York City. Vice-president Jacob Halperin, who had had long and varied executive and organizing experience, was placed in charge of this department in August, 1922.

The first few months had to be spent in a preliminary survey which included looking over the territory, the selection of suitable offices for the different districts, and the engagement of organizers. This survey revealed hundreds of ladies' garment shops scattered in New York, New Jersey, Pennsylvania, Connecticut and Maryland. In the beginning our organizers limited their activities to towns near New York, assisting the Cloak and Dress Joint Board and the various locals in New York in their clashes with employers who had moved out of New York in order to dodge union control and union labor conditions. One of the chief difficulties encountered, as was to be expected, in addition to the opposition of the employers themselves, was the hostile attitude of the workers, who had at first regarded the union organizers as their enemies. This unfriendliness was due in many cases to the fact that organizing work in the past in these small towns had been carried on usually only when there was a strike in the shop of the same firm in New York, and that the conclusion of the strike marked also the end of the union drive in that town, with the result that whatever progress had been made was later lost both to the organization and to the workers. The hostility of the parents of these workers, who regarded the establishment of a factory in their town as a sign of prosperity, was another factor we had to contend against. They believed that the union organizers would come only to deprive their children of a means of livelihood and it took considerable time and effort to change their attitude in this respect and to convince them that we have come to these localities to stay and to be of permanent help to them.

In the eighteen months that the Eastern Organization Department has been operating we are glad to report that it has scored material and highly encouraging results. It has under its supervision 29 locals, the majority of them newly organized, all of which constitute a lively center of activity in their respective towns or

districts. Agreements have been signed with about 100 manufacturers, half of whom were cloak and the other half dress manufacturers. This department now controls 2,500 members, 40 per cent of whom are native Americans, which, together with about 1,000 New York members who work in the out-of-town shops, totals nearly 3,500. The 29 locals have a treasury of nearly \$10,000. Of the 65 strikes and 25 injunctions that have confronted the department, involving considerable expense to the International, the majority were settled favorably and quickly. The outstanding exception is the case of the strike in the Reliable Cloak Company in Camden, N. J., which has now been continued for almost a year and which the department considers highly important for the workers in that locality. This strike has been characterized by innumerable arrests on false charges, injunction suits and heartless police persecution. To give an idea of how stubbornly this single shop strike has been contested, it is sufficient to mention that it has already cost the International over \$35,000.

District Councils

In planning the organization of the eastern territory it has been found expedient to divide the ground to be covered into districts, each to be under the supervision of one member of the organizing staff. But the fact that not more than one man could be spared for each territory has made the supervision of the scattered districts quite difficult.

Notwithstanding this fact the department has made considerable progress in Connecticut—of the eight locals in that State, four have been organized within the past year. Recently a movement has been started in Connecticut that will eventually, it is hoped, offset the disadvantage of having but one organizer for the entire State—this is the formation of a district council of all the locals, for the purpose of coordinating the organizing work in the State. The delegates of the locals have been faithful in their attendance at the council meetings, and this joint work will undoubtedly not only bring added strength to each local individually, but will make it possible for them to help each other whenever necessary.

In New Jersey a similar course of action was followed by the department. In the Jersey district the formation of a district council will perhaps be of even greater service than in Con-

necticut, in view of the fact that the New Jersey towns have been exceedingly difficult territory to organize in the past, owing, in some cases, to local political interference; to the lack of work, which has caused the removal of many members to New York, where they had to look for employment in other trades or transfer their membership to another local; and to the shortage of organizers available. In New Jersey there are now twelve locals with relatively good-sized treasuries. They have had much to endure—police interference, intimidation by the employers, discharge for union activity—yet they hold out courageously in spite of all obstacles. With the establishment of the district council and the return of the busy season we can expect much from them because they are a good union element.

* * * * *

Closely allied with the work of the Organization Department in New Jersey has been its activity in the Long Island towns, where five locals have been organized, practically all of them in recent months. These Long Island towns, though very difficult to approach, when once organized are surprisingly active. The members of the Jamaica local in particular are among the finest in any of our locals, and this local in three months has almost doubled its membership. Although their number is not included in the membership of the Long Island locals, 450 members of the New York locals work in these towns in shops over which the Organization Department has supervision.

In addition to the work for which it was originally established the Eastern Organization Department has on many occasions assisted the local unions in New York City in their strikes and campaigns, notable among these being the white goods workers' strike in the spring of 1923, the assistance given to the Children's Dressmakers' Union, and to the Waistmakers' Union, Local 25, in organizing the tuckers, hemstitchers and pleaters in the trade, who have now been granted a charter as Local 41. Manager Halperin, in addition, has personally had charge of the campaign in Baltimore, prior to the strike last fall, and spent several weeks there during the strike and after the settlement was reached.

Middlewestern Organization Department

The progress made through the coordination of the out-of-town organizing activities in the East led to the adoption of a similar

course in the Middle West, including towns surrounding Chicago, Cleveland, Toledo, Cincinnati and St. Louis, where the tendency of the garment manufacturers to open non-union shops in the vicinity of the larger cities was no less marked than it was in the East. Accordingly, in April, 1923, our Western Organization Office was opened in Chicago and placed under the management of Vice-president Meyer Perlstein, for eight years the manager of the Cleveland Joint Board.

The Middle Western Department, through the pressure of many circumstances, has not been able to function in as concentrated a manner as the Eastern Organization Department. Industrial conditions prevailing in the ladies' garment industry did not warrant the engagement by the International in too many scattered activities at one time, realizing as it did that a campaign in each of these markets required extraordinary efforts to achieve the complete unionization of the workers. In addition, Vice-president Perlstein has had to devote practically all his time to the big task of organizing the thousands of dressmakers in Chicago, besides the very arduous duties which the supervision of the work of the Chicago and Cleveland Joint Board placed upon him.

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On the whole, we feel confident that the organization work conducted by the International in the out-of-town districts during this term is a highly satisfactory and constructive achievement. We are satisfied that not only have we checked this menace in dozens of cities around New York which threatened to become veritable non-union nests, but we have actually helped to raise the living and work standards of thousands of workers by taking them into the fold of our Union. It has been a costly enterprise, but, from the point of view of insurance against the possibility of these places becoming strikebreaking centers in case of an industrial conflict, and also for the invaluable psychological importance—inasmuch as we have proved to the workers that the Union is ready and able to give them the benefits of better union conditions and humane treatment, and as we have also proved to many of the non-union employers that we can reach them, no matter where they would run away from the Union—these funds were well spent.

This work is by far not concluded. A great deal more will have to be done in the eastern territory, and the next two years

will quite likely see the development of this work on a large scale in Baltimore and in the Middle West. We are confident that we are getting results, that our funds and labor are not lost, and that is the important thing that counts.

OUR ORGANIZING STAFF

In the course of the last two years the General Executive Board employed in the service of the International Union a large number of permanent and temporary organizers. Most of them were engaged in work for the newly-formed organization departments, while several of them have been employed by the International as resident managers either at part or full salary.

The following is a list of the organizers employed by the International at full salary:

Meyer Perlstein	Sol Goldberg
Sol Seidman	J. Goldstein
Samuel Lefkovits	Louis Maggio
Jacob Halperin	N. Weiss
H. A. Schoolman	F. Concillieri
Arturo Giovannitti	Ruth Gordon
Philip Oretsky	Philip Soldner
Edmund Reid	M. Durante
Elsie Gluck	J. Grossman
Abraham Tuvim	David Fruhling
Molly Friedman	Bernard Schub
Louis Merolla	A. Rosenberg

Max Bruck

The following organizers have been employed by the International during this period at part salary:

M. Gorenstein	A. Snyder
B. Gilbert	I. Lewin
M. Schneid	A. Claghessy
Sol Polakoff	M. Amdur

The International has also sent regular contributions to the Cleveland Joint Board, to Locals 49 and 7 of Boston, to Local 4 of Baltimore, to Locals 76 and 15 of Philadelphia, and to Local 52 of Los Angeles, to assist these locals in their organizing activities.

OUR ITALIAN WORKERS

During the last two years, the International has continued organizing activity among the Italian workers in our trades and has steadfastly endeavored to enrol them in our existing locals or to form entire locals of Italian ladies' garment workers.

This work, of course, was conducted entirely apart from the already existing big organizations of Italian workers, such as Local 48, the Italian cloakmakers, and Local 89, the Italian dress and waistmakers. These two organizations, both a part of the New York Joint Board of Cloak and Dressmakers, probably the biggest Italian labor unions in the country, are in a class by themselves and do not have to be introduced to our workers.

The formation of Italian locals of cloakmakers and dressmakers has been going on with regularity in response to a demand on the part of these workers that they be given an opportunity to conduct their business in national units best suited to them, and for the purpose of attracting greater numbers of them into the organization. Thus we have formed a local of Italian cloakmakers in Philadelphia, Local 47; a similar local has grown out of an Italian cloakmakers' branch in Cleveland, now Local 44; the Stamford and Greenwich Tailors' Union has been chartered as Local 30. The International for several months paid the salary of an Italian organizer in Cleveland.

The International has during these two years also enlisted the services of Brother Arturo Giovannitti, well-known Italian speaker and organizer, for our organizing staff.

ORGANIZATION WORK AMONG OUR NEGRO WORKERS

The steady drift of women workers of the Negro race into our trades has continued during the past two years. There are enough Negro workers in our trades in New York, Philadelphia and Chicago to constitute an appreciable element in the factories.

In 1923, the dressmakers' union of New York conducted systematic educational work among the Negro workers in the dress trade. A series of meetings was carried on in the West Harlem district of New York City, addressed by prominent Negro trade unionists and lecturers sympathetic to the workers' cause. In the general dress strike during the winter of 1923 the Negro members of our Union took a loyal part and acquitted themselves

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creditably. They also took an active part in organizing the Button Workers' Union, Local 132, during the summer of 1923.

Our Union has given every possible aid to the movement for organizing the Negro workers in our trades and has from time to time helped financially the publications which spread trade union agitation among the workers of the Negro race.

COLLECTIVE AGREEMENTS WITH EMPLOYERS' ASSOCIATIONS

Our International Union and its affiliated bodies all over the country are today under collective contractual relations with twenty-three manufacturers' associations, two more than at the time of our last convention. Some of these associations have gone out of existence during this term, while a few others have come into being.

The New York Waterproof Garment Manufacturers' Association exists no longer. The Philadelphia Dress and Waist Association is still fighting our Union, as well as the organized Toronto cloak manufacturers. In Boston two associations in the dress and waist industry have been formed and have concluded agreements with the Union during this period.

The following are the employers' associations with which our Union has collective agreements:

New York Cloak, Suit and Skirt Manufacturers' Protective Association.

New York Merchants' Ladies' Garment Association.

New York American Cloak and Suit Manufacturers' Association.

New York Wholesale Dress Manufacturers' Association.

New York Association of Dress Manufacturers, Inc.

New York Cotton Garment Manufacturers' Association.

New York Allied Lace and Embroidery Manufacturers.

New York Bonnaz Embroidery Manufacturers' Association.

New York Tuckers, Hemstitchers' and Novelty Manufacturers' Association.

New York Celluloid Button Manufacturers' Association.
 Philadelphia Cloak and Suit Manufacturers' Association.
 Philadelphia Cloak Jobbers' Association.
 Philadelphia Cloak Contractors' Association.
 Boston Waterproof Garment Manufacturers' Association.
 Boston Dress and Waist Manufacturers' Association.
 Boston Dress and Waist Contractors' Association.
 Boston Cloak Contractors' Association.
 Boston Cloak Jobbers' Association.
 Chicago Cloak and Suit Manufacturers' Association.
 Chicago Northwest Side Cloak Manufacturers' Association.
 Cleveland Ladies' Garment Manufacturers' Association.
 Los Angeles Cloak and Suit Manufacturers' Association.
 Baltimore Ladies' Garment Manufacturers' Association.

NEW AND EXTINCT LOCALS

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

Local 42—Waterbury, Conn., Garment Workers
 Local 109—Kenosha, Wis., Ladies' Garment Workers
 Local 97—Union Hill, N. J., Embroidery Designers
 Local 80—Stamford and Greenwich, Conn., Tailors
 Local 51—Passaic, N. J., Dress and White Goods Workers
 Local 31—Ladies' Garment Workers of Rahway, N. J.
 Local 32—Winnipeg Ladies' Garment Workers
 Local 39—Boston Cloak, Skirt and Dress Finishers' Union
 Local 132—Button Workers Union, New York
 Local 41—Tuckers, Hemstitchers and Pleaters of New York
 Local 57—Jamaica, L. I., Ladies' Garment Workers
 Local 77—Corona, L. I., Ladies' Garment Workers

- Local 84—Astoria, L. I., Ladies' Garment Workers
- Local 85—Keyport, N. J., Ladies Garment Workers
- Local 107—Woodhaven, L. I., Garment Workers' Union
- Local 137—Bridgeport, Conn., Cloakmakers
- Local 138—Colchester, Conn., Ladies' Garment Workers
- Local 139—Lynhurst, L. I., Ladies' Garment Workers
- Local 115—Newark Waist Dress and White Goods Workers

The following locals have gone out of existence during this term:

- Local 98—Cincinnati Skirt Pressers
- Local 30—Cincinnati Cutters
- Local 55—Chicago Cloak and Suit Foremen
- Local 58—Waist Buttonhole Makers, New York
- Local 84—Toledo Cutters
- Local 97—Los Angeles Ladies' Tailors
- Local 103—Los Angeles Ladies' Waist and Dressmakers
- Local 114—Racine, Wis., Rubber and Raincoat Makers
- Local 120—Rochester, N. Y., Garment Workers
- Local 124—San Francisco Ladies' Garment Fitters

MEETINGS OF THE GENERAL EXECUTIVE BOARD

All the members of the General Executive Board elected at the last convention in Cleveland, with the exception of one, have served out their terms in full. Brother Max Gorenstein, who was sent by the International as organizer to the Pacific coast, with headquarters in Los Angeles, resigned his post in July, 1923, as he had made up his mind to remain permanently a resident of California and was unable any longer to attend to his duties as a member of the Board.

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

The first in Cincinnati, Ohio, beginning June 8, 1922; the second at Edgemere, Long Island, beginning August 10, 1922; the third in Montreal, Canada, beginning January 8, 1923; the

fourth and fifth in New York, beginning March 26 and June 11, respectively; the sixth in Chicago, beginning October 17, 1923; the seventh in Philadelphia, beginning January 9, 1924, and the eighth in New York beginning April 8, 1924.

The New York members of the Board during the past term have, in addition, met on numerous occasions in regular and special meetings to dispose of all urgent matters that could not be laid over to the quarterly meeting of the Board.

THE APPEAL COMMITTEE OF THE G. E. B.

During the past term the Appeal Committee of the General Executive Board consisted of the following Board members: Samuel Lefkovits, chairman; Salvatore Ninfo, secretary, and Vice-presidents Jacob Heller, Harry Wander and Joseph Breslaw. During the absence of Vice-president Lefkovits on the Pacific coast, Brother Israel Feinberg served on the committee in his stead.

The Appeal Committee has heard 140 cases during the last two years, most of them appeals from the decisions of the Cloak and Dress Joint Board in New York, involving the examination of a great deal of evidence and personal testimony. The Appeal Committee has also acted as an investigating and trial committee in a number of important cases which have arisen during this period, growing out of insubordination and violation of the rules of our constitution, in Chicago, Philadelphia and New York City.

THE FINANCE COMMITTEE

The Finance Committee of the General Executive Board for the last administrative term consisted of Vice-president Salvatore Ninfo as chairman, Jacob Heller as secretary, and Vice-presidents Harry Wander, Joseph Breslaw and David Dubinsky. This committee has met weekly, examining every item of expense made by the General Office and approving further disbursements at the authorization of the General Executive Board.

CONSTITUTION COMMITTEE

The need of revising our constitution, to conform more adequately with the needs of our organization, has engaged the

attention of the General Executive Board during the past administrative term. A Constitution Committee was accordingly appointed by the board, which was charged with this important task. This committee has done a big and thorough job and is now ready to report to the Convention all the amendments and revisions in the form of resolutions.

Vice-president Breslaw is the chairman of this committee and its other members are Vice-presidents Dubinsky, Ninfo, and Brothers Langer, Ashbes and Kaplowitz.

COMMITTEES OF THE GENERAL EXECUTIVE BOARD

Standing

Educational Committee—Vice-presidents Reisberg, Feinberg, Heller, Lefkovits, Fannia M. Cohn.

Appeal Committee—Vice-presidents Lefkovits, Ninfo, Halperin, Heller, Breslaw, Feinberg.

Finance Committee—Vice-presidents Ninfo, Breslaw, Heller, Wander, Dubinsky.

Special

Committee on Local 22—Vice-presidents Feinberg, Reisberg, Heller.

Committee on Investigation of Jobbing Trade—Vice-presidents Feinberg, Wander, Ninfo, Breslaw, Heller.

Committee on Election of Philadelphia Joint Board—Vice-presidents Heller, Dubinsky, Ninfo.

Committee on Merging New York Joint Boards—Vice-presidents Feinberg, Dubinsky, Lefkovits, Wander, Ninfo.

Committee on Needle Trades Alliance—Vice-presidents Feinberg, Heller, Wander, Secretary Baroff and President Sigman.

Committee on Wexler Case—Vice-presidents Feinberg, Breslaw, Heller, Halperin, Seidman.

Committee on One Joint Board for Boston Locals—Vice-presidents Halperin, Heller, Wander, Ninfo.

Committee on Local 1—Vice-presidents Perlstein, Seidman, Reisberg.

Committee on Local 11—Vice-presidents Reisberg, Seidman, Lefkovits, Wander, Heller, Halperin.

Committee on One Joint Board for All Philadelphia Locals—Vice-presidents Ninfo, Wander, Halperin.

Committee on Knit Goods Workers' Application—Vice-presidents Feinberg, Wander, Lefkovits.

Committee on Convention Arrangements—Vice-presidents Dubinsky, Ninfo, Fannia M. Cohn, Monosson, Breslaw.

Committee on Union Label—Vice-presidents Perlstein, Heller, Breslaw, Reisberg, Ninfo.

Committee on Constitution—Vice-presidents Breslaw, Dubinsky, Ninfo, and Brothers Langer, Ashbes, Kaplowitz.

Committee on Local 132—Vice-presidents Seidman, Lefkovits, Halperin and Brother Giovannitti.

Committee on Local 9—Vice-presidents Seidman, Breslaw, Fannia M. Cohn, Feinberg, Lefkovits.

OUR PUBLICATIONS

Our three weekly publications—Gerechtigkeit, Justice and Giustizia—continue to be issued under the same editorial management.

The editorial policy which we established when we first began to publish our weekly journals is continued in the same clean-cut, uncompromising way, representing the true spirit and aspirations of our International. We continue to discuss in them our problems, difficulties and achievements in a frank, open-minded manner, without attempting to hide what we consider wrong in our ranks or to minimize and keep under cover what is important for our own membership as well as for the whole labor movement to know.

That our journals have earned for themselves an authoritative position in the labor press and in leading circles in our industry is best attested by the frequent quotations in other trade, labor and general publications from our editorial columns.

During this period we have enlarged our Italian weekly to twelve pages in response to the demand of our Italian members.

We have also introduced a Russian column in Justice for the benefit of our Russian-Polish readers.

OUR EDUCATIONAL ACTIVITIES

In judging the success of our educational activities in the City of New York, one must remember some of the difficulties which must be overcome in the carrying out of this work. We must remember the fatigue of the workers, their family duties, their personal and organization interests and the time consumed in traveling to and from work. Also in the city of New York there are a great many conflicting attractions, all bidding for the interest of the workers. Lectures, entertainment, concerts, drama, opera and various similar attractions, are conducted almost every day and every evening.

In attempting to build up the educational activities of our Union, the indifferent attitude of a great many of our members was also a factor to be reckoned with. Our workers accomplished a great task in building up the Union as a protection of the economic welfare of its members. But their struggles created in them an impatience with a systematic study of present-day conditions and institutions. However, more of them realize that without such study we cannot expect to bring about the economic and social changes for which our workers are consciously or unconsciously striving.

But the confidence of our members is gradually being won by making clear to them that our educational program is based on the assumption that our members are striving toward a new industrial order, to be based on the principle that production should be carried on for the satisfaction of human wants and not for private profit, and that human life is above property. It is also becoming more and more clear to them that the educational work of our International is based on a conviction that the aims and aspirations of the workers can be realized only through their own efforts in the economic and educational fields, and that while organization gives them power, true education will give them the ability to use their power intelligently and effectively.

Considering all this, it can be safely stated that a great deal has been accomplished, for, in spite of these conditions, a large number of our members were attracted to our courses, and attended them regularly and faithfully.

Our Activities

During the past two years, the Educational Department continued and expanded its previous activities.

1. Workers' University

As in the past, the Workers' University was conducted in the Washington Irving High School in New York and in the I. L. G. W. U. Building. Classes for advanced students were held in economics and trade-union problems, applied psychology, social psychology, literature and social history.

2. Unity Centers

Unity Centers in public school buildings in New York City were conducted as before in the Bronx, Manhattan and Brooklyn.

Subjects

In each Unity Center various activities are carried on—educational, health and social. Our members meet there from four to five nights a week.

Our International is offering at the University and in the Unity Centers courses in the history of the labor movement, American and European trade-unionism, applied economics, applied psychology, history of civilization, literature, etc.

English

Since most of our members are of foreign birth, it is natural that English should occupy a very important place in our educational plan. In each Unity Center there are classes in elementary, intermediate, advanced and high school grade English, all organized exclusively for our members. The teachers of English and physical training are assigned by the Evening School Department of the Board of Education.

Health Education

One evening a week in each Unity Center is devoted to health. For one hour a lecture on health topics which concern the home and factory life of the workers is given by prominent physicians.

3. Extension Division

For the past two years we have developed our Extension Division so as to reach a larger number of our members. This was done in the following way:

a. Courses and classes were held in different languages—English, Yiddish, Russian and Polish.

b. Lecturers were sent to business meetings of local unions, where they discussed labor and social problems.

c. Forums were held in different parts of New York and other cities. Prominent speakers addressed the audience on important labor problems.

d. Classes and courses were conducted for shop chairmen and executive members on problems of special interest to each group. We consider this a very valuable activity, because of the important position they occupy in our Union.

e. Small classes and round-table discussions for business agents of our unions have been organized and conducted successfully. These officers are important factors in our Union, and should receive authoritative information on matters of importance to the labor movement. In each case, we engaged instructors who are authorities in their respective fields. They met the business agents in groups, and conducted intensive discussions on many important labor problems.

Size of Classes

While large classes are useful for general cultural purposes and to instill enthusiasm, and while certain subjects lend themselves readily to large numbers as, for example, the study of literature, all agree that in the study of labor and economic problems the best results are obtained when a comparatively small number of persons participate in the discussion.

Accordingly, most of our classes in the social sciences numbered between twenty and fifty students, while our classes in literature and psychology had as many as 150 at a time.

Strike Activities

During the recent strikes of the dress and cloakmakers in New York, the Educational Department was active in arranging entertainments for the strikers. Musical talent was secured. Lecturers addressed small as well as large groups of newly organ-

ized workers on various aspects of the labor problems in which the hearers were interested as recruits to unionism. Lantern slides were used to illustrate the International's activities.

Drama and Music

The Educational Department has continued to provide the members with tickets to dramatic and musical performances of the highest character at reduced prices. This service was appreciated greatly by the members.

Books and Book Service

A list of books valuable to our members was prepared and, by arrangement with the publishers, these books were secured at wholesale prices. Some of our organizations were also assisted in purchasing libraries at reasonable cost. Our members value this service and take advantage of it in great numbers.

Social Activities

The social activities organized by our Educational Department are an invaluable feature of our work. They serve to bring together hundreds, and in some cases, thousands of our members. A spirit of solidarity is engendered, and our members are inspired to contribute to the growth and development of their organization.

Opening exercises of the educational season were held in different cities. They were attended by many thousands of men and women, young and old, from our local unions. In each case prominent artists and speakers were on the program. Other gatherings on a smaller scale were equally helpful in bringing pleasure into the lives of our members and creating greater solidarity among them.

Although some who attended these gatherings do not participate actively in the educational activities, because of age and other important reasons, yet they take pride in the fact that with their financial support they are helping to develop an activity which will give strength and an intellectual meaning to the trade-union movement.

Attendance

For the past two years the attendance at our various educational activities was larger and more regular than ever before. This means that a greater number of our members became interested in our educational activities and attended them more regularly and systematically. It is also important that, while the number of women attending these activities has become larger, the proportion of men in the same classes has been even more so. In fact, many of the classes are attended mainly by men.

Instructors and Lecturers

Our faculty consists of men and women of the highest professional rank. They are interested in workers' education and contribute to it. The Educational Department assisted these teachers in preparing their work and acquainted them with the interests, problems and backgrounds of our members, with the problems of the labor movement and of the I. L. G. W. U., and suggested methods of presentation which appeal most effectively to our people.

Our teachers and instructors have a thorough knowledge of the labor movement and the problems which it must solve, and they realize that this movement deals not only with theories, but mainly with facts and conditions.

Study of the History of Our Union

During the past two years, special emphasis was placed in our classes on our own International Union. A special outline was prepared by Max Levin dealing with its history, aims, problems, policy and structure. Now that the history of the International is about to be published, our classes will use it extensively in their studies, and our members will become more interested in its past and will realize the importance of their organization in the history of the labor movement in America.

Prior to the opening of our bank, special discussions were prepared by our instructors in the Unity Centers and Workers' University on "Why Trade Unions Own Banks," and an attempt was made to explain in simple language the mechanism of the management and control that the State exercises over modern banks.

Out-of-Town Activities

It is natural that the bulk of our educational activities should have begun and developed in the City of New York. But the Educational Department was ready to place the experience gained in that city at the disposal of our members in other places.

It is significant that this year more than ever the department received requests from out-of-town local unions asking it to organize educational activities for their members. Despite its eagerness to make our work a success, the department was very careful not to start educational activities in a city unless the interest of the local unions in adult workers' education warranted it. Activities were organized in Philadelphia, Chicago, Cleveland, Baltimore, Cincinnati, Newark, Montreal, Worcester and Boston. In cities where trade union colleges exist and also where there is a movement for the organization of such trade union colleges, the Educational Department has encouraged our union there to participate.

In Boston, where the Trade Union College is under the auspices of the Boston Federation of Labor, our locals participate actively in it. Since the establishment of the College, a representative of the Educational Department has been invited to speak at its opening exercises. A group of our Boston members are students in the college, taking up various courses, and their tuition is paid by the Joint Educational Committee. In Philadelphia and Baltimore, where labor colleges have been organized, our members were urged to join them, and scholarships were offered by our local unions, who are also represented on the administrative board of the college.

Outlines

Our students have been aided greatly by the outlines distributed with each lesson. These are prepared carefully by the instructors and contain a summary of the entire lesson. At the end of the season, these outlines constitute a syllabus or condensed textbook, which our members can use for further reference and study.

The publication by the Educational Department of the outline of the Social and Political History of the United States by Professor Carman has met with great success and much praise from many authorities. It is the result of Professor Carman's experi-

ence in our Workers' University and is the first publication of its kind. It is a distinct contribution to the development of Labor Education. We permitted the Workers' Education Bureau to reprint this outline and supply it to other American labor schools. Outlines on Trade Union Policies by David Saposs, Economics and Labor by Sylvia Kopald, and Social Institutions by Arthur Calhoun, will appear in "Justice" and will be published in pamphlet form.

Publicity

The work of the Educational Department was made effective by the publicity afforded by the labor press. The educational page in our own "Justice," "Gerechtigkeit" and "Giustizia" reached the members, and the material which was supplied to the Yiddish and English labor dailies by the Educational Department acquainted their readers with our programs and the descriptions of our activities. The Department also issued several attractive posters which were placed in offices of our local unions and published brief leaflets describing our educational activities. These were distributed among our members.

Management

The planning of our educational activities is entrusted to the Educational Committee which consists of five vice-presidents, who work in conjunction with our educational director, Alexander Fichandler. During the past term these were Vice-presidents Feinberg, Reisberg, Lefkovits, Heller and Fannia M. Cohn, who is the executive secretary of the department. In formulating the policy of our educational activities, the Committee is guided by the instructions of the previous convention as formulated in the report of the Committee on Education.

Democracy in our Education

To guard against an over-centralization of educational control, a permanent joint conference of the educational committees of our local unions has been formed. This conference meets from time to time with the Educational Committee. It renders valuable service in helping the committee to keep in touch with the locals and in passing on suggestions from the rank and file.

Students' Councils

In each Unity Center the students elect two members from every class to serve on a Students' Council. In the Workers' University, the students' councils, beside aiding in keeping in touch with classes, select three of their number to sit with the executive committee of the faculty. This group considers the problems of each Unity Center and of the Workers' University and passes upon the curriculum. The Students' Councils also arrange social affairs to make possible a fuller acquaintance of pupils and teachers.

Visits to the galleries of the Museums of Art and Natural History are planned, where talks are given by lecturers which acquaint our members with the objects there. The Students' Council, with the assistance of the Educational Department, also arranges excursions, hikes and outings during the summer months. The hikes have always been most interesting. Our members, belonging as they do to different local unions, become acquainted during these hikes, make friends and spend a few hours a week in sociability and good fellowship. It is needless to emphasize the importance of this open-air recreation to our members who spend most of their time working indoors.

Members of Other Unions Admitted to Our Classes

Although our educational activities were arranged for our members, we were glad to admit members of other unions who wished to take advantage of them.

Educational Leadership of the I. L. G. W. U.

It is extremely gratifying to state that the movement for workers' education, which our International Union had the privilege of initiating in America, is growing in our country. Labor colleges and study classes are being organized everywhere. No one questions now whether it is the duty of the trade unions to develop their own educational institutions. And frequently when such institutions are organized, the advice of our International is sought.

The educational activities of our International are well known abroad. Requests for our curriculum, for our publications and outlines are received from many European countries and from Mexico and Japan.

Workers' Education Bureau

The Workers' Education movement in the United States has grown greatly. While a few years ago there were but a few struggling labor schools in our country, today scores of them, extending from the Atlantic to the Pacific, reach the American worker. The Workers' Education Bureau, organized three years ago by representatives of existing labor schools and in which our International was among the leading spirits, has been not only endorsed by the American Federation of Labor, but also actively supported by it. The Bureau reaches now a large number of American unions. Sixty percent of the membership of the American Federation of Labor through their national unions are now affiliated with the W. E. B. Many important State and City federations of labor are also affiliated.

Brookwood College

You are acquainted with the aims of the Brookwood College. A number of our members are now studying there. In the two years our International contributed \$600 to its support, and the New York Joint Board of the Cloakmakers' Union and other of our local unions have also made a contribution to this college. Officers of our International participated actively in the development of this, the first American resident labor college.

Conclusion

All must agree that the educational activities of the International Ladies' Garment Workers' Union must go on. The time for doubt and skepticism has passed long ago. The world moves and we must not stand still.

We utilized our available assets as far as possible. Our plans for the future are large and ambitious. We expect to open more classes, and with a larger number of groups, both for elementary and advanced students, for the intensive study of the history and theory of the labor movement. We expect to conduct more forums with sufficiently interesting programs to attract thousands of people for entertainment and instruction.

We must conduct such activities wherever our membership resides. We must satisfy the educational desires of our brothers and sisters in other cities. In short, we must reach a much larger number of the rank and file than we did heretofore, because out of them will come the labor movement of tomorrow.

RECORD AND PUBLICATION DEPARTMENT

The management of our Record Department has undergone a change in the last term. On March 1, 1923, Vice-president Hyman A. Schoolman succeeded Brother Abraham Tuvim in this post.

The Record Department of our Union has materially improved during the last two years, both in efficiency and in direct results to the General Office. The reports of the incoming and outgoing members as well as payments of dues by the members are kept up to date for each local. The locals continually make use of the records in our office in case of error in their own records, and the system for keeping track of the monthly sale of stamps in each local, as well as checking their financial transactions in the day-book sheets established several years ago, has been rigorously kept up.

The research work which was contemplated to be done by this department has been practically given up. It would require a large sum of money to conduct such a bureau efficiently, and the General Office, with the tremendous drain on its income from other departments, particularly our organizing work, could not afford to spend such a sum. There is no doubt that, had we been equipped with an efficient research office, a great deal of information that we have been seeking to gain through joint investigations with the manufacturers' associations in our various trades could have been made available for our use.

We have, however, kept up a research library and have kept a complete clipping file system dealing with current events in the labor movement and all items concerning our own Union, for reference purposes.

In addition to the mailing section of our publication department, which has been under the supervision of the Record Department since March, 1923, the entire business management of our journal has been transferred to the Record Department since that time. The mailing system has also improved considerably and less complaints of non-delivery of our publications are now coming in.

AUDITING DEPARTMENT

The Auditing Department, which consists now of four regularly employed persons, has continued during the past year under the direction of our general auditor, F. Nathan Wolf.

In addition to the audit of books of our organization in New York City, Auditor Wolf has visited at regular intervals during the last two years our organizations in the Middle West, the East and Canada. Our Auditing Department has also done a considerable amount of investigation work for the New York Cloak and Dress Joint Board in examining books and records in cases of suspected violations of the agreement between our Union and the manufacturers or the jobbers.

The work of the Auditing Department is indispensable to our Union and is being conducted in an efficient and satisfactory manner.

THE UNITY HOUSES

In 1922, we had three unity houses in existence,—the Forest Park Unity House, belonging to the Dress and Waist Joint Board of New York; the Unity House at Orvilla, Pa., owned by the Philadelphia Dressmakers' Union; and the Villa Anita Garibaldi, the summer vacation house of our Italian Dressmakers' Union, Local 89. After the season of 1923, the Philadelphia Dressmakers' Union sold their place at Orvilla. This house was operating at a loss for several years and the local found it impractical and impossible to meet its annual deficit any longer. The giving up of the Orvilla House only emphasizes the point that such undertakings, in order to succeed, must be carried on on a large basis and operated by a large enough organization to support them in any given district or city.

This judgment is all the more substantiated by the remarkable progress which the Forest Park Unity House has made during the past two seasons. Not only has the number of visitors to this summer home of our workers increased materially, but it has gained from every point of view and has afforded an excellent place of rest and recreation for literally thousands of our workers during the summer months. Suffice it to say that in the financial report of the Forest Park House for the season of 1923, a surplus of over \$11,000 is shown over expenses and liabilities in running this big establishment.

The Forest Park House has catered not only to members of the Dress and Waistmakers' Union, but to all the locals of our International in New York City and to a large number of visitors belonging to trade union and labor organizations. Now that

the Dress Joint Board has been consolidated with the Cloak-makers' Joint Board, it may be expected that the cloakmakers will patronize the Unity House in even larger numbers, which will naturally increase the success of this place and will widen its facilities.

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The Villa Anita Garibaldi at Midland Beach, Staten Island, has had two very successful seasons, in 1922 and 1923. The number of their visitors has materially increased and it has become an established institution among the Italian-speaking workers in our trades—dressmakers as well as cloakmakers.

JOINT BOARD OF SANITARY CONTROL

The Joint Board of Sanitary Control in the cloak, suit, waist and dress industry continues to function, under the direction of Dr. George M. Price, as in former years, supported by the same organizations which contributed to its maintenance heretofore; namely, the Joint Board of the Cloak and Dressmakers' Union, the Cloak, Suit and Skirt Manufacturers' Protective Association, the American Cloak and Suit Manufacturers' Association, and the Dress Manufacturers' Association. Manufacturers in the cloak and dress industry who sign individual agreements with the Union and who do not belong to these associations are also subject to the fire inspection and sanitation regulations of the Joint Board of Sanitary Control, through a special clause in their individual agreements with the Union, and are required to contribute annually towards its maintenance.

This fire and sanitation inspection agency in our industries, while it is doing all it can do with its rather limited means, has not, however, succeeded in entirely eliminating all unsanitary shops in our trades in New York City. This is due, to a great extent, to the fact that the small shop where sanitary conditions are likely to be the worst and where fire safety regulations are not lived up to, has multiplied to an alarming extent in our industry in the last few years. But the chief reason why sanitary and fire safety regulations are lax in so many of our shops is because the laws governing sanitation and fire prevention in New York are inadequate and are loosely enforced. Our inspectors, after discovering violations and reporting them, have no further

remedy, and that is frequently the last that is heard from these complaints. Strict and honest enforcement of the existing laws and the enactment of further safeguards for the benefit of the workers and of the consuming public would aid materially in putting a stop to these dangerous conditions.

Recently we obtained a large list of such unsanitary small shops through the offices of the Joint Board of Sanitary Control which we forwarded to the New York State Industrial Commission. State Commissioner Shientag has offered the cooperation of his department to combat violations of sanitary and fire laws in the shops and we expect to follow up this work persistently.

UNION HEALTH CENTER

The Union Health Center, which comprises the medical and dental clinics operating for the past six years and owned and managed by a group of our locals in New York City, can rightly be considered today as one of the important constructive agencies of our Union. Physical examinations for workers in the cloak and suit industry were first introduced in 1912, in cooperation with the New York State Factory Commission. In 1918, this medical work and the dental clinic were transferred to a new organization called the Union Health Center, an offspring of the Joint Board of Sanitary Control, and since 1920 these clinics are conducted in a separate building owned by the Union and specially equipped for that purpose.

The Health Center maintains one of the best industrial clinics in New York City. Its visiting staff consists of some of the best-known specialists in New York, whose services are given to our workers more out of a deep interest in the health needs of Labor than for the comparatively modest fees they are receiving. This clinic is unique in that it is operated by our workers on a self-supporting cooperative plan. Each member of the Union pays a fee of \$1 for each examination and treatment received at the clinic. The clinic is well-equipped, having a good laboratory, a large X-ray room, and facilities for the treatment of every occupational and general ailment. The Union Health Center is managed by Dr. George M. Price, director, and a board of managers consisting of representatives of the locals maintaining it, with Vice-president Harry Wander as chairman.

Among the obligatory physical examinations that are carried on in the Union Health Center are examinations for admission into the Union. In the last ten years of its existence the Center has examined no less than 36,510 applicants for the locals which were affiliated with it. The Center also examines applicants for sick benefits from the locals, and since 1914 has examined 8,436 such members. More than 80 percent of these were made for Local 35, the Cloak and Dress Pressers' Union. Within the last two years, life extension examinations have also been introduced in the Union Health Center. These are given to persons desiring a thorough examination to determine their physical condition.

During the last six or seven years, a large number of examinations—29,279—have been made of workers who came voluntarily for examination or treatment, either to the general or to the special clinics. The dental department of the Center alone had an income of almost \$60,000 with a net surplus of \$5,000 in 1923, a large part of which has been spent for additional equipment. The medical department, however, with an income of \$27,000, had a deficit of \$1,600, and as its scope of work constantly grows, it will probably show a larger deficit next year.

That the Union Health Center has not only come to stay but has become a vital necessity to our workers need not be emphasized any longer. Its growth and steady extension are proof of the earnest purpose of our organization to serve their members in every capacity. The Union Health Center, and particularly its medical department, is bound to increase from year to year and our workers in New York ought to do their best to help its progress and to devise ways and means of covering its deficit, if such inevitably must be incurred.

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Aside from the direct medical aid which our organization in New York City has offered its members, through the Union Health Center, the International has indirectly continued to give help during these last two years, as it has done in former years, to other institutions which are organized for the purpose of relieving the ravages of occupational diseases among workers, particularly the Los Angeles and Denver consumptive sanitarium and the Ex-Patients' Tubercular Home in Denver.

We have during this period more than once called upon our organizations to give freely to the support of these institutions,

and the Cloak Joint Board of New York, in 1923 and 1924, helped in organizing for them shop collections in the trade, which have netted substantial sums of money.

Health Work in Chicago

The Chicago Joint Board has been interested in health service for its members for a number of years past, and, while not in a position as is its incomparably larger sister organization in New York, to establish a health center with dental and medical clinics, it nevertheless engaged the services of a physician, Dr. M. P. Gertner, who for a number of years past has been the chief medical examiner for the organization in charge of the medical office maintained by the Union.

The Chicago Joint Board has also employed for a number of years a trained visiting nurse to attend to the needs of the workers both in the medical office at the Union headquarters and through visits to the homes of sick members.

LEFT HYSTERIA IN OUR LOCALS

Our International Union, and for that matter, every other labor union in this country, has had its share of internal conflicts. By that we do not mean differences of opinion on organization or trade policies or methods. Disagreements of that kind are not only inevitable in an organization which by its nature vitally affects the interests of those who belong to it, but, in a sense, they are very necessary, as they prove that its members are not inclined to take matters for granted simply because they are told so from above, and sometimes from below, but want to think for themselves and have opinions of their own.

But holding contrasting opinions on trade union matters and even fighting for them with trade union weapons is one thing—and systematic hindrance and obstruction by opposition groups within a union, stimulated by outside influences and organized not for the purpose of promoting the aims and welfare of the organization, but for the sake of “capturing” it by hook or crook for partisan political purposes, is quite another. Such insidious and underhand business is, by the mere fact of its existence within a trade union, a menace to its life, and it becomes particularly dangerous when it is dressed up as a “revolutionary” enterprise and parades around with a passport issued by so-called “revolutionary dictators.”

It was such an organized filibuster, bent on rule or ruin, and stooping to every means, no matter how foul, to gain its ends, that we have had to contend against in many of our local organizations in the past two years. It was not a movement that grew out of legitimate discontent with the principles of our International Union, but a premeditated sowing of distrust and suspicion against the authority of the organization, and a cunning scheme to defeat and override the constitution of our Union and to turn our Union over hand and foot to outside elements, who never had lifted a finger to aid our workers during the long years of endless toil, struggle and sacrifice to build up this great organization of the ladies' garment workers of this country.

This so-called "left" agitation, as you well know, began long before 1922. Even at the Cleveland convention, we reported to you the undermining activity conducted by these groups in some of our locals. We knew for several years past of the efforts of the Trade Union Educational League and various other leagues to organize nuclei in several of our locals. In their program, if such it can be called, they claimed that they wanted "amalgamation," the shop delegates' system, affiliation with the Red Internationale, and probably withdrawal from the American Federation of Labor. Their "educational" methods, however, consisted of slander and abuse, maligning the officers of the International, and advertising our Union before the world as a "reactionary," retrograde organization. Their practical plan consisted in packing branch meetings, holding secret caucuses, where officers and executive boards would be selected in advance, and in this manner, by building up their own clique within the body of the local or the joint board, they hoped to capture it and become its masters.

These "nuclei" continued their destructive activity all through 1922 and 1923, in the course of which they succeeded in gaining control of the executive board of Local 22, the Dressmakers' Union of New York; of the Philadelphia Cloak Joint Board; and made considerable headway in Local 15, the Waist and Dressmakers' Union of Philadelphia. They also gained a strong foothold in our Chicago locals and were threatening to capture the Joint Board. In New York they, with the help of the communist sheets which day in and day out devoted their columns to vilifying and abusing our Union and its leaders, began to dominate the executive boards of Locals 1 and 9.

Their method of gaining adherents to their cause was as lacking in sincerity and as full of double-dealing as was their method

of fighting the International and its leaders as a whole. While in the dress locals they would stress the glorious possibilities of converting our International Union into a front-line trench for the "dictatorship of the proletariat" in America as soon as the "reactionary administration" is put out of the way—in the cloak locals, which are composed of more mature men with broader experience, these "idealists" did not hesitate to look for allies among that class of riff-raff and malcontents which may be found in every big labor union, persons who, for some shady reason in the past, have had a grudge against the Union and its officers. These became their chief supporters and "comrades" and were naturally only too ready to do their bidding and nefarious work.

In June, 1923, the attention of the General Executive Board was drawn to a situation which developed in Local 22, the New York Dressmakers' Union, and which served as a typical example of how these "lefts" carried on their work in our midst in absolute defiance of the laws of our Union. The General Executive Board thereupon realized that the time of passive resistance to this disloyal activity had come to an end and that, if we allowed this torrent of abuse to go on unchecked, it might cause some serious damage to our Union. The facts in that case were as follows:

Local 22 elected in May, 1923, an executive board, the majority of whom, nineteen in number, were members of the opposition group, the "nucleus" of the league. A few days later, these nineteen members were summoned to a meeting by the "secretary" of a certain dressmakers' "league," who was himself neither a member of this executive board nor even a member of the Union, having been expelled some time ago from the local for conduct unbecoming a union man. At this caucus meeting these nineteen members proceeded to install themselves as the executive board of Local 22 and elected delegates to the Joint Board and all other standing committees of the local.

When the regular installation of this executive board came on June 12th, several of the members of the outgoing board, as well as several of the newly elected members, having learned of the caucus meeting and of all that took place at it, at once preferred charges against these nineteen members for having violated the laws of our Union by creating within it a secret body that would rule it regardless of the will and voice of the

other members of the executive board and of the local, and called upon the outgoing executive board not to install the new board pending these charges. This the outgoing executive board refused to do, and these members immediately brought an appeal against this decision to the General Executive Board.

An exhaustive and thorough sifting of the charges by a special committee appointed by the General Executive Board took place which lasted almost three months. In the course of these hearings it was brought out that these nineteen executive board members were completely dominated by this "league," which worked independently of the regular channels of the local and was composed of some persons who were not even members of our Union. When confronted with documentary proof of these charges, these leaguers practically confirmed these facts, and when the alternative of resigning from the league or giving up their office in the Union was put to them, they refused to sever their relation with the opposition group and did not display the least repentance for their violation of the laws of our Union and the defiance of its authority.

As a result of this trial, the special committee of the General Executive Board found them guilty of having violated the basic law of our Union and decided that they had, by their action, forfeited their seats on the executive board of Local 22, having disqualified themselves from holding office in any of the locals of our International. In a letter dated September 29, 1923, Secretary Baroff informed Local 22 as follows:

Mr. I. Schoenholtz, Secretary
Dressmakers' Union, Local 22
16 West 21st Street
New York

Dear Sir and Brother:

I have been instructed by the General Executive Board to inform you of its action upon the appeal from the decision of your outgoing Executive Board which dealt with the charges presented against the following newly elected members of your Executive Board:

Bessie Bailin
Yetta Davis
Mary Gutterman
Lena Klein
Joe Weisberg
Dave Marozow

Mollie Rosen
Sam Warrens
Sonia Chaiken
Sarah Dornier
Mary Kerevsky
Rose Kuntz
Rose Mirsky

Harry Osofaky
Bella Ratford
Irene Steinberg
Sam Weiner
Rose Wolkowitz
Ida Podger

The General Executive Board finds that the above-mentioned members have wilfully and flagrantly violated Article 8, Section 8 of our constitution which reads: "NO MEMBER OF THE I. L. G. W. U. CAN BE A MEMBER OF MORE THAN ONE LOCAL UNION AT THE SAME TIME OR OF ANY OTHER ORGANIZATION OF THE TRADE," and Article 8, Section 7, which reads: "NO MEMBER SHALL DISCLOSE TO AN EMPLOYER OR TO ANY PERSON OTHER THAN A FELLOW-MEMBER ANY OF THE DECISIONS OR PROCEEDINGS OF THE LOCAL UNION UNLESS SPECIALLY AUTHORIZED BY A VOTE OF THE LOCAL UNION."

The General Executive Board decided that, for having violated the basic law of our Union and for having acted in a manner which threatens the security and integrity of our organization as a whole, the above-mentioned members are disqualified from holding office in Local 22 as members of the Executive Board or otherwise, or from holding any office in our International Union for a period of five years.

You are hereby ordered to inform the accused of this decision and to declare their seats in the Executive Board of Local 22 vacant.

The General Executive Board further decides that elections to fill the vacancies in the Executive Board of Local 22, caused by the removal of said members, shall be held at a date which will be set by the General Executive Board and of which you will be informed shortly. Meanwhile the remaining members of your Executive Board shall act as the Executive Board of Local 22 and shall carry on all business of the Board and make all preparations for the coming election.

On behalf of the General Executive Board,

Fraternally yours,

ABRAHAM BAROFF,
General Secretary-Treasurer.

Until another election for officers could take place, the affairs of the local were provisionally vested in the five remaining loyal members of the board. These five members took charge of affairs at once and for six weeks managed them in a praiseworthy manner. Subsequently, a general election for a new executive board took place which resulted in the return of an efficient and capable group of trade union workers, earnestly concerned with the local as their trade organization and not as a tool for outside political interests.

* * * * *

Chicago was the next place to engage the attention of the General Executive Board in this situation. Charges were preferred in the Chicago Joint Board in July, 1923, against two of its

officers that they belonged to the Trade Union Educational League and that through secret caucus meetings organized and planned by this league they were endeavoring to direct the affairs of the Union from the outside. After several open hearings the Joint Board found these two officers guilty and in August called upon them either to withdraw from the league or forfeit their right of holding office in the Union. Upon their refusal to abide by the decision of the Joint Board, they were removed from office.

At about the same time there occurred in Chicago the "shoot-
ing" of Foster, an incident which will probably go down in history among the great unsolved mysteries of the age. It took place at a mass meeting at the Ashland Auditorium, where a shot was alleged to have been fired at Foster. Whether the thing really happened or not, it served as sufficient cause for Foster to come out with a statement that President Sigman, Vice-president Perlstein and other officers of the International had hired assassins to get rid of him. But the absurdity of this charge was so self-evident that it was soon sidetracked and abandoned by Foster and his followers. As a matter of fact, shortly thereafter Foster even tried to make "peace" with the International by addressing a letter to President Sigman in which he had the audacity to ask for an "understanding." But, of course, this typical Foster overture was entirely ignored by our Union.

Another example of "left" activity came to light in Philadelphia, where the leaguers had been in control of the Joint Board for a year. During that year they made such a mess of things in the Joint Board and in the Philadelphia locals, taking up all of the time that should have been devoted to union business in factional fighting and dissensions, that when the annual elections for business agents came around in June, 1923, the local cloakmakers requested the General Executive Board to appoint a committee to see that they be given a chance to have a fair election. The presence of this sub-committee in Philadelphia on the day of the election had a salutary effect. The cloakmakers voted unmolested without the coaching of the leaguers, and as a result the league candidates were defeated by a substantial majority.

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The task of ridding our Union of this pestilence was now on in earnest. No more dilly-dallying on this question would be

tolerated, as it was clear that our Union could not endure half loyal and half disloyal. The next step taken by the General Executive Board was to forward a letter to all the locals affiliated with the International containing the following order which speaks clearly for itself:

August 16, 1923.

GREETING:

The attention of the General Executive Board has been called to the activities of certain organized groups within the International Ladies' Garment Workers' Union, which, in the opinion of the Board, seriously menace the integrity of the organization and the welfare of our members.

Under the title of "Shop Delegate League," and under other disguises, members of some of our locals, often in cooperation with individuals outside of the ranks of our Union, are attempting to set up a secret and irresponsible control of the organization in the interests of a movement alien to our cause and disruptive in its aims and character.

Such pernicious organizations within the organization cannot be tolerated by our International Union, and the General Executive Board, which is charged by our Constitution with the general supervision over all affairs of the organization, has determined to put a definite stop to them.

Our Board recognizes the right of every member to criticize the policies of the administration, locally and nationally, and to advocate any other policy within the organization. But the two cornerstones of our union, democracy and discipline, cannot be allowed to be destroyed. Our constitution is a most democratic instrument. It leaves the government in the hands of the membership, who are free to make such laws and rules as they desire and to entrust their execution to men of their own ranks and their own choice. Our discipline is voluntary and self-imposed and is vital to any effective action.

The individuals or groups who attempt to determine the policies of our organization in caucus and outside of the regular meetings of the organization; and who seek to force their decisions upon the membership at large; who attack and vilify the chosen representatives of the organization and systematically obstruct all activities of the organization, are undermining the very foundations of our Union, and are its enemies.

The local unions are therefore directed to order all their members of such "leagues" to immediately cease all activities in the "leagues" in any shape or form. All members of local unions who persist in the objectionable activities described above shall be brought to trial on the charge of conduct detrimental to the organization, in the manner provided by our Constitution.

Locals and joint boards will be held strictly accountable for the enforcement of this decision, and are requested to report their action on it to the General Executive Board without delay.

Fraternally yours,

M. SIGMAN, President.

ABRAHAM BAROFF, Secretary.

As the reports on the action of the locals upon the communication sent to them on August 16th were coming in slowly, the General Executive Board, to expedite matters, forwarded to them on September 29th a supplementary letter which put the whole issue squarely before them and outlined a course of action regarding compliance with the original order of the International. This second letter read as follows:

To the Executive Boards of all the Locals
of the International Ladies' Garment Workers' Union

Dear Sirs and Brothers:

On the 16th day of August, 1923, the General Executive Board of the International made a ruling to the effect that all so-called "Shop Delegate Leagues," "Educational Leagues" and similar organizations within the International, be disbanded and members belonging to them be brought to trial. The ruling was communicated to all local unions with a request that they report their action on the same to the Board. A number of local unions have complied with the request; others have failed to do so, while a few have asked the Board to reconsider its ruling.

After a careful consideration of the subject, the Board has decided:

(1) That its previous ruling on the subject of "Shop Delegate Leagues" and similar organizations stands. The Board is convinced now, more than ever, that these "leagues" have a disrupting and demoralizing effect upon our entire organization, tend to paralyze the legitimate and vital activities of the union for the improvement of the condition of its members, and constitute a most serious menace to the integrity and effectiveness of the International.

(2) The ruling of the General Executive Board was not in the nature of a mere recommendation and is not subject to the approval or rejection by local unions. It is a definite order and must be complied with unconditionally.

(3) Local unions dissatisfied with the order have the constitutional remedy of appealing to the next regular convention of the International. The only other alternative is to sever their affiliation with the International Ladies' Garment Workers' Union in the manner provided by the Constitution. Local unions who have not yet done so, are requested to report upon their action by the 15th day of October, 1923.

Fraternally yours,

MORRIS SIGMAN,
President.

ABRAHAM BAROFF,
General Secretary-Treasurer

In New York City most of the locals complied, after some discussion, with the order of the International. A few locals hesitated, under the influence of the leaguers, but were soon brought to realize that the General Executive Board meant strict compliance with its order. The executive board of Local 9, the cloak finishers, where the poisonous propaganda had found strong adherents in particular, showed an unusual amount of obduracy, but, after President Sigman had notified them that the reorganization of the local was imminent unless they acted like a local of the International, they complied with the order. In Local 1 the leaguers resorted to the tactics of breaking up meetings and creating disorder for the purpose of defeating a vote on the communication of the International, but after a while this local fell in line as well.

In Chicago, the order of the International to rid the locals of the leagues was also accompanied by some dramatic details. The Joint Board adopted the order unequivocally, but as some of the more ardent Fosterites, especially those who in July had been removed from office for disloyalty, started trouble in the locals, the Joint Board preferred charges against them. They were found guilty on their own admissions, and as they continued to defy the ruling of the Joint Board and of the International and still heaped abuse and calumny on them, eleven of them were expelled from the Union after a trial.

In Philadelphia, though clearly without the support of the general membership, as was demonstrated in the election of officers during July when their candidates were all defeated, the leaguers nevertheless influenced Local 2 to defy the order of the General Executive Board. In Local 15, the dress and waistmakers of Philadelphia, the league group also succeeded in swaying a member meeting to vote against the order. President Sigman thereupon decided to reorganize these locals without further delay. Local 2, the cloak operators, was the first to be reorganized as Local 40, with the result that the operators, realizing that by following the disruptive element they would find themselves in short order outside of the Union, cut loose from the leagues and remained with the International. The same procedure was followed with the dress and waistmakers' local, which was given a new charter as Local 50, and new officers were elected. As was to be expected, all of the members of the former local except for a few fanatics, confronted with the alternative

of losing their membership in the International or following the wild and hysterical leadership of the league, quickly transferred their names to the new local.

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The stir and turmoil created by the "left" hysteria began to subside towards the end of 1923. By this we do not imply that we have succeeded entirely in rooting these groups out of our Union. Here and there no doubt they may still be found hiding, as their practice is, under cover, to cause us trouble as soon as an opportunity for mischief presents itself to them.

But the firm stand we have taken in dealing with this menace has by this time sufficiently exposed their shallow pretenses and a total lack of the "idealism" which was their principal stock-in-trade. We have convincingly proved to the world that their entire agitation was inspired by a thirst for power on the part of outsiders who have nothing to do with our Union and who would use this power, if they got it, to advance their own political party fortunes even if they broke our Union into small bits in the process. But when put to the test, our workers realized promptly that they were playing with fire on the brink of a precipice and abandoned their "idealistic" inspirers.

It would be wrong to assume that these leagues had any concrete and workable industrial program to offer our Union. The slogans which they advanced from time to time were mere camouflage and subterfuge as far as our Union is concerned. The shop delegate plan, at one time a favorite plan of theirs, received a very thorough discussion at our last convention in Cleveland and was rejected because we recognized that, instead of being an extension of the principle of democratic management, it would tend to retard it and would place the power of the Union in the hands of a small group rather than with the members themselves. It would also tend to demoralize the central force of the organization and split up the management of the Union into small units each with its own policy and shop interests. Another issue which they continually raised, the question of "amalgamation," has no valid meaning, of course, in a Union like ours. The International Union has at all times recognized the principle that whenever possible, practical and indus-

trially sound, we should endeavor to consolidate our fighting forces into bigger units. We united the two dressmakers' locals in New York, and we consolidated the two existing joint boards in the cloak and dress industries because we believed that such a combination of forces would serve to make our organizations stronger, more efficient, and less costly to manage, both in time of peace and strike. But our Union has always refused to make a dogma out of the term "amalgamation."

We do not desire to deny that this league-agitation has inflicted a scar upon our organization, but fortunately it is a scar that is healing fast and will soon be covered with a healthy layer of new life. The core of our Union is sound, and the overwhelming majority of our members would not give up their International for the alluring fancy of a destructive dream. In our history this is not the first turmoil. We have had them before and we know from long experience that, when our members come to know the true unvarnished facts in each instance, they rally to the defense of their Union and drive the imposters out.

There is a lesson in it for all of us, and we hope that our members will derive the fullest measure of benefit from it.

NEEDLE TRADES WORKERS' ALLIANCE

Our Chicago convention in 1920 adopted unanimously a resolution to the effect that the International assume the initiative for the formation of an alliance of all unions in the needle trades in the United States.

In carrying out this resolution, our International Union invited the various organizations in the needle industry to a conference in December, 1920, to discuss such a plan. Our representatives at this conference proposed, in conformity with the Chicago instructions, that the Alliance be formed on a federative basis, giving full autonomy and independence to all its component members. Some delegates, however, opposed this plan and insisted upon a complete amalgamation, with one treasury, one directing body, etc., a proposal which our delegates regarded as visionary and totally impracticable.

The plan as proposed by our delegates was finally accepted, but, as the delegates who had insisted upon a complete amalgama-

tion were at heart opposed to the federative plan, the alliance was as a result from its very inception a still-born affair. The Cleveland convention in 1922 approved the efforts of the G. E. B. in this direction and instructed it to go on with the work and to endeavor to make such an alliance in the needle industry a reality.

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The movement for a needle trades workers' alliance lay dormant for two years, and was again revived in the summer of 1923, upon the initiative of the United Cloth Hat and Capmakers' Union. On September 7-8, 1923, a conference of five international unions of needle workers met and decided to form the Needle Trades Workers' Alliance, adopting a program for joint organization work and a set of by-laws. The organizations represented were the International Ladies' Garment Workers' Union by President Sigman, Secretary Baroff, and Vice-presidents Feinberg, Heller and Wander; the Amalgamated Clothing Workers of America by President Hillman, Secretary Schlossberg, and H. Blumberg; the United Cloth Hat and Capmakers' Union by President Zaritsky, Secretary Zuckerman, Specter, Goldberg and Budish; the International Fur Workers' Union by President Kaufman, Secretary Wenneis, Braunstein, Cohen and Silverstein; and the Journeymen Tailors' Union by Secretary Thomas Sweeney, Avida and Bollender. An executive council of five was elected, consisting of Brothers Sigman, Schlossberg, Zaritsky, Kaufman and Sweeney. The program adopted by the Alliance is modeled in its main features along the line of the resolutions adopted by our former conventions. It does not deprive any of its affiliated unions of its independence or initiative in any of its activities. Nor does this Alliance set up a supreme authority over the participating unions, as it is by this time realized that such a transfer of authority would be neither possible nor expedient for the progress and welfare of the component unions.

The conference decided to carry out joint organization work in such localities and at such times as conditions may warrant. There are as yet a number of cities where garment factories of every kind are located which are still unorganized and have been until now very difficult to reach. Instead of each union having organizers and offices of its own, it was planned to have an organization department of the Alliance conduct in such towns, at

much smaller expense, joint organization work for all the affiliated unions.

It was also agreed that the Alliance meet annually in conference and that its executive council have at least one meeting every three months. The by-laws also included a provision that the Alliance be represented through fraternal delegates at all the conventions of the affiliated unions. The meetings of the Alliance and of its executive council are to serve as a medium for eliminating misunderstandings that might arise between the unions in the needle trades, and by it the needle trades workers and their problems will be brought in closer contact with each other.

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During the few months since the Needle Trades Workers' Alliance has been formed, its work has been largely of a preliminary nature. When the Alliance was created, it was our hope that it would be possible for the affiliated international unions to conduct joint organization campaigns in the various needle trades markets and in this way to achieve better results in the unorganized fields. In many cities conferences were called to organize local branches of the Alliance, but we regret to say that up to the present time nothing practical has been accomplished. The main reason for this failure, in our opinion, is contained in the fact that the internationals which are affiliated with it are not in accord with each other on fundamental questions of principle concerning the labor movement. The labor movement in this country, and particularly the organizations in the needle trades, have recently gone through a period of factional disturbances. Organized groups of outsiders have made systematic attempts to secure control of the trade union movement through disruptive methods. Some of the international unions confronted with the situation have been forced to adopt definite measures to prevent dual groups from causing serious damage to their organization. Unless all the component parts of the Alliance are in accord with the principle that no union can permit dual groups, no matter under which title they operate, to shape its policies and direct its activities from the outside, it is obvious that the Alliance cannot function as a harmonious body.

It must also be considered that an alliance of all the needle trades workers in America cannot be complete as long as the United Garment Workers are outside of it and as long as the

Amalgamated Clothing Workers are outside of the American Federation of Labor. This is not merely a matter of theory but of practice, and in the work which the Alliance undertook to do, joint organization campaigns in unorganized fields, this is likely to prove a serious obstacle that will hamper it and cause discord. As long as these important obstacles exist, an alliance in the needle trades, in the full meaning of the word, will not be possible and its work cannot be productive.

THE INTERNATIONAL CLOTHING WORKERS' FEDERATION

Our International has continued its affiliation with the International Clothing Workers' Federation during the past two years. President Morris Sigman now represents our Union on the executive council of the Federation.

The Federation held a convention in the summer of 1922 at Genoa, Italy, which for several reasons was not attended by delegates from our International. The 1923 gathering of the Federation was to have been held at Stuttgart, Germany, but it was called off as it became apparent that it would be impossible to get together a representative gathering from the European garment workers unions owing to the depleted state of their treasuries caused by the collapse of their currency.

In former reports, we have laid stress on the importance for our International Union of our affiliation, through the International Clothing Workers' Federation, with the garment workers of Europe. Our belief has not changed in the least concerning this during the past two years, even though the Federation as a body has not been able, due to the prostrate condition of industry and trade in Central and Eastern Europe, to make much headway. To many of our workers it may appear today that the affiliation with the Clothing Workers' Federation is based more upon an abstract idea of international labor solidarity than on a practical basis, and, looking at it superficially, there would seem to be some justification for that belief. How, indeed, can one expect American workers to take more than a platonic interest in the wages, work hours and work methods in Europe? At the utmost, the American garment makers may feel a certain amount of sympathy towards their poorer and badly exploited brethren in Europe, which, in a practical way,

might find expression only in occasional help when such help is wanted.

On our part, however, we are convinced that our affiliation and cooperation with the other members of the Clothing Workers' Federation means to us more than mere idealism. We believe that it is of importance to our material interests to take part in the affairs of the clothing workers of Europe. The argument that the gates of America are closed to a very large number of workers who might come to compete with us, or that our unions are strong enough not to permit our manufacturers to exploit the new arrivals, is not sound either in theory or in fact. The garment workers who are not being admitted into America today can in the course of time become just as dangerous competitors to our clothing workers in the European factories. The German clothing workers who are now compelled to work for one-tenth of the wages received by the American cloakmakers, and the French, German and Czech cloakmakers, embroiderers and dressmakers who are employed at similarly miserable wages, are potentially our dangerous competitors. This is not mere guess-work or supposition either. It is supported by a mass of evidence quoted daily in our trade press, and the big retail merchant establishments in our large cities which have branches or agencies in the large cities in Europe are importing increasingly large quantities of underwear and dresses to America that successfully outbid everything made in the American market.

American garment workers will certainly not allow their wages to be cut and their living standards to be lowered. But we must do our share to lift the clothing workers of Europe as much as possible to the level of American wages and American living standards. The least we can do at present is to keep up our affiliation with the main body of the European garment makers, the International Clothing Workers' Federation, which we ourselves helped to revive in 1919. If we fail to act like brothers and fellow-trade-unionists towards the European garment workers, we might in time become antagonists, who consciously or unconsciously will be forced to undermine each other's interests.

INTERNATIONAL UNION BANK

If one were to hazard a prophecy only a few years ago that in 1924 the United States would be covered with a network of

labor banks in which workers would be directors, presidents and managers, he would, to put it charitably, have been regarded as a dreamer. Indeed, how could workers dare think of a bank of their own, if they did not know the first thing about matters that are supposed to be the exclusive province of capitalists and captains of finance?

Nevertheless, now, a few years later, this seemingly impossible thing has become a reality. The labor banks in the United States are doing good business and, what is most remarkable, the women's garment workers of New York, at one time regarded as the poorest and least secure section of the labor movement in America, have established a cooperative bank and not a trace of nervousness or misgiving is felt anywhere about its future success.

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The movement for the International Union Bank began early in the spring of 1923, at a joint meeting of all the executive bodies of our New York locals, which one after another endorsed it and voted to invest in it substantial portions of their funds. President Sigman appointed a special committee to proceed at once with the work of organizing the bank. The committee consisted of Secretary Baroff, Vice-presidents Breslaw, Heller, Dubinsky and Brothers Shane and Schoenholtz. Towards the end of April, 1923, this committee called together another conference of our locals and joint boards and invited representatives from the International Fur Workers' Union, the United Cloth Hat and Capmakers' Union, the International Pocketbook Workers' Union and the Forward Association, to take part in it. The conference decided to fix the capital stock and surplus of the planned bank at \$500,000, half and half. After the organizations represented had expressed their readiness to join the International in the formation of such a cooperative bank, the conference decided that the committee proceed at once to lease a corner building on a prominent avenue, and steps for chartering the bank were undertaken through the aid of Morris Hillquit, legal adviser of the International, who took an active part in these meetings.

The following seven months were spent in the preparatory work for the organization of the bank. There was a great deal to do, from the construction of an imposing office, to the organization of managerial and working staffs. The bank committee

of the International, reinforced by members of the cooperating organizations, worked hard during the summer and fall of 1923 to prepare the ground for the launching of the bank. On January 5, 1924, the International Union Bank, with all of its capital stock subscribed, was finally opened.

The opening of the bank was a memorable occasion. Long before 9 o'clock, the hour set for the opening, hundreds of people on the outside were waiting for the chance to get into the building, to be among the first to make a deposit in the new labor bank. Inspiring, too, was the cordial welcome extended by other labor banks in and outside of New York City. Wreaths of flowers were received from organizations in Boston, Chicago, Cleveland, Baltimore and Philadelphia, and committees representing other labor banks in New York—the Federation Bank, the Locomotive Engineers' Bank and the Amalgamated Bank—called to express their good wishes and readiness to cooperate with the International Bank.

The Board of Directors of the bank consists of the following persons: Abraham Baroff, secretary-treasurer of our International, who has given a great deal of his time to the bank from the first day the project was launched, and who is one of its guiding spirits, is president; Philip R. Rodriguez, a practical banker of many years' experience and with an excellent reputation in the banking world, is vice-president and general manager; Philip Kaplowitz, for a decade treasurer of the Cloakmakers' Joint Board, is the cashier of the bank and one of its leading workers; Morris Sigman, David Dubinsky, Joseph Breslaw, Israel Feinberg, Louis Langer and Louis Pinkovsky, Jacob Heller, Joseph Fish, Salvatore Ninfo, Morris Hillquit, Morris Kaufman, president of the International Fur Workers' Union, and Samuel Rosenthal, secretary of the Furriers' Joint Board; B. C. Vladeck, manager of the Jewish Daily Forward; Isadore Schoenholtz; Max Zuckerman, secretary of the United Cloth Hat and Cap-makers' Union; Jacob Baskin, general secretary of the Workmen's Circle; Morris Berman, and Joseph Wolinsky, general manager of the International Pocketbook Workers' Union. The bank is located at 147 Fifth Avenue, southeast corner of 21st Street, and in excellence of structure, design and spaciousness is equal to any financial institution in the city.

The International Union Bank is at the time of this writing three months old, but it is already reporting excellent prog-

ress. It has already two and a half million dollars in resources and shows healthy and steady gains every week. The mere taking of money by a labor bank is not, however, its primary purpose. A cooperative labor bank differs from any other bank, inasmuch as its essential purpose is the transfer of the control of credit, which is the key to modern economic power, from private institutions run for private profit, to cooperatively-owned banks managed for the public welfare.

Cooperative banks are fundamentally different from existing banks also in that they exist for service, not profit. They insist on and practice the theory that the earnings of the banking business belong to the depositors, who furnish the money on which the bank credits are based. They represent the principle that the banking business must be under democratic rather than monopolistic control, and that, therefore, the stock of a bank should be distributed among thousands of workers and small investors, who will voluntarily limit the dividends to be paid out for stock in order to safeguard the principle of service in cooperative banking.

The cooperative labor bank is as yet not very influential in America. But it is here to stay. It is bound to succeed because its principle is right. It is bringing back to the people a power that was taken away from them when the private bankers created a monopoly of credit. The cooperative bank is dedicated to service rather than mere profit-making. It is, therefore, safer and more secure than the private profit banks. It makes no risky speculations and it extorts no usurious interest. It grows by sharing its prosperity with its depositors and customers.

As our bank grows, it will naturally be confronted with problems of wide importance, particularly in regard to its becoming useful as an instrument for the development of cooperative initiative and activity among our own unions, among the other organizations affiliated with us in this undertaking, and the labor movement in general. For the immediate future, it is the duty of all of us to help it grow and increase its actual and potential resources. We trust that the delegates to this convention will not fail to acknowledge that, in having promoted the founding of this bank, the General Executive Board has taken a far-reaching and constructive step which must ultimately rebound to the welfare of our workers.

UNION-OWNED FACTORIES AND STORES

The Cleveland convention in 1922, and before it the Chicago convention in 1920, went on record in favor of union-owned factories and stores. The resolutions passed at those conventions stressed strongly the point that the time had come for American trade unions to enter the field of cooperative, union-owned productive and distributive enterprises.

The desirability of a strong cooperative movement backed or owned by organized Labor need not be questioned. Even those who do not believe that productive or industrial cooperation can or will in the near future supplant private enterprise, will agree that an extensively developed system of union-owned shops and stores can serve as a great help to the workers, if properly managed and run on a business-like basis. But from passing a resolution to actually carrying it into practice is a long road. We are frequently ready to become enthused over projects that may sound very attractive on paper but, with the best of intentions, we are oftener than not compelled to shelve these good plans, because we either become cool to them after we pass them or because we have not the ample means which are necessary to realize them.

This plan for union-owned factories and stores is obviously destined to lie dormant for some time to come. It may be due to the fact that as a class we still lack the cooperative spirit and are still inclined to be individualists. The fact remains, nevertheless, that in the last four years there has been only one attempt to organize such a factory, an attempt which has been strongly interfered with by a number of other more pressing union activities and is, therefore, still in the stage of a project. We have reference to the first practical steps made by the Chicago Joint Board of the Cloak and Dressmakers' Unions to organize a cooperative cloak and dress factory.

The plan includes the raising of \$100,000 through the sale of \$25 shares to the members of the Chicago locals, each member buying at least one share, the remainder of the fund to be subscribed by the Chicago locals, locals outside of Chicago and the General Office of the International Union. The factory would be supervised by a board of directors which would engage a manager and a staff of salesmen. The factory and the workers would be supervised by a shop committee elected by the workers, the shop committee being responsible to the board of directors.

A white sanitary union label and a trade mark would be placed on every garment manufactured in this factory which would be advertised extensively in all trade newspapers and journals. The profits from this factory would be invested to enlarge it or to open branch factories. The Union would also endeavor subsequently to open retail stores in locations or cities that would reach the consumer of the union-made garment.

We have sketched this plan in order to show that it is quite a practicable and feasible proposition. In spite of that we cannot state that our Chicago workers, with the exception of a minority of the more advanced and enterprising among them have responded to the plan with sufficient encouragement to enable the initiators to proceed with it. At any rate, right now our Chicago organization is enveloped in a big organizing drive in the dress trade which has culminated in a big strike.

What will become of this plan for a union-owned factory in Chicago after this strike is over and the workers settle back to normal work, is difficult to foretell. The General Executive Board would like to hope that something will come out of it and will watch the progress of this plan with interest, but we shall not be badly disappointed if the Chicago movers of this plan find that their efforts are set back by lack of real, material support from the rank and file of the organization.

THE UNION LABEL

The question of a union label is not a new one in our organization. In point of fact, our International Union had made, as far back as fifteen years ago, an attempt to introduce such a label on ladies' garments. That attempt, however, did not materialize, though from time to time there were sporadic efforts to revive it.

In recent years, at conventions, we discussed the practicability of introducing a label in our industry. Resolutions were adopted in 1916, 1918, and 1920, empowering the General Executive Board to make a study of the union label and to learn what benefits our organization and the industry in general might derive from it.

In the last year, however, the label idea has shown remarkable growth among the active workers of our organization. The splitting up of the big cloak and dress factories into numerous small shops, which made control of labor conditions and sanitary standards enormously difficult, made us realize that we must find

effective ways and means of retaining the power and influence of our organization over the terms of labor in our shops.

At the Chicago session of the General Executive Board in October, 1923, a committee from the Embroidery Workers' Union, Local 6, brought forth a request for a special label for their trade, which was seconded by the other locals in the so-called ornamental or auxiliary parts of the cloak, dress and waist industry. These workers argue, very logically, that if the unionized cloak, dress and waist shops of New York would be obliged to use only such embroidery and other accessories and ornamental parts as had a union label attached, their fight for making these trades in New York and New Jersey a 100 percent organized industry would be practically won. The General Executive Board granted this request.

In addition to granting the request for a special label for accessories, the Board decided to appoint a label committee to study the advisability of introducing a general union and sanitary label in our industry and the approximate costs of a nationwide campaign to bring such a label into the market, and to report to the next session of the Board. The committee reported at the Philadelphia meeting of the Board in January, 1924, in favor of adopting a general union and sanitary label. In its report the committee stated that such a label could set a standard for the entire ladies' garment industry and become a very powerful weapon in our fight against the non-union small shop. The Union must become a power, not only in the shops where the garment is being produced, but also in the markets where the garments are being sold. In order to attain such power we must educate the consumer to distinguish the garment which has been produced in a modern sanitary factory from the garments produced under unhealthful and unfair conditions.

The General Executive Board fully confirmed the report of the union label committee. Practical steps in this direction, however, could not be made because of the big cost of this proposition, for which the General Executive Board did not have available funds. The detailed report of the committee indicated that an energetic publicity and personal contact campaign for the union and sanitary label would have to be divided into two parts. The first would be newspaper and magazine advertising and the second a campaign of personal contact, which would supplement the advertising campaign to reach the consumer and would

actually create a demand for garments that carry the mark of health and cleanliness. For this work a sum not less than \$75,000 should be appropriated for the first year. It must be realized, however, that effective results could not be accomplished in such a short time, and an advertising campaign of this nature would have to be organized on the basis of a two-year period and carried on uninterruptedly. The second, the personal contact campaign, would have to be organized through women's auxiliaries, label clubs and women's organizations in general, to make the buying public realize the necessity of supporting clean and fair production conditions that prevail in the factories where the sanitary union label garment is to be produced.

It is our firm belief that the consumers are entitled to be protected by our organization to the extent that they might be able to feel secure when buying garments that they are made under clean and sanitary conditions and are free from disease-carrying germs and all other possible sources of contagion.

To carry out the plan for the special label for the auxiliary trades the Union would have to secure the adoption of special clauses in the agreements with all manufacturers of cloaks, dresses, waists, and all such other garments as use auxiliary parts, making it obligatory upon them to use only such auxiliary work as bears the special union label and is produced in such shops as have contractual relations with the Union. The adoption of such a clause might prove to be a difficult matter in many instances, for which the organization may have to put up a hard fight before it is accepted.

It stands to reason that the General Executive Board could not undertake such a huge proposition without the sanction of the convention and without the means required for its execution. It is a very important problem, deserving your undivided attention, which we hope you will give it.

FIGHTING INJUNCTION ABUSES

At our last convention, we reported that during the preceding two years, our Union was struck harder than any other labor organization in the country by a torrent of injunctions which in places have practically outlawed the struggles of our workers against the employers.

But severe as was this attack during the years of 1920-22, it does not begin to compare in ferocity with the injunction epidemic of the last two years. In point of fact, practically every strike, single or general, has been harassed by injunctions preventing our workers from peaceful picketing, from supporting strikers with money, and restricting every other form of legitimate activity which heretofore has been regarded as the unalienable right of American workers. As a matter of fact, the very right of workers to combine, or to cease work with the object of improving their conditions of labor, has been challenged by these prohibitory writs, which not only threatened punishment but actually imposed fines and jail sentences upon our strikers for alleged violations. The task of fighting these injunctions has been a very costly one and a big drain upon the funds of our Union.

Our International Union through its delegates at conventions of the American Federation of Labor has introduced resolutions directed against this evergrowing number of sweeping and severe injunctions against labor unions engaged in legitimate struggles in industry, and the last convention of the A. F. of L. at Portland, Ore., adopted our Resolution No. 70 protesting against this alarming practice of the courts which menaces the very existence of American workers as free men and instructed the Executive Council of the Federation to continue its efforts upon this paramount question and to do its utmost, in conjunction and cooperation with all affiliated organizations, to check this intolerable practice by legislative relief or otherwise.

The Executive Council of the Federation reported last year also that it is engaged in the study and preparation of a constitutional amendment "prohibiting the enactment of any or the making of any judicial determination which would deny the right of the workers of the United States to organize for the betterment of their conditions; to deal collectively with employers; and to collectively withhold their labor and patronage and induce others to do so." The advancing of a constitutional or legislative program that will end for all time the judicial repressions practised upon the trade union movement cannot be pushed too fast for an organization like our International Union, which is so bitterly harassed by injunction abuses. For the time being, however, the only thing left for us to do is to defend ourselves to the best of our capacity and resources.

We give below a list, as accurate as we were able to compile, of the injunctions which our organizations have had to contend against in the last two years. Among these the Chicago injunctions issued by Judges Carpenter and Sullivan to the Mitchell Brothers firm and other manufacturers who joined with it, and the injunction in the Montreal case of Empire Garment Company vs. the Union, deserve special mention for their sweeping nature and unlimited restraining power:

**Carl Bonwit vs. International Union and New York Joint Board
Cloakmakers**

Supreme Court, New York County

Action for injunction commenced Mar. 7, 1922; preliminary injunction granted; action still on calendar of the court awaiting trial.

**Samuel Altman and Adolph Lehman vs. International Union and
Dress and Waist Joint Board**

Supreme Court, New York County

Action commenced Mar. 16, 1922. Motion for preliminary injunction denied by Mr. Justice Cohalan. Appellate reversed Justice Cohalan's decision and granted injunction pending trial of the action restraining picketing in all forms. Action now on calendar of court awaiting trial.

Harry Rother vs. International Union

King's Bench Court, Montreal, Canada

Action for injunction to restrain every strike activity. Granted in lower court. Union appealed to superior court and also lost.

**The Markowitz Co., Inc., vs. International Union and Joint
Board Dress and Waistmakers**

Supreme Court, New York County

Action for injunction commenced July 1, 1923. Preliminary injunction granted, limiting pickets to two persons.

Tailored Silk Underwear Co. vs. International Union

Supreme Court, New York County

Action for injunction commenced April 9. Consented to plaintiff's motion for an injunction to the extent of enjoining unlawful acts only.

Empire Garment Co. vs. Montreal Joint Board

Montreal Superior Court

Action commenced late in 1922. Injunction granted Jan., 1923, forbidding all strike activity and assessing damages to the Union. Appeal taken to higher court. Still pending.

Meigart Undergarment Co. vs. International Union and White Goods Workers' Union, Local 62

Supreme Court, Kings County, New York

Action for injunction commenced Aug. 21, 1923. Temporary injunction granted, but subsequently vacated upon appeal taken by union.

Charles Maisel & Co. vs. International Union and Cloak and Dress Joint Board

Supreme Court, New York County

Preliminary injunction granted, limiting number of pickets to two persons. Action on calendar of court awaiting trial.

Elzee Dress Co., Kay Dress Company, Lake, Gottlieb & Son, Clifton Dress Co., Mathilda Waist Co., Rabinowitz and Kaiser, Busy Dress Co., A. & S. Dress Co., Medium Dress Co., G. M. & W. Dress Co., Benny Goldhor, Mount Vernon Dress Co., Norman Dress Co. and G. & G. Dress Co. vs. International Union and Mt. Vernon Ladies' Garment Workers' Union, Local 113.

Supreme Court, Westchester County

Action commenced Mar. 1, 1924. Injunction granted.

Baum & Wolf, Inc., vs. International Union and Waist and Dressmakers' Union

Supreme Court, New York County

Action for injunction commenced Feb., 1921. One of the first cases in which the employer made individual contracts with his workers prior to the outbreak of a strike, and thus sought to obtain an injunction on the ground that the union, in picketing his shop, was instrumental in creating a breach of such agreements with his employees. The firm obtained a preliminary injunction. When the case came up for trial in the spring of 1923, the employer refused to proceed therewith and withdrew his action. He was eventually assessed with the full cost of the action.

N. Kramer & Son. vs. Philadelphia Cloakmakers' Union

Pennsylvania Supreme Court

Action commenced in 1922. Injunction granted restraining strike activities in the shop of the complaining firm in Allentown, Pa.

Coronet Costume Co. vs. International Union and Dress and Waist Joint Board

Supreme Court, New York County

Action commenced in spring of 1922. Action still pending.

Lazare and Noveck vs. International Union and Montreal Joint Board

King's Bench Court, Montreal, Canada

Action commenced Dec., 1922. Preliminary injunction granted. Final disposition still pending.

Gold and Samuels vs. Montreal Joint Board

King's Bench Court, Montreal, Canada

Injunction granted June, 1923. Several severe contempt cases followed.

Reinus vs. International Union

Supreme Court, New York County

Action commenced 1923. Motion for preliminary injunction was withdrawn after argument on the suggestion of the court (Mr. Justice Wasservogel). Action discontinued.

F. & A. Costume Co. vs. International Union

Supreme Court, New York County

Motion for preliminary injunction granted. Final disposition pending.

Klein vs. International Union

Supreme Court, New York County

Preliminary injunction granted, limiting number pickets to two.

Tilsenbaum vs. International Union

Supreme Court, New York County

Motion for preliminary injunction denied.

Blate vs. International Union

Supreme Court, New York County

Motion for preliminary injunction granted, only to extend to "unlawful acts."

Bluebird Costume Co. vs. International Union and Joint Board Cloak and Dressmakers

Supreme Court, New York County

Action commenced May, 1922. Permanent injunction denied. Upon trial it was vacated.

Gilwyne Costume Co. vs. International Union

Supreme Court, New York County

Action commenced Apr. 25, 1922. Injunction denied May 22, 1922.

Jacob Goodman vs. International Union

Supreme Court, New York County

Action commenced May 25, 1922. Injunction denied June, 1922.

Jeannette Dress Co. vs. International Union

Supreme Court, New York County

Action commenced Feb. 27, 1923. Injunction denied Mar. 17, 1923. Case appealed and injunction again denied.

Baum, Kravat & Baum vs. International Union

Supreme Court, New York County

Action commenced Mar. 13, 1923. Injunction granted Mar. 20, 1923.

Weinberg & Diamond vs. International Union

Supreme Court, New York County

Action commenced Mar. 30, 1923. Granted April 6, 1923.

Weissberger & Tilove vs. International Union

Supreme Court, New York County

Action commenced May 23, 1923. Injunction denied June 1, 1923.

Ceanel Dress Co. vs. International Union

Supreme Court, New York County

Action commenced June 5, 1923. Denied as against International. Two pickets allowed.

Kane's Costume Co. vs. International Union

Supreme Court, New York County

Action commenced Nov. 12, 1923. Injunction granted Dec. 14, 1923.

Lustig & Lifshitz vs. International Union

Supreme Court, New York County

Action commenced Nov. 13, 1923. Injunction granted Dec. 20, 1923.

Alex Cohn vs. International Union

Superior Court, Cook County, Illinois

Action commenced July 12, 1922. Injunction granted.

Shaffer & Handwerker vs. Chicago Joint Board and International Union

Superior Court, Cook County, Illinois

Action commenced on Nov. 23, 1922. Bill dismissed after an understanding between employers and the local.

Samuel M. Weiss & Co. vs. International Union

Superior Court, Cook County, Illinois

Action commenced Feb. 23, 1923. Injunction granted.

Cohen vs. International Union

Superior Court, Cook County, Illinois

Action commenced June 13, 1923. Injunction granted.

Mitchell et al. vs. International Union

U. S. District Court, Northern District of Illinois
Action commenced July 9, 1923. Judge Carpenter issued very sweeping injunction restraining every form of union activity. Injunction later modified by Judge Cliff.

Mitchell et al. vs. Chicago Joint Board and International Union

Circuit Court, Cook County, Illinois
Action begun on July 30, 1923. Injunction granted August 17, 1923. Contempt proceedings started under this writ, but failed.

Roth-Worsky Co. vs. Chicago Joint Board

Circuit Court, Cook County, Illinois
Action begun Nov., 1923. Injunction issued Dec. 3, 1923. Four persons fined and jailed on contempt proceedings under this writ. Case is being appealed.

Hyman Bros. et al. vs. International Union

Superior Court, Cook County, Illinois
Action commenced Mar. 4, 1924. Represents group of strikebound employers. Injunction granted.

Graceline Dress Co. vs. International Union

Superior Court, Cook County, Illinois
Action started Mar. 5, 1924. Represents group of strikebound employers. Injunction granted.

Mitchell Bros., Weiss et al. vs. International Union

Superior Court, Cook County, Illinois
Third group of strikebound employers, applying for injunction on March 6, 1924. Restraining writ of a sweeping nature granted by Judge Sullivan. Over 50 contempt cases on this injunction have already been prosecuted, resulting in heavy fines and some jail sentences.

Reliable Cloak Co. of Camden, N. J., vs. Philadelphia Cloakmakers' Union

New Jersey Superior Court, Atlantic County
Action started August, 1923. Injunction granted.

K., M. & W. vs. Baltimore Cloakmakers' Union

Maryland Superior Court
Action started April, 1923. Injunction granted.

CONVENTIONS OF THE A. F. OF L.

Our six delegates to the convention of the American Federation of Labor for 1922 were former President Benjamin Schlesinger, Max Amdur, Luigi Antonini, Harry Greenberg, Louis E. Langer and Louis Pinkofsky. In 1923 President Morris Sigman attended the convention in place of Schlesinger, the other delegates remaining the same. They attended the 42nd convention in Cincinnati in 1922 and the 43rd convention in Portland, Ore. in 1923, and, upon instructions from the General Executive Board introduced the following resolutions:

RESOLUTION ON POLITICAL PRISONERS (1922)

WHEREAS, there are still a number of men and women confined in federal and state prisons for political offenses committed by written or spoken word during the recent war; and WHEREAS, The American Federation of Labor, together with all international bodies affiliated with it, has aided vigorously and whole-heartedly in the general amnesty campaign; therefore, be it

RESOLVED, That the forty-second annual convention of the American Federation of Labor recommends the continuance of efforts to secure amnesty for those still imprisoned and whose offenses consisted in alleged unlawful use of the written or spoken word during the period of the war, and that our government be urged to speedily release such prisoners.

RESOLUTION ON ORGANIZING WORK IN SMALL TOWNS (1922)

WHEREAS, Manufacturers of women's wear, in an attempt to break down the union standards and terms of employment prevailing in the organized ladies' garment centers, have been opening systematically factories in small towns, employing tens of thousands of women workers under oppressive and un-American conditions; and

WHEREAS, In endeavoring to organize the workers in these smaller cities, the International Ladies' Garment Workers' Union finds itself opposed by the local authorities, the press and the organized manufacturers who are prejudicing the minds of the citizens in these towns against the legitimate trade union activities of our organization; be it therefore

RESOLVED, By this forty-second annual convention of the American Federation of Labor in Cincinnati assembled, That the Executive Council instruct its general organizers and also call upon all city and state central labor bodies to render all possible assistance to the organizing work conducted by the International Ladies' Garment Workers' Union, so that not only the standards of the organized workers in the larger centers of the ladies' garment industry will be protected, but that the workers in the smaller towns may also achieve and enjoy the benefits of organization.

RESOLUTION ON ADULT LABOR EDUCATION (1922)

WHEREAS, The work for labor adult education is proving to be a factor of importance in developing the intellect of an ever-increasing number of men and women in our labor unions; and

WHEREAS, The American Federation of Labor at former conventions has gone on record as approving this movement for labor education and has made special investigation into its scope and possibilities of development; therefore be it

RESOLVED, That the forty-second annual convention of the American Federation of Labor give its further and full sanction to the workers' educational campaign carried on now by a number of international unions and central bodies of the American Federation of Labor and urge upon all other affiliated unions the need of labor education and to organize wherever possible throughout the country, labor courses and labor colleges under trade union auspices.

RESOLUTION ON THE FASCISTI MOVEMENT (1923)

WHEREAS, The Fascisti reaction in Italy has ruthlessly murdered thousands of men, women and children of the working class, burned hundreds of labor temples, destroyed scores of labor papers and other property, imprisoned tens of thousands of union men without cause, substituting the oligarchic rule of a handful of adventurers and marauders to the democratic form of the state, and made it virtually a crime to belong to a labor union; and

WHEREAS, Having practically destroyed the Italian labor movement, the Fascisti now seek to extend their brutal union-smashing activities to the rest of the world, being especially anxious to get a foothold in America, where Fascisti bands operating under direct orders from Italy are already in existence, encouraged by the labor-hating elements here, and actually attempting to substitute Fascista organizations to the bona-fide labor movement; and

WHEREAS, The spread of Fascism in America represents a dread menace calling for uncompromising action by organized labor, whose very foundations and source of power it seeks to undermine and destroy; be it therefore

RESOLVED, That the American Federation of Labor in its forty-third Annual Convention assembled, in the City of Portland, Oregon, abhors and condemns every manifestation of Fascism, and calls upon all affiliated unions to combat its importation into the United States under any guise or form whatsoever; and be it further

RESOLVED, That the American Federation of Labor does endorse and grant its fullest moral support to the Anti-Fascist Alliance of North America in its unremitting drive against Fascism and all its nefarious connotations of strike-breaking, thuggery and ruffianism and asserts its readiness to cooperate with it to protect especially the Italian-speaking members of American Union Labor from the poisonous taint of the international plague.

RESOLUTION ON INJUNCTIONS (1923)

WHEREAS, The attitude of antagonism toward organized workers by the courts in a great many jurisdictions in the United States, notably in the cities of New York and Chicago, has manifested itself lately in an ever-growing number of sweeping and severe injunctions against labor unions engaged in legitimate struggles to maintain living standards; and

WHEREAS, Such injunctions have in some instances been accompanied by opinions from the bench proclaiming it a crime and a conspiracy for organized workers to peacefully persuade their fellow-workers to join a Labor Union on the spurious ground that these organized workers have been forced by their employers to sign upon entering employment, fake agreements binding them against becoming members of organized labor, and making such peaceful activity punishable by fine and imprisonment; therefore be it

RESOLVED, That this Convention of the American Federation of Labor assembled in Portland, Oregon, emphatically and solemnly protests against this alarming practice of the courts which menaces the very existence of American workers as free men; and be it further

RESOLVED, That this Convention instruct the Executive Council of the Federation to continue its efforts upon this paramount question of injunction abuses by the courts, and to do its utmost, in conjunction and cooperation with all affiliated organizations, to check this intolerable practice by legislative relief or otherwise.

RESOLUTION ON IMMIGRATION (1923)

WHEREAS, Ever since the founding of the republic it has been the policy of the United States to offer an asylum to all victims of racial, religious and political persecution in the Old World; and

WHEREAS, The general political, industrial and moral upheaval of Europe, following upon the heels of the devastating World War, has produced many renewed outbreaks of religious intolerance, racial oppression and religious persecution, driving thousands of unfortunate men and women from their native land, the American Federation of Labor, assembled in its forty-third Annual Convention at Portland, Oregon, hereby declares that, regardless of any provision of the immigration laws of this country now in force or hereafter to be adopted, and of any restrictions contained in such laws, the United States should at all times maintain the glorious tradition of keeping its doors open to the victims of racial, religious and political persecution in all lands.

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

Our delegates were also helpful in introducing a resolution at the 1922 convention which embodied a protest against and asked for an investigation of alleged racial and religious bigotry and anti-Semitism at Harvard College.

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The 1922 convention of the A. F. of L. held in Cincinnati paid our International a long-deferred tribute by electing former President Schlesinger, who was a delegate to that convention, as one of its two fraternal delegates to the British Trade Union Congress. The growing prestige of our organization and the appreciation felt by the leaders of organized Labor in America for the unfaltering loyalty of our Union not only to the cause of our own workers but to the cause of the whole American labor movement, found expression in this mark of distinction, which our International and our members keenly appreciate.

PARTICIPATING IN THE GENERAL LABOR MOVEMENT

The close interest which our Union has always taken in the general labor movement, in affairs transcending the limits of our own industry, has been kept up unimpaired during the last two years. This feeling of our close alliance with the labor movement, of being part and parcel of it, is not a matter of mere tradition with our Union. It is its inner consciousness, the expression of its soul, and the true reflection of the principles on which our Union has grown and developed from its earliest days.

(a) Political Aid for Labor Candidates

During the last two years our locals and General Office have given material aid to the candidacy of Labor and Socialist organizations in New York City and elsewhere in the country. True, these efforts on the part of our workers in the past two years have not been as successful as in former years, owing to the weakness manifested by the political organizations of the above-mentioned groups. Nevertheless, the Joint Board of the Cloak-makers' Union of New York in 1922 made a very strong attempt to re-elect Meyer London to Congress and several other labor candidates to the New York State Legislature. This effort failed, as it was impossible for the supporters of the labor candidates to overcome the combination of both old parties against London's

candidacy. It could not, nevertheless, be said that the cloak-makers did not do their duty in that campaign.

Several of our active workers also were connected with the campaigns of the American Labor Party in New York in the last two years for the election of labor candidates.

(b) The Movement for a Third Party

It was reported at our last convention in Cleveland that our International Union had attended in February, 1922, in Chicago, a conference called by the railway unions and several other organizations of workers and farmers, to bring about effective cooperation of the forces of labor and progress in this country for united political action. The conference organized itself into a permanent Conference for Progressive Political Action and has since then been functioning with more or less regularity.

Subsequent developments in connection with efforts to form a Farmer-Labor Party in 1922 have forced us to the conclusion that the American workers are not yet ready to take part in the formation of a substantial independent labor party that can reasonably be expected to make headway and succeed. We believe that organized labor, which has a great mission on the economic field, cannot afford to play lightheartedly in political parties. The trade-union movement has too much at stake as an integral part of the economic life of the workers to afford entering indiscriminately into political alliances that from their very inception bear the sign of failure rather than success.

Nevertheless, some substantial developments have taken place in the movement for a third party in recent months. The success scored by the workers and farmers in the Northwest, notably in Minnesota, the Dakotas and Wisconsin in 1923, and the election of a group of Congressmen and Senators who are looked upon as a nucleus for the formation of a strong labor-farmer group in Congress, has stimulated interest in independent political action in this country. The phenomenal events in England, which resulted in the assumption of government by the Labor Party, were another material stimulant. The astounding revelations of graft and unspeakable corruption in a number of departments of the government in Washington have stirred up a general feeling of disgust bordering on despair with the old political machines, which have in their grasp the entire political life in America.

The movement for a third party is now, we are inclined to believe, gaining real strength. A genuine effort is now being made to launch a nation-wide organization for independent political action, and, as our International Union has been invited, together with a great many other labor unions and constructive organizations in the labor movement, to participate in a convention on July 4th in Cleveland, called by the Conference for Progressive Political Action, it would be well for our convention to give this invitation friendly consideration.

(c) Aid to the Miners

During the great miners' strike, in the summer of 1922, the General Executive Board summoned the executive boards of all the locals of our Union in Greater New York to a joint meeting to deal with the question of relief for striking miners engaged in a life-and-death struggle against the coal magnates.

The meeting was attended by Samuel Gompers, president of the American Federation of Labor, who came specially from Washington for this meeting, and by John L. Lewis and William Green, president and secretary respectively of the United Mine Workers of America. A number of impressive addresses were delivered by the visitors and by several leaders of our Union. But the officers of our locals came to that meeting not merely to listen to speeches, but to give a ready response to the appeal of the leaders of the miners, on behalf of the struggling coal diggers. After the speeches were over, a resolution was unanimously adopted, pledging a contribution of \$100,000 to the relief fund of the striking miners. A representative committee of all the locals in Greater New York was immediately appointed to organize the raising of this fund, and in anticipation of the collection of this money, the General Office forwarded at once \$50,000 to the Miners' Union. The strike of the miners, however, was soon settled and there was no need for further contributions.

It need not be emphasized that this act of our workers, prompted purely by a fine spirit of labor solidarity, has brought our organization closer together with the labor movement of this country and the miners' union in particular.

(d) The Labor Press

During the fall of 1923 our International took part in a big venture for the publishing of a labor daily newspaper, in the

English language, in New York City. The New York Call, which for fifteen years had been defending the interests of the workers in the East, found itself in such a precarious condition that it was about to cease publication. A new publication, the New York Leader, which was to take the place of the Call, was thereupon undertaken jointly by the Amalgamated Clothing Workers of America, our International, the American Fund for Public Service, generally known as the Garland Fund, and several of the smaller internationals in the needle industry. Unfortunately, this experiment failed after it had swallowed nearly \$100,000 in less than six weeks' time. An analysis of this failure would probably bring to the surface more than one cause, the chief among them being the lack of a big reserve fund, which is absolutely necessary for the publication of a daily newspaper in New York City; and, secondly, the lack of response from among the English-speaking trade unionists, who continued to take other papers rather than their own organ.

The elimination of the Leader, towards which our International contributed approximately \$27,000, was a costly lesson, no doubt. It proved to us the fact that, just as the "emancipation of the workers is the task and the cause of the workers themselves," so is the task of publishing an English labor daily in New York City primarily the cause and the task of the English-speaking trade unionists themselves.

We have also assisted during the last two years the monthly journal, the Messenger, an organ published in the interests of the working class and trade union agitation among Negro workers, and have given assistance to Labor Age, a monthly labor journal of information which gives promise of becoming a very useful agency for workers' education in America.

(e) Aiding the Movement for Naturalization

As in former years, our International has given freely to the support of the Naturalization Aid League, an agency for facilitating naturalization of immigrant workers. The work of assisting our members in becoming citizens is one which deserves liberal support, and our locals in the past have always appreciated the service which this League has given them. The International has always encouraged our workers to become naturalized, and to assume, along with their duty as trade unionists and members of the working class, the duties of citizenship, which

can aid them materially in doing their full share for the attainment of the ultimate goal of the labor movement.

(f) Aiding the Amnesty Movement

During the past two years our locals as well as the International Office have contributed liberally towards the big fight for freeing the political prisoners undertaken several years ago by the labor and progressive organizations in America. In this we cooperated with the Central Bodies' Conference for the Release of Political Prisoners, an organization formed under the auspices of the American Federation of Labor and consisting of practically all the internationals in the country. This Conference carried on a very effective amnesty campaign for several years. The first signal success achieved by this central amnesty organization was the pardon granted to Comrade Eugene V. Debs late in 1922, and it was due chiefly to its efforts that the amnesty movement culminated finally in the liberation of all the political prisoners during the following year.

Today we rejoice with the entire labor movement over the liberation of the victims of war-hysteria. It was a hard-fought battle, and now that it is won, we deem it our duty to give full credit to all those active in the amnesty movement within our ranks and outside of them, who have made this achievement possible and who have finally seen their efforts crowned with success.

(g) Anti-Fascisti Campaign

The advent of Fascismo in Italy and the subsequent breakdown of the Italian labor movement under the vicious attacks of Mussolini and his followers have brought a new problem to the trade union movement in America and to the organized Italian workers of this country in particular. It would seem that Italian Fascist dictatorship is not content with holding only Italy under its iron heel—that it would spread the influence of its despotism far beyond the boundaries of Italy. As a matter of fact, agents of the Fascisti began to operate early in 1923 among our Italian organizations, using almost the identical weapons as those used by some of our enemies from the extreme left. Abuse and slander of trusted and the best-known Italian labor leaders, obstruction of meetings, and frequently threats of physical violence to those who dissented from their tactics, have become their choice methods of attack.

To help offset this vicious movement which threatened to strike at the very heart of the Italian labor organizations, we took part in forming, last year, an Anti-Fascisti Alliance, determined not to allow this pestilence to raise its head among our workers. We can now state confidently that the counter-attack against Fascism has had good results, as our Italian workers of all shades of political opinion value their union and all that it has accomplished for them in the past decade too highly to risk its existence by involving it in the political schemes of the American adherents of Fascist despotism in Italy. Nevertheless, it would be folly to assume that this anti-union menace is dead. It is still quite alive and efforts will have to be made to combat it until its evil influence is entirely eliminated.

The Italian Chamber of Labor, in conjunction with the Anti-Fascisti Alliance, has now definitely decided to publish a daily newspaper, *Il Veltro*, beginning May 1st, 1924, to be edited by Arturo Giovannitti. The General Executive Board has decided to contribute weekly \$100 for the support of this publication.

At the behest of our International and several other unions the Portland convention of the American Federation of Labor later also passed a resolution calling upon all its central bodies throughout the country to inaugurate a vigorous campaign against the Fascist movement.

(h) Aid to the German Trade Unions

The desperate condition in which the German trade unions found themselves by the end of last year, owing to the fact that their funds and treasuries had been wiped out by the collapse of the mark, compelled the organized workers of Germany to appeal for aid to their fellow-workers on this side of the ocean.

Our International Union first heard this cry for help from the German Clothing Workers' Union in the form of a letter, received last September, from the central organization of the German garment workers, describing the pathetic and pitiful condition of their impoverished union. The General Executive Board, without waiting, cabled to them a contribution of \$1,000. Shortly thereafter, the German Federation of Trade Unions, the central body of the organized workers of Germany, sent an appeal to the Executive Council of the American Federation of Labor, and President Samuel Gompers of the Federation organized a national

committee to help the German labor unions, on which committee President Sigman was appointed to represent our International.

Not long afterward a city-wide committee was appointed in New York of all the trade unions in the city, to organize collections and raise funds for the German workers. According to an arrangement reached with President Gompers of the A. F. of L., each trade union, in forwarding its contribution, might decide how much of it is to be given to the German trade unions and how much to the German Social Democracy. The members of our organization who know the significance of the Socialist movement for Germany and for the rest of the world, will readily understand the meaning of this stipulation. There is no doubt that, for Germany, both wings of the labor movement are equally vital.

At the time of this writing a substantial sum has already been collected for this highly important purpose. The International has given \$5,000 to the general fund collected by the A. F. of L., and whatever other sums will be collected in the shops or donated by our local unions will be transmitted through the same source for the German labor movement.

(i) Women In Industry

Our International Union also participated in February, 1924, in a conference called together by the executive council of the American Federation of Labor to consider the problem of organizing the millions of unorganized women in America, and the status of women in industry in general. The magnitude of this problem can easily be visualized from the fact that the figures of the 1920 census show that there are now approximately 3,500,000 women in gainful pursuits engaged in industry, while the number of women belonging to unions is about 200,000. In addition to the enormous size of this task, the problem of organizing women workers is quite a complicated one. It can be stated without contradiction that as yet no successful methods of organizing women workers have been found, and this conference of international unions representing industries in which large masses of women are employed, was called for the purpose of tackling this question in all earnestness.

The conference agreed on the following program for the effective carrying out of all the plans suggested during the sessions:

1. That an organizing council composed of a representative designated from its Executive Board by each national or international union concerned with the problem of organizing women in industry shall approve and initiate joint undertakings.

2. That an executive secretary who shall be a bona-fide trade unionist shall be designated by the president of the American Federation of Labor to act as the representative of the movement to organize women workers; the office of the executive secretary shall be in the A. F. of L. Building.

3. That the formulation of plans for the organization of women wage-earners and the execution of these plans shall constitute the work to be carried on jointly through the secretarial office and the national and international unions cooperating. The secretary shall also have charge of the preparation of educational and informational matter on women in industry.

4. Each union to state what financial support it will contribute in a lump sum or monthly for this work. Each organization is also asked to state how many organizers can be assigned to this work.

5. That the entire movement for the organization of women wage-earners, together with the activities of all persons entrusted with this work, shall always be under the supervision and direction of the president and the executive council of the American Federation of Labor.

It is believed that the best results will come from sustained activity to strengthen the work of national and international organizations and to provide for cooperative organizing campaigns between unions which have common problems in various localities. There is an advantage and an economy from central planning and execution of plans and from pooling of information.

* * * * *

Simultaneously with the conference on the status of women in industry, our representatives also attended a conference under the auspices of the executive council of the A. F. of L. to consider the problem of prison-made products insofar as they affect the conditions of the prisoners themselves and of free workers engaged in the making of similar products outside.

* * * * *

Among other activities of our Union on behalf of the general labor movement and other progressive movements closely allied

with it, we desire to note that our organization was represented during the past two years at every public hearing on behalf of labor welfare laws at Albany, N. Y., jointly with representatives of other labor organizations; that we sent a committee to attend a hearing before President Coolidge in Washington in December, 1923, to protest against the Equal Rights Amendment to the Constitution, a measure which would indirectly break down every legal safeguard for women workers in the country; and that we have encouraged through publicity given in our publications the cooperative movement in all its constructive forms.

(j) General Financial Assistance

During the past administrative term, the General Executive Board has made a large number of contributions to the various branches of the labor movement here and abroad. Lack of space, however, forbids us to enumerate them here. The delegates will find a complete list of these donations in the financial report, which is issued simultaneously and which will be distributed at the Convention.

RECOMMENDATIONS

The General Executive Board desires to submit to this convention as its own conclusions from the report on several of the activities of our International Union during the past two years, a number of practicable recommendations, which may serve as resolutions for the consideration of the regular standing committees of the convention.

I. Label Department

The General Executive Board recommends that the convention instruct the incoming Board: (1) To establish a label department under the supervision and direction of the General Secretary-Treasurer, who shall designate, together with the President, a person approved by the General Executive Board, whose duty it shall be to promulgate and organize all the essential activities to bring the union and sanitary label into the market, as well as special labels for the embroidery and other auxiliary trades, and to organize a controlling agency or agencies wherever necessary, for the proper supervision and distribution of the label; (2) that a special label be designed, to be a combination of a union and white sanitary label, this label to be copyrighted and printed on white silk; (3) that manufacturers or groups of manufacturers who are making use of the label pay

a nominal sum for it, this sum to be fixed after the department is organized and the charge for the label to be based on the cost of its printing, advertising and supervision; (4) that any jobber or manufacturer who applies for the label shall sign a general agreement with the Union and also sign a special agreement for the privilege of using the label, no manufacturer or jobber employing sub-manufacturers who operate less than fourteen machines to be given the privilege of using the label; (5) that jobbers or manufacturers who are given the privilege of using the label are to comply with all the sanitary standards adopted by the Joint Board of Sanitary Control, special care to be given to the ventilation of work-rooms. Label shops are to be inspected, in order to see that the sanitary and fire preventive standards are being fully observed in them; (6) that, in shops where suits are being produced, no label shall be given for the coats unless the skirts are produced under same conditions; (7) that in every city there shall be a label secretary designated by the International who shall have the local jurisdiction of the distribution of the label in that particular city or locality, this local secretary to be under the supervision of the Label Department of the International; and, (8), that in every shop there shall be a label custodian, designated by the International, who shall have strict supervision over the labels in that particular shop. The labels that employers apply for and which are granted to them shall be turned over to the custodian of the shop, who shall keep them under lock and key and shall dispense them only when fully convinced that the garments on which the labels will be sewed have been produced under conditions stipulated in the agreement.

The control of the special label, which is to be used in the shops where the ornamental and novelty parts of the garment are being made, shall likewise be distributed through the local label agent to the shop.

To further insure that all such novelty or ornamental work is done in union shops and carries the union label, a provision in all contracts to be entered into with all manufacturers in our trades using such ornamental or auxiliary work on their products, should be made to the effect that such parts being made up for them in the special embroidery or novelty shops must carry the special label of the International. The regular label custodian in each shop is to be charged with the duty of supervising the strict carrying out of this provision.

II. Educational Work

The General Executive Board views with considerable satisfaction the work accomplished by the Educational Department during the past two years. It, nevertheless, believes that a modification in policy in this field should be made in order to make possible still greater results from our educational efforts. In this sense it recommends that the convention instruct the incoming Board to so coordinate the work of the Educational Department that more attention be paid in the future to mass education. The General Executive Board believes that our Educational Department must be made the agency for spreading information on a wider scale among the mass of our workers in a manner that will serve to benefit them most and raise their intellectual level.

The General Executive Board, at the same time, recommends that our International Union select every year a group of men and women from among its members, with the aid of the Educational Department, who offer the best promise of becoming trained organizers and leaders in our organization, and who are, by their experience, personal gifts and record in the Union, entitled to it, and send them to labor colleges where such training can be given to them.

III. Joint Boards and Joint Councils

The General Executive Board recommends that the convention instruct the incoming Board to make it obligatory upon all dress locals in all cities where a cloakmakers' joint board is in existence, to join with such joint boards as component parts, and also that in every city where miscellaneous trades exist, such as white goods, kimonos, ladies' tailoring, etc., that the locals in these trades be obliged to form joint councils for the purpose of greater efficiency and economy in conducting their business.

However, in cases where the General Executive Board might find it advisable for any or all of the existing miscellaneous trade locals in any city or locality to affiliate with the existing joint board of that city or locality as beneficial to the parties concerned, the General Executive Board may have the power to do so.

IV. A Budget

The General Executive Board recommends that the convention instruct the incoming Board to establish a budget system for the

standing items of expense of our International Union, based on the regular revenue for the last two years, and that a Reserve Fund be simultaneously established, from a certain percentage of the regular per capita dues, for only such purposes as general strikes and similar movements of a wide scope, to be undertaken by the General Executive Board in the course of the next administrative term.

V. Organization Campaigns

The General Executive Board recommends that the convention instruct the incoming Board that organization campaigns be undertaken in the cities of St. Louis, Baltimore, Toledo, Cincinnati, the Pacific Coast and the cities of Toronto and Montreal in Canada. The convention should also instruct the incoming Board to maintain and extend the present out-of-town organization activities in localities adjoining the big garment-making centers in New York and Philadelphia. In view of the steadily increasing number of women workers of every nationality in our industry, the General Executive Board stresses the necessity of adopting appropriate organizing measures in reaching these women workers, and bringing them to realize the identity of interests between them and the women workers already in our Union. This organizing policy should be exercised with particular care in the appointment of organizers among the Polish, Italian, Bohemian, Negro and native American women workers, with a view to impressing upon these workers the thoroughly international character of our organization.

VI. An Organizing Department for New York

The General Executive Board recommends that the convention instruct the incoming Board to establish, as soon as possible, a special organizing department for New York City, to carry out a joint campaign to organize the large ununionized portions in all the miscellaneous trades in New York City and the considerable number of non-union shops in the dress industry. This recommendation is based on the fact that for several years past our miscellaneous trades locals in New York City, such as Locals 6, 66, 25, 91, 62 and others, have been making individual organizing efforts every year and even oftener, to expand their organizations and to increase their membership. Some results, it must be admitted, have been achieved, but it is clear that these locals

are not in a position to bring about individually a one hundred per cent organization in their trades, and that only a joint campaign for all of them, carried out simultaneously in all branches in combination with these locals, can result in substantial success. It is to be had in mind that such campaign would have to receive adequate preparation and involve a large number of organizers, both inside and outside the factories, who would prepare the ground for a concentrated drive at a best suited time.

VII. An Increased Per Capita

The General Executive Board recommends that the convention increase the International per capita five cents per member per week, and that the additional funds raised thereby serve as a reserve fund for general strikes and as a means of financing the various organization campaigns outlined above, the introduction of the union and sanitary label in our industry, and other emergency measures that might be faced by the International Union in the next two years.

THE HISTORY OF OUR INTERNATIONAL

At the last convention in Cleveland, a unanimous decision was reached to instruct the General Executive Board to have an all-embracing history of our International written in the form of a book and completed in time for the 1924 convention, to commemorate the 25 years of existence of our International Union.

Work on the book was begun early in the spring of 1923. It was planned to make this history of our Union of interest and use not only to our members but to the labor movement in general. The work of writing the book was entrusted to Dr. Louis Levine, formerly professor of economics at the University of Montana and well known in the trade union world as a writer, lecturer and investigator. The compilation of this voluminous history was by no means an easy task. When one recalls the countless efforts to organize a union in our trades before and after our International was formed, the endless struggles in the early days with our employers who continually sought to destroy every vestige of organization among our workers; when one considers how many active workers have participated in the building of our Union, and their individual influence for good or bad during these many years—one can easily grasp what a difficult job confronted our historian.

We stated at the outset that this book was to be ready for the convention. Unfortunately, owing to technical difficulties, it was impossible to get the volume out in time for the opening day of the convention. We can state, nevertheless, that the book is an exhaustive, scholarly narrative of the development of our organization and of the industry in which it is operating from its earliest days to the present hour, based on first-hand data, facts and material. This book will open to us and to the general public a wealth of information which will tell the stirring story of the rise of the tens of thousands of men and women workers in our trades from the condition of industrial semi-peonage prevailing less than a generation ago, to the present civilized conditions of life and labor in most of the women's garment shops in America.

A WORD OF THANKS

We desire to record, in a spirit of sincere gratitude, our earnest appreciation to a host of friends, advisers and well-wishers, who have, in the course of the last two years, as in former years, helped us by word and act, and who have given us encouragement and assistance in times of strike and peace.

Our thanks are due President Samuel Gompers and Secretary Frank Morrison of the American Federation of Labor for the assistance they have given us whenever we called upon them in time of need; to all the organizers of the A. F. of L. and especially to Brothers Hugh Frayne of New York and Henry F. Hilfers of New Jersey, and to Charles G. Ornburn of the Connecticut State Federation of Labor; to the United Hebrew Trades and its secretary, Brother Max Pine; to the Baltimore Federation of Labor and its officers, to the Chicago Federation of Labor and its president, John Fitzpatrick, and its secretary, Edward Nockels, and to all city central labor bodies and to all state federations of labor affiliated with the American Federation of Labor in every territory where our International was engaged in organizing activity.

Our cordial thanks are due likewise to our comrades and friends who have unceasingly and loyally aided our cause by the written and spoken word. We desire to express our deeply-felt recognition of the powerful support given us by the Jewish Daily Forward and its veteran editor-in-chief, Abraham Cahan, and its labor editor, Harry Lang. We offer our thanks also to the

labor editors and labor reporters of the majority of the newspapers in New York and elsewhere, who have made possible, by their fair and impartial handling of news pertaining to our trades, the proper presentation of our case to the general public in every conflict we have had with our employers.

We desire particularly to emphasize our great appreciation of the loyal and comradely services rendered to our organization in the past two years, as in former years, by our staunch friend and legal adviser, Morris Hillquit.

We wish to thank sincerely and wholeheartedly our comrade and counselor, ex-Congressman Meyer London, whose deep interest in our workers and our organization continues unbroken today as during the many years he was associated with our Union.

Our gratitude is also due to Judge Julian W. Mack, for several years the chairman of the Board of Referees in the cloak industry of Cleveland, and to the many other gentlemen whose unselfish services on the various boards of arbitration have in the past two years contributed a great deal to the maintenance of peace in some trades in our industry.

CONCLUDING REMARKS

Our report is at an end.

This survey of the activities of the General Executive Board and of the work of our International Union during these past two years is perforce only a condensed, sketchy account of our faithful endeavor to carry out the mandates of preceding conventions in the line and light of our well-established policies, the soundness of which has stood the test of years.

You might agree with us that these were not years of ease for our International Union. We could not boast during these two years of prosperous seasons in our trades, which are the first requirement for some measure of happiness to the tens of thousands of working men and women who are solely dependent on our industry for their living. On the contrary, the usual uncertainty of the work seasons and their shortness, has, during these years, been even greater, in New York as well as in other women's garment making markets. Many other severe and baffling hindrances have confronted our Union during this period and have made its primary task of keeping watch over the work conditions in the industry more difficult and trying.

Notwithstanding these huge odds and obstacles, we can frankly and openheartedly assert that our International finds itself today as firmly grounded and unshakable as before, and, without fear of contradiction, in better fighting trim than for several years past. The severe test to which we have been put during this term when we had to defend our organization against attacks from within and without, has served only to strengthen the loyalty of our workers to their Union, and is proof patent that, come what may, they are determined to preserve intact the only real bulwark of strength they have against their industrial masters—the International.

We are on the eve of momentous happenings in the life of our organization—of this there can be no doubt. Whatever the outcome of the great movement for putting the work conditions in our chief industries under better, more systematic and rational control, whether we succeed in introducing this industrial program peacefully or after a fight, it will require the combined will and solidarity of all of our workers in the fullest and supreme sense of the word.

Our Union is twenty-five years old, comparatively a youngster among the other great labor organizations in America. During the first ten years of its existence it has groped with the feeble steps of an infant, tossing about without any definite course or even substantial hope for healthy, normal expansion and growth. We began to live in the full sense of the term only fourteen years ago, and in these comparatively few years we have been constantly battling our way upward and upward to a higher level of life and labor. If those in our ranks who are inclined to pessimism would only consider the complex character of our trades, their seasonal nature, the varied racial and ethnical composition of our membership, the unstable, shifting character and type of the employing interests in our industry, coupled with the strong inherent individualistic strain among our workers, they would be forced to admit that our Union has, during this short span of time, made astounding headway, and that its achievements in every field of Labor's endeavor have been nothing short of phenomenal.

Yet, what a tremendous deal there still remains to be done! There are still tens of thousands of women's garment workers in America unorganized. Entire branches of the industry have only barely been touched and it is our sacred task to bring these

into the fold of our organization and to have them share the benefits of the union shop and union work conditions. In the trades that are already unionized, our enemy is always on the alert to take advantage of every loophole and every opportunity to weaken our ranks and lower our standard of living. We must continually keep a vigilant watch and be always mobilized, ready to repel attacks.

The report which we have submitted to you, as you read it chapter after chapter, telling of the condition of our workers in every city and trade, is replete with suggestions that will demand solutions. It is a big task, and will require your best judgment, your calm, deliberate discussion, and earnest weighing of facts without regard to local patriotism or personal advantage. We have the profound faith that you will approach these problems in the same lofty spirit that swayed the pioneers of our organization as, stone after stone, they have built this great and beloved union of ours; that you will do your share as the self-sacrificing men and women who preceded us in this organization have done theirs, to better the condition of their fellow-workers in our trades.

The General Executive Board congratulates from the depth of its heart the delegates to this Jubilee Convention. It is a glorious occasion for all of us to assemble at the end of this first quarter of a century of our common work and joint activity under the banner of our International Union. There is not one among us who lacks the faith and confidence that, just as we were able to conquer obstacles that seemed insuperable in the past, so shall we in the future sweep aside every barrier that stands in the way of a better and higher life for our own workers.

Delegates to this convention, we bid you welcome.

Fraternally submitted,

MORRIS SIGMAN, President.
ABRAHAM BAROFF, Secretary.

Salvatore Ninfo,
Meyer Perlstein,
Fannia M. Cohn,
Elias Reisberg,
Jacob Halperin,
Israel Feinberg,
Joseph Breslaw,

Harry Wander,
H. A. Schoolman,
Sol. Seidman,
Jacob Heller,
Samuel Lefkovits,
David Dubinsky,
Fred Monosson,

Vice-Presidents.

FINANCIAL REPORT

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

APRIL 1, 1922 TO MARCH 31, 1924



SEVENTEENTH CONVENTION

MAY 5, 1924

CONVENTION, HALL

BOSTON, MASS.



FINANCIAL REPORT

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

APRIL 1, 1922 TO MARCH 31, 1924



SEVENTEENTH CONVENTION

MAY 5, 1924

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BOSTON, MASS.



To the Delegates of the Seventeenth Convention,
I. L. G. W. U.

Greeting!

The report of the General Executive Board covering the period of the administrative term of 1922-1924 which is now coming to an end, contains a brief account of the work of our International Union for these two years. A study of that report cannot fail to impress the delegates with the big volume of activities undertaken and carried out and the huge amount of effort which was required to maintain conditions at a proper standard in our various trades and to win new strength for our Union.

Nevertheless, I deem it my duty to call the attention of the delegates on my own account to one of the most important problems encountered by us during the past two years, a need which, if left unanswered, will make it impossible to carry on the most essential and vital work of our International. It is the financial problem.

No one of the other active members of our International Union, has, perhaps, felt as keenly as I did, the need of more adequate funds for greater organization work in a number of localities. I believe it is my duty to acquaint you, as the representatives of our International, with the plain truth that, notwithstanding the tremendous influence that our Union exerts in our industry and its admirable fighting spirit, the financial problem still remains its weakest spot.

As you study our financial report you will learn that our expenses have been doubled—not because we have been too lavish with our funds, but because a labor organization like ours which must fight continually, day in and out, to improve the conditions under which its members work or to preserve gains already won, must have adequate means and cannot bring to a stop the very life-work of the organization on account of a desire to save money.

The activity of our Union, instead of being cramped and curtailed, must continually increase and grow. The General Executive Board is laying before you a number of very important rec-

ommendations, each of them concerned with urgent needs for the future progress of our Union. These constructive measures will have to be properly financed if they are to achieve their purpose. Our strikes must be adequately financed; our organizing work, East, West and in the localities adjacent to the big centres of our industry must be carried on without hindrance, and the union and sanitary label must be brought into the market on a big scale if we are to become an influential factor in the distributing markets of the ladies' garment industry and thereby control labor conditions in the shops.

In your capacity as delegates, representing the various locals and subdivisions of our Union at this biennial gathering, you must tackle these big problems from the practical point of view, and as you pass upon them, you must at the same time enact measures that will make it possible for your officers to make these plans and programs a reality. In other words, you must provide for your big organization sufficient financial means to enact these far-reaching recommendations into practice. You must endow your Union with a maximum of working facilities by increasing the International per capita to the amount requested by the General Executive Board.

Fraternally submitted,

ABRAHAM BAROFF,
General Secretary and Treasurer.

BALANCE SHEET

I. L. G. W. U.

April 1, 1924.

Assets

Cash in Banks..... \$ 10,544.34

Investments:

International Union Bank..... \$ 25,000.00

U. S. Liberty Bonds and Other

Investments 7,900.00

Total Investments..... \$ 32,900.00

Receivables:

Accounts Receivable (from Locals) \$188,793.57

Loans Receivable (from Locals) 83,523.98

Loans Receivable (Ladies' Garment Workers Center, Inc.).. 140,008.73

Advanced Revolving Funds..... 8,752.58

Total Receivables..... \$421,078.86

Sanatorium Assets \$ 13,157.50

Furniture and Fixtures..... 14,676.58

Supplies (estimated) 5,000.00

Total Assets \$497,857.28

Liabilities and Surplus:

Accounts Payable:

For Current Accounts \$ 15,890.06

A. F. of L., for Per Capita..... 5,400.00

Loans and Notes Payable to Locals, Joint Boards and Banks..... 162,175.00

Securities (held for Locals)..... 1,100.00

Sanatorium Fund 28,553.96

Total Liabilities and Funds..... \$210,619.02

Surplus 286,788.26

Total Liabilities and Surplus..... \$497,857.28

STATEMENT OF RECEIPTS AND DISBURSEMENTS

L. L. G. W. U.

April 1, 1922, to March 31, 1924

	April 1, 1922, to March 31, 1923	April 1, 1923, to March 31, 1924
Receipts		
Per-Capita		
Dues	\$279,945.00	\$382,128.70
Special Income:		
Past Periods		
Cleveland Assessment	\$3,500.00	.....
1921 Assessment	23,780.35	\$11,659.00
Total Past Period Special Income	\$27,280.35	\$11,659.00
Present and Future Periods:		
1922 Assessment	\$115,565.50	\$133,594.00
Initiation Tax .....	.....	15,622.71
Total Present and Future Special Income	\$115,565.50	\$149,216.71
Total Special Income	\$142,845.85	\$160,875.71
Supplies, etc., Income:		
Supplies	\$1,460.90	\$3,123.73
Charter Fees	150.00	240.00
Printing (Stamps)	1,004.68	289.50
Surety Bonds Premium	922.69	965.00
Total Supplies, etc., Income	\$3,538.27	\$4,598.23
Publication Dept. Income:		
Advertising	\$9,380.42	\$8,393.90
Volumes of Justice	25.00	55.00
Subscriptions	7.50	24.70
Total Publication Dept. Income	\$9,412.92	\$8,473.60
Interest on Bonds	\$188.90	

Exchange Items:

For Miners Relief—		
Received from Locals.....	\$28,100.00	.....
For Textile Relief—		
Received from Locals.....	500.00	.....
Russian Relief	1,829.39	.....
German Relief		80.00
From Joint Board for Council Room Furniture	3,000.00	.....
From Joint Board for Out-of- Town Dept.		12,000.00
Legal Expense (Joint Board, N.Y.)	10,000.00	.....
Securities (held for Locals)....	1,050.00	1,200.00
Sanatorium Fund	50.00	700.00
From Local 22, for Chicago Strikers.....		5,000.00
Balance of Local 97 Funds.....		12.40
Balance of Local 46 Funds.....		217.13
Total Exchange Items.....	\$44,529.39	\$19,189.53

Loans and Advances, etc.

Loans Receivable—Returned ...	\$3,612.42	\$8,501.40
Loans from Banks, Joint Boards and Locals	290,000.00	155,000.00
Advanced Revolving Funds for Expenses—Returned	15,370.85	16,993.99
Deposit (National Surety Co.)— Returned	300.00	.....
Total Loans, Advances, etc.....	\$309,283.27	\$180,495.39

Total Receipts	\$789,743.60	\$705,761.16
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Disbursements:

Administration Expenses—

Salaries—Officers;		
Salary President	\$7,120.00	\$7,800.00
Salary Secy.-Treas.	6,500.00	6,500.00
Total Salaries of Officers.....	\$13,620.00	\$14,300.00

Office:

General Office Salaries	\$5,893.09	\$7,249.70
Auditing Dept. (Sched. No. 1).	9,547.34	12,822.11
Record Dept. (Sched. No. 2) ..	12,009.73	15,840.37
Research Dept. (Sched. No. 3).	2,370.31	1,018.00
Educational Dept. (Sched. No. 4)	10,941.46	18,428.97
Publication Dept. (Sched. No. 5)	95,547.38	98,875.55
Office Maintenance (Sched. No. 6)	14,189.30	21,906.69
Total Office Disbursements	\$150,498.61	\$168,641.89

General Executive Board Meetings and General Executive Board Standing and Special Committees (Includes Editor's Expense)	11,533.28	13,736.86
Per Capita to Organizations:		
A. F. of L.	\$11,262.24	\$14,588.00
Dues and Per Capita to Other Organizations	191.34	632.11
Total Per Capita to Organizations..	\$11,453.58	\$15,220.11
Convention Expenses:		
International Convention, 1922	\$20,800.26	.....
" " Special	4,841.22	\$248.86
" " 1924 .....	.....	514.40
A. F. of L. Convention.....	2,372.52	5,197.22
Total Convention Expenses.....	\$28,014.00	\$5,960.48
Total Administrative Expenses.....	\$215,119.47	\$217,868.84

Organizing Expenses:

Salaries and Part Salaries (Gen- eral Organizers and Managers) \$13,385.00	\$24,356.00
Organizers R. R. and Expenses (sent to assist Organization campaigns and strikes for ex- isting locals)	8,180.69 11,031.31
Traveling Expense—President..	1,632.68 2,630.45
Traveling and Committee Ex- pense—Secy.-Treas.	1,783.87 2,893.06
Eastern Out-of-Town Dept.— Salaries	11,558.00 20,641.00
Eastern Out-of-Town Dept.— Expenses (includes strike ben- efit, strike expense, traveling, etc.; also includes \$29,105.50 spent for Camden Strike)....	9,556.58 96,213.35
Western Out-of-Town Dept.— Salaries	6,220.00 9,030.00
Western Out-of-Town Dept.— Expenses (includes strike ben- efit, strike expense, traveling, etc.)	6,404.00 40,139.29
Legal Expenses—Current	10,200.95 14,012.18
Legal Expense (Due April, 1, 1922)	18,941.85
Statistics	491.27 234.75
Advertisements	1,918.10 287.00
Publicity	444.28 90.00

Strike Donations to Locals (Ex- clusive of Eastern and Western Out-of-Town Depts.), Sched- ule No. 7.....	24,900.00	55,862.98
Other Donations to Locals for Maintenance (Schedule No. 8)	9,700.00	3,265.00
Donations to Members.....	488.40	2,206.00
Total Organizing Expenses.....	\$120,805.65	\$282,341.87

Donations to Organizations:

Miners	\$50,000.00	.....
Textile Workers	2,000.00	.....
N. Y. Leader Investment.....	.....	\$25,000.00
Other Organizations (Schedule No. 9 and 9-A).....	9,805.50	10,490.20
Total Donations to Organizations..	\$61,805.50	\$35,490.20

Other Expenses:

Discount on Notes	\$4,280.42	\$2,808.67
Canadian Exchange	62.17	157.26
Auditing General Books	185.00	135.00
Surety Bond Premiums	1,346.18	1,675.78
Supplies (Printing)	1,886.75	3,041.91
Furniture and Fixtures	7,541.50	1,614.48
European Trip—Schlesinger ..	800.00	.....
Reception—Schlesinger	398.99	.....
I. L. G. W. U. History.....	.....	9,018.07
Banquet Expense A. F. of L... ..	.....	1,689.60
“ “ A. Cahan... ..	.....	800.00
Total Other Expenses.....	\$16,480.95	\$19,985.77

Exchange Items:

Security held for Locals—Re- turned	\$550.00	\$1,000.00
Sanatorium Fund Disburse- ments	522.00	190.94
People's Relief Convention Ex- penses	552.40	1,282.48
Refund to Local 17 on 1921 Assessment	522.00	.....
Refund to Local 25 on 1921 Assessment .....	.....	150.00
Total Exchange Items.....	\$2,146.40	\$2,623.27

International Union Bank Stock Purchased..... \$25,000.00

Loans, Advances, etc.:

Loans Receivable—Given	\$9,357.42	\$15,148.40
Loans Returned to Banks, Joint Boards and Locals	333,500.00	97,500.00
Advanced Revolving Funds for Expenses—Given	19,167.42	21,375.00
Loans to Ladies' Garment Workers Center, Inc.....	34,382.69	6,138.03
Total Loans, Advances, etc.....	<u>\$390,407.53</u>	<u>\$140,159.43</u>
Total Disbursements	<u>\$806,265.50</u>	<u>\$723,408.98</u>

SUMMARY

Balance—April 1, 1922		\$44,714.06
Receipts—April 1, 1922, to March 31, 1923.....	\$789,743.60	
Receipts—April 1, 1923, to March 31, 1924.....	706,761.16	
Total Receipts for 2 years.....		<u>\$1,495,504.76</u>
Total		<u>\$1,540,218.82</u>
Disbursements—April 1, 1922, to March 31, 1923.....	\$806,265.50	
Disbursements—April 1, 1923, to March 31, 1924.....	723,408.98	
Total Disbursements for 2 years.....		<u>\$1,529,674.48</u>
Balance—April 1, 1924.....		<u>\$10,544.34</u>

SCHEDULE No. 1
AUDITING DEPARTMENT

April 1, 1922, to March 31, 1924

Salaries	\$ 19,748.38
Traveling Expense	2,489.16
Supplies	186.91
	<hr/>
Total	\$ 22,869.45

SCHEDULE No. 2
RECORD DEPARTMENT

April 1, 1922, to March 31, 1924

Salaries	\$ 25,978.12
Printing	854.58
Stationery	274.20
Postage	227.00
Supplies	151.11
Repairs	177.00
Miscellaneous Expenses	188.09
	<hr/>
Total	\$ 27,850.10

SCHEDULE No. 3
RESEARCH DEPARTMENT

April 1, 1922, to November 30, 1923

Salaries	\$ 3,150.96
Supplies	35.35
Traveling Expense	187.00
Postage	15.00
	<hr/>
Total	\$ 3,888.81

SCHEDULE No. 4
EDUCATIONAL DEPARTMENT
 April 1, 1922, to March 31, 1924

Salaries	\$ 13,615.07	
Clerical Help (Additional)	147.33	
Lecturers	5,173.25	
Supervision	25.50	
Janitor Services	365.00	
Services Rendered (Concert).....	298.00	
Entertainment Expense	85.00	
Printing	1,385.40	
Stationery	163.16	
Postage	612.50	
Signs	100.53	
Repairs	126.50	
Rentals	65.50	
Gifts	50.45	
Weekly Expense—Miss Cohn.....	90.32	
Traveling Expense	464.86	
W. E. B. Convention.....	75.00	
Affiliation Fee	25.00	
Miscellaneous Expense	29.56	
Donations for Educational Purposes:		
Chicago Joint Board.....	300.00	
Cleveland Joint Board.....	200.00	
Local 7.....	300.00	
Local 15.....	600.00	
Local 49.....	33.00	
Local 50.....	100.00	
Total	24,430.93	\$ 24,430.93
Receipts:		
Sale of Tickets	60.50	
Total		\$ 24,870.43

SCHEDULE No. 5
PUBLICATION DEPARTMENT
 April 1, 1922, to March 31, 1924

Salaries:		
Manager and Staff.....	\$ 10,812.59	
Editors	34,031.75	
Contributors	7,295.15	
	<u>52,139.49</u>	\$ 52,139.49
Gerechtigkeit:		
Printing	\$ 31,018.67	
Postage	14,497.98	
Composition	16,096.50	
	<u>62,513.13</u>	62,513.13

Justice:		
Printing	\$ 30,789.82	
Postage	5,744.48	
	<hr/>	36,544.30
Giustizia—Printing and Postage.....		23,460.44
Postage Returns	\$ 79.17	
Editors' Expense	178.00	
Commission on Ads.....	1,585.24	
Refund on Ads.....	144.20	
Mats	82.51	
Addressograph Rolls	280.00	
Supplies	586.65	
Bookbinding	80.50	
	<hr/>	2,981.27
Printing and Stationery—Office.....	\$ 856.29	
Postage	235.00	
Books and Magazines.....	115.55	
Repairs	77.60	
Clippings	556.65	
Cars fares	27.40	
Miscellaneous Expense	167.27	
	<hr/>	2,025.76
Office Mailing Department:		
Salaries	\$ 10,248.06	
Supplies	1,799.33	
Postage	170.00	
Repairs	26.15	
	<hr/>	12,258.54
Total		\$191,922.93.

SCHEDULE No. 6
OFFICE MAINTENANCE
April 1, 1922, to March 31, 1924

Rent	\$ 20,000.00
Printing	5,799.12
Stationery and Office Supplies.....	1,862.72
Telephones	3,021.99
Telegrams	905.95
Postage	886.44
Water, Towels and Ice.....	929.65
Cars fares	108.34
Repairs	1,417.18
Miscellaneous Office Expenses.....	456.27
Insurance	248.58
Signs	82.50
Photographs	75.25
Flowers	167.00
Translation of Constitution.....	185.00
	<hr/>
Total	\$ 38,095.89-

SCHEDULE No. 7
STRIKE DONATIONS TO LOCALS
 (Exclusive of Eastern and Western Out-of-Town Departments)
 April 1, 1922, to March 31, 1924

Philadelphia Cloakmakers	\$ 3,000.00
Philadelphia Waistmakers	7,500.00
Philadelphia Ladies' Tailors	1,082.98
Toronto Cloakmakers	2,000.00
Montreal Cloakmakers	2,500.00
Worcester Garment Workers.....	4,250.00
Local 4, Baltimore Garment Workers.....	4,800.00
Local 8, San Francisco Garment Workers.....	10,700.00
Local 82, Winnipeg (Canada) Garment Workers...	500.00
Local 49, Boston Waistmakers	19,600.00
Local 50, Children's Dressmakers.....	5,000.00
Joint Board Children's Dressmakers—N. Y.....	800.00
Local 52, Los Angeles Garment Workers.....	13,900.00
Local 62, New York White Goods Workers.....	2,150.00
Local 118, Mt. Vernon Garment Workers.....	900.00
Local 114, Racine Raincoat Makers.....	1,800.00
	\$ 80,262.98

SCHEDULE No. 8
OTHER DONATIONS TO LOCALS
 (Maintenance of Locals)
 April 1, 1922, to March 31, 1924

Philadelphia Cloakmakers	\$ 1,000.00
Philadelphia Waistmakers	7,050.00
Montreal Cloakmakers	1,700.00
Toronto Cloakmakers	500.00
Boston Cloakmakers	250.00
Local 4, Baltimore Garment Workers.....	700.00
Local 8, San Francisco Garment Workers.....	500.00
Local 52, Los Angeles Garment Workers.....	1,025.00
Local 64, New York Buttonhole Makers.....	240.00
	\$ 12,965.00

SCHEDULE No. 9
DONATIONS TO EUROPEAN ORGANIZATIONS
 April 1, 1922, to March 31, 1924

Federation of Ukrainian Jews.....	\$ 800.00
German Workers' Relief.....	2,500.00
Polish Tailors' Union.....	200.25
Roumanian Relief	500.00
	\$ 3,500.25

SCHEDULE No. 9A

DONATIONS TO OTHER ORGANIZATIONS

April 1, 1922, to March 31, 1924

American Labor Party	\$ 300.00
A. F. of L. Legislative Fund.....	200.00
Anti-Fascisti Alliance	500.00
American Association Labor Legislation.....	10.00
Brockwood School	500.00
Bookkeepers, Stenographers and Accountants' Union	100.00
Combat Legislation Fund	100.00
Children's Welfare Federation	25.00
Central Trades and Labor Council (Kehoe Fund)..	100.00
Daughters of Israel	15.00
Ex-patients' Tubercular Home (Denver).....	200.00
Freie Arbeiter Stimme	400.00
Ferrer Modern School	300.00
Fisbel Slobach	100.00
Granite Stone Cutters	500.00
Hebrew Immigrant Aid Society	2,000.00
Hebrew Actors Union	150.00
Hebrew Convalescent Home	50.00
Jean Longuet Committee	55.00
Jewish Consumptive Relief	400.00
Jewish National Workers Alliance.....	50.00
Katsky, Carl	100.00
Ladies' Auxiliary, Denver Sanitarium.....	100.00
Labor Age	400.00
London Campaign	200.00
Local 11 Chorus	100.00
The Messenger	400.00
Medem Fund	500.00
Mooney Defense	100.00
N. Y. Tuberculosis Association	25.00
New York Call	3,900.00
Naturalization Aid League	600.00
Political Defense and Relief Committee.....	100.00
Prenowitz Jubilee Committee	100.00
Rand School	500.00
Red Mogen David	25.00
Socialist Verbund	800.00
Socialist Labor Lyceum—Cleveland	200.00
Socialist Party of Cuyahoga County.....	50.00
Sacco Vanzetti Defense	500.00
Sholom Aleichem Folks Institute	20.00
Tickets and Ads—Various Organizations.....	1,170.45
World War Veterans	50.00
West Virginia Miners Relief Committee.....	200.00
Young People's Socialist League	100.00
Total	\$16,295.45

EXPENDITURES BY CITY

April 1, 1922, to March 31, 1924

City	Salaries	Expenses	Strike Donations	Other Donations	Total
Baltimore	\$4,375.00	\$395.95	\$4,800.00	\$700.00	\$10,770.95
Boston	1,125.00	2,498.79	19,600.00	250.00	23,473.79
Chicago Dress Campaign*	2,290.00	5,810.91	32,000.00	.....	39,900.91
Cincinnati .....	.....	1,102.15	.....	.....	1,102.15
Cleveland	1,980.00	2,078.40	6,000.00	300.00	10,358.40
Los Angeles .....	.....	.....	13,900.00	1,025.00	14,925.00
San Francisco	6,590.00	3,785.30	10,700.00	500.00	21,585.30
Philadelphia	2,125.00	1,533.96	11,582.98	8,050.00	23,271.94
Racine .....	.....	59.89	1,600.00	.....	1,659.69
St. Louis.....	2,630.00	237.25	.....	.....	2,867.25
Toledo	1,445.00	2,123.70	.....	404.00	3,972.70
Toronto	9,100.00	.....	2,000.00	500.00	11,600.00
Montreal .....	.....	4,807.61	2,500.00	1,700.00	9,007.61
Winnipeg .....	.....	.....	500.00	.....	500.00
Worcester	845.00	1,107.24	4,250.00	.....	6,202.24
Buttonhole Makers, N. Y.....	.....	.....	.....	240.00	240.00
Children's Dress-makers, N. Y....	.....	.....	5,800.00	.....	5,800.00
White Goods Workers, N. Y.....	2,440.00	.....	2,150.00	.....	4,590.00
General Organizing Eastern Out-of-Town Dept.†	8,850.00	1,160.34	.....	.....	10,010.34
.....	32,199.00	108,709.91	.....	.....	138,908.91
West'n Out-of-Town Dept.	9,195.00	.....	.....	.....	9,195.00
Total	\$85,189.00	\$133,721.20	\$117,362.98	\$13,669.00	\$349,942.18

Expenses incurred after March 31, 1924, to April 17, 1924.

* Chicago \$10,935.50
 † Eastern Out of Town Department 4,418.25

SANATORIUM FUND

Balance April 1, 1922..... \$ 26,516.90

Receipts:

Assessments	\$	50.00	
Rent		625.00	
Sale of Hay and Junk on Farm.....		75.00	
			<hr/>
Total Receipts	\$	750.00	
			<hr/>
			\$27,266.90

Disbursements:

Benefits Paid	\$	350.00	
Taxes on Property		294.52	
Signs		16.00	
Committee Expenses		52.42	
			<hr/>
Total Disbursements	\$	712.94	
			<hr/>
Balance, Sanatorium Fund, March 31, 1924.....	\$	26,553.96	

Balance Sanatorium Fund as follows:

Land and Buildings.....	\$	13,000.00	
Farm Implements		157.50	
Balance in International Funds.....		13,396.46	
			<hr/>
Total	\$	26,553.96	

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

SALVATORE NINFO, Chairman.
JACOB HELLER, Secretary.

We hereby certify that the balance of cash in banks, amounting to ten thousand five hundred and forty-four dollars and thirty-four cents (\$10,544.34) as per bank reconciliations shown, is correct.

UNITED CONSTRUCTIVE ACCOUNTANTS,

By MORRIS BERGER,
Certified Public Accountant.

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

Respectfully submitted,

F. NATHAN WOLF,
General Auditor.

REPORT OF PROCEEDINGS

OF THE

SEVENTEENTH CONVENTION

OF THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION

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First Day—Morning Session, Monday,
May 5, 1924

The Seventeenth Convention of the International Ladies' Garment Workers' Union was opened at 10.15 a. m., Monday, May 5, 1924, to the strain of several bands of music leading a parade of all the ladies' garment workers of the City of Boston. They marched into Convention Hall, and were greeted by a tremendous outburst of applause from the assembled delegates and guests and visitors on the platform and balconies. As the paraders marched in carrying banners of the various locals, they stationed themselves in lines along the walls of the beautifully decorated hall.

The parade began at the headquarters of the Boston Joint Board at 17 Essex Street and marched through the principal streets of the city up Boylston Street and to Convention Hall. At least 5,000 people took part in the procession. Tens of thousands of Bostonians lined the sidewalks and gave a cordial reception to the paraders. Particularly impressive was the number of women workers among the paraders, some of the columns being composed almost exclusively of girls. Every ladies' garment worker in Boston made the opening day of the convention a holiday, and every cloak, waist and dress shop in Boston was closed in the forenoon.

After the paraders had occupied every available inch of space in Convention Hall, several bands of music rendered a number of selections, among them being the Star Spangled Banner, the Internationale and the Marseillaise. The crowd responded to the music with tumultuous applause, after which Myer Frank, on behalf of the Boston Joint Board, introduced Mr. Harry Jennings, representing the Central Labor Union of Boston, who was greeted with hearty applause.

Mr. Jennings as temporary chairman, extended to the delegates the fraternal greetings of the labor movement of the City of Boston. He congratulated the International upon the success thus far attained and expressed the hope that the efforts of the delegates during their stay in Boston would be successful.

At the conclusion of his address, Bro. Jennings introduced Thomas F. McMahon, president of the International Textile Workers of America, who delivered a stirring address, urging the members of the International to stand behind their leaders and to work harmoniously together. He said in part: "I take this opportunity to thank the International, its General Executive Board, as well as the membership as a whole, for the hearty support given us in our struggle in 1922. For 10 months we fought the barons in our industry. Your organization came to our aid, and for the \$1,000,000 given to us by the great American Labor Movement we give our most sincere thanks. I hope that victory will come to all who are struggling in the darkness, and that the vision will come to all the workers to act in union and in accord. Stick to your organization, men and women of the Ladies' Garment Workers. I wish you every success in your convention." (Great applause).

Brother Jennings next introduced James Fitzgibbon, representing the Chauffeurs' Union in Boston, who urged the delegates to patronize union cabs only during their stay in Boston.

Brother Herman Grossman, the first president of the Ladies' Garment Workers' International, who was elected in 1900 and who served five years, was next introduced. He was greeted with much applause.

Brother Grossman spoke with great feeling of the early struggles of the International as he contrasted the wretched

condition of the organization at its inception with the remarkable progress it had since made. He concluded his address by exhorting the membership to avoid dissension in the ranks by standing behind their leaders, and wished the delegates every success in their deliberations.

At the conclusion of his address, Brother Jennings turned over the convention to President Morris Sigman, who was given a tremendous ovation.

Before delivering his opening address, President Sigman introduced Mayor James M. Curley, who addressed the convention in behalf of the City of Boston, in the following words:

Mayor Curley: Worthy International President and Friends: It is a very great pleasure to attend the opening exercises of any organization that convenes in our city. As a rule, the convention exercises are held in some hotel. It is doubly a pleasure to be present at the opening of a convention made up of the representatives of a great industry, that has acquired standing and character and dignity, that represents intelligence in the direction of affairs on the part of the workers, and that represents a large investment of capital on the part of the employers, in a building that is a monument to the unity and to the harmony and to the intelligence and to the progress of organized labor, such as this building represents.

After all, Convention Hall must be regarded as a milestone, marking the progress of the toiler in America from a condition which, one hundred years ago—yes, 25 years ago, bordered on serfdom, to a condition that spells advancement, that spells progress, that spells opportunity for recreation, for mental development, which is the cornerstone of useful American citizenship. This is a real monument in which we are assembled. It is a challenge to those forces in America, which would deny the worker the opportunities through which alone it is possible to develop a helpful and intelligent and worthwhile American citizenship.

And if in a small way it has been possible for me to have ironed out, as Mayor of the City of Boston, some of the difficulties which arose from time to time between men representing labor and men representing capital, who failed to realize that the only worthwhile progress is progress that results from cooperation, and that after all, in the

last analysis, all legislation and all agreements, whether they affect labor or finance or legislation or religion or politics are invariably the result of compromise—and when a man refuses to be a party to compromise, he says to every intelligent individual within his hearing that he has not a good case—I say, if I have been of any help, I am thankful for the opportunity.

When the employers recently said that they would not agree to a compromise, I was satisfied that they did not have a good case, and I held out and assisted your representative here in the women's garment workers' industry in a settlement, that I believe will ultimately prove to be a benefit both to the workers and to the employers. (Applause.)

We had a somewhat similar condition recently in our city. About a year ago we had the prospect of \$135,000,000 worth of new construction, and we had the prospect of the employers and employees finding it impossible to get together. As a result of a conference there was an increase of about 12% in the wages of all laborers and mechanics, and an agreement was signed for a period of 12 years that all disputes in that particular industry—the building trades—would be settled by compromise and without resort to strike or lockout. As a consequence we are today at work upon the largest construction program ever attempted in the history of our city. We are making real progress.

Now then, we cannot always get together on a compromise, but there are some things that we can get together on. We can get together on giving an expression of the esteem and affection which we have for an individual leader, because of his splendid qualities of leadership, through which pitfalls have been avoided, the reefs and the rocks of disaster have been safely passed and that has brought the organization through storm and stress to the peaceful harbor of victory and progress. This individual comes from the great neighboring state of New York, a state that has given much to America, a state I believe that will give to America its next President, within the coming year, Al Smith. (Applause.)

Now it is just possible that your International President, when he comes to our city with Al Smith, who has not been here in many years, may find some difficulty in getting in, because this old State of ours represents a different

political party than that represented by Al Smith. So when he comes here and he arrives at the portal, whether it be at the Rhode Island end, or the New York end, or the New Hampshire end, or the Vermont end, or the Maine end, it is only necessary for him to show the golden key of the city, the golden key whose power is greater than the power of any political party, and be received with acclaim and accord and welcome by all the people of Boston. And on behalf of the City of Boston, I present the International President of your organization with the golden key of the good old patriotic and historic city of Boston. (Tremendous applause, everybody rising.)

President Sigman, in accepting the key, in behalf of himself and of the organization, expressed to Mayor Curley thanks for his splendid address of welcome. He next delivered his opening address to the convention, in the following words:

President Sigman: Brother and sister delegates, members of the International, and visitors:

I take great pleasure in greeting you, delegates, to the seventeenth convention of the International Ladies' Garment Workers' Union. This convention represents an extraordinary event. As we are gathered here, we are in a position to recall twenty-five years of collective human effort and struggle to bring happiness and better living conditions into the homes of the workers affiliated with our International, and those employed in the ladies' garment industry.

I feel proud of being the president of the International on this occasion and it seems to me that everyone of the delegates sent here by their local unions to represent the interests of those unions must feel just as proud. I hope you will give me the opportunity to express my personal feeling about this gathering of ours, here in the city of Boston. Even though a good many people say that I am not very emotional—still on an occasion like this, even I have been overwhelmed and impressed with your enthusiastic reception.

It certainly ought to encourage everyone here at this convention to listen to a record comparing the present conditions of the workers affiliated with the International with the conditions outlined to you by the first president of this International Union, Brother Herman Grossman.

On behalf of the International I express my profound thanks for the brotherly welcome extended to us by the representative of the Boston Central Labor Union, Mr. Jennings. I also extend my thanks on behalf of the International Union and the delegates present to our friends, the United Textile Workers of America, represented by President McMahon. I am thankful for the greeting extended to us by Brother Fitzgibbons. I want to extend my heartiest thanks in behalf of the International and the members of the General Executive Board to the local arrangement committee, who have prepared a wonderful program and reception for us.

Of course, I did not have the privilege of being affiliated with it when the International was first organized. I first became acquainted with the labor movement in this country in 1903. After I came to the United States, I succeeded in learning one of the most skilled trades in the ladies' garment industry, that of an under-presser. There was no labor union of any account in that trade then. What privileges we have now we have only attained by a hard struggle. But we have with us a number of the pioneers who struggled for the success of the International from its first days to the stage of its present success, and we have with us also those who have gone through the many crucial periods in our organization.

Some may think that there is no need of referring to the early stages of our organization, that it is ancient history, but I cannot speak at a gathering of our Union without making some reference to the early struggles, without referring to the long hours spent by the workers in the sweat shops. I still remember that in the busy seasons of our industry I had to report at 8 o'clock in the morning and sometimes work till 10 or 11 o'clock at night, and in those days there was no such thing as extra compensation; in fact, the wages we received were barely enough to keep us alive even during the work seasons. I can still remember the days when operators in the cloak and suit industry in New York, after getting a job, had to carry their machines on their shoulders; and I still remember the days when the operators had to pay their employer for the thread, when finishers exploited their own sisters and brothers, paying them as low as two or three dollars a week until they became efficient workers; I

still remember the day when finishers had to carry the garments home and have their wives and children perform some work on them, before bringing them back to the factory.

I still remember the days when the native American workers looked down upon us and regarded ours as the most enlaved industry, when the native worker would have nothing to do with the ladies' garment industry and looked down upon the Jew, the Italian, the Pole, as workers who came to this country to undermine the American standards of living and the American standard of wages. But I am proud to say that today, although conditions are not yet fully satisfactory and our workers do not get enough to make their lives as happy as they should be, there is an inducement even for the native worker to come into the industry.

Now, my friends, as we are celebrating the twenty-fifth anniversary of the birth of the International, you must remember that in this city, in 1910, the first great effort was made by us to organize the unorganized forces in the ladies' garment industry. In 1910, at a convention in this city, a resolution was adopted to call out on strike the 60,000 cloakmakers in the city of New York; and the previous year another branch of the industry, the waist and dress workers of the city of New York, were in a similar position. There is no doubt in my mind that the spontaneous effort made by the waist and dress workers in 1909 to free themselves from slavery served as a great inspiration in 1910 for these 60,000 cloakmakers to seek their freedom. But since 1910 we have not been at peace. I want you, delegates and members of the International, to realize that in our cause there can be no peace under this present system of society. We are at war not only when we are on strike, but even after we reach agreements with our employers. The strife goes steadily on. It must go on because the interests of the workers and of the employers are so far apart; because the effort on the part of the employer is always to hinder the advancement of the worker and to reduce his standards, while, on the other hand, the goal of the worker is always upward and forward.

Now, sister and brother delegates, we have some very important problems to deal with at this convention. I know that a good many of you have read the

program of demands adopted at one of the meetings of the General Executive Board. This, my friends, begins a new move forward, and in my judgment, this movement is just as important as was the question at the 1910 Boston convention whether or not we should call out the cloakmakers in a general strike. It is important, because in the last ten years our industry has been going through a tremendous upheaval and change. The world is making progress and industry is making progress along with it. Capital has reorganized itself in the ladies' garment industry. You will find that in the cloak industry of the city of New York there are forty individuals who represent 60 to 65 per cent. of the capital operating in it. These are the jobbers, while, on the other hand, this development has given rise to the growth of thousands of sub-manufacturers and contractors. The jobbers' association have been in conference with our organization before the convention, but they are not as yet ready to submit their reply to us. It is quite possible that the situation will necessitate a repetition of the 1910 demonstration of the cloakmakers of the city of New York before we can be at peace again. After this has been settled, the dress industry in the city of New York, which is a part of the great combination to which the cloakmakers belong, will have to make a similar effort.

There is one more thought that I want to bring to your attention. You know that I am today the president of the International by force of circumstances, by accident. At the last convention held in Cleveland I was not elected president; in fact, I left the East altogether. I came back because the originally elected president, due to ill health, was obliged to withdraw from the activities of the International. It is now fifteen months that I have filled this office. Many of the delegates at this convention were present at a special convention held in Baltimore in February, 1923, at which I was elected to complete the unexpired term of Brother Schlesinger as president of the International.

I should like to give you some experiences which I have had in the course of these fifteen months which in my judgment deserve the attention of the delegates of this convention. When I came back to New York the first gift bestowed upon me was not a golden key; it was a strike of the dressmakers of the city of New York, called for the purpose of

bringing fundamental changes which did not, however, all materialize. The very first day of my arrival I came in contact with some of the dress employers and on the following morning, we had concluded an agreement whereby a 40-hour week was inaugurated. Immediately after this we were very busily engaged in Philadelphia in the dress industry. You will remember that the Philadelphia workers struggled for twenty-six weeks in the winter of 1922-23 and the employers were the victors. I immediately went into conference with a member of the Board, Brother Reisberg, the manager of the dress industry of Philadelphia, and, after a strenuous campaign, another strike was called, which, in my judgment, was a tremendous success and fully redeemed all the losses we sustained in the strike of the previous year.

I then began analyzing conditions in our Union and I want to say to you, fellow delegates, that I found conditions very unsatisfactory. Organized Labor has suffered not only because of the constant attacks that employers have hurled at it but also because of the general reconstruction period after the war, during which all industry in the country was in a dislocated and precarious state. To fight against this industrial stagnation, it was necessary that all our workers present a unified front and a spirit of true solidarity, but, instead of that, some individual members of our Union have assumed an attitude which I could not construe otherwise than as an act of treason to the labor movement. They did not love their organization. For, after all, if you have grievances and if you love your organization, you will try to adjust such grievances not by attacking it, but in a unionlike manner. You can't cure your grievances by methods of slander, by methods of abuse, because if you do then it is not love for your movement that you are demonstrating but an attitude which must, if permitted to continue, destroy and disrupt it. You must realize that every human being has pride, dignity and self-respect and no human being wants to tolerate abuse, slander and accusations of the meanest sort without any justification. So while confronted with the tasks in our industries in New York and elsewhere and in meeting the problems that are continually arising, we have had also to contend against this distasteful element; but, fortunately, we have had the backbone to fight all such treason and we have a General Executive Board that would not permit the tumor to develop

into a deadly cancer. You must realize, nevertheless, that it has been quite a hindrance to the efforts of our organization and to the efforts of the General Executive Board during the past two years.

Now, in conclusion, I want to say this to you: It is my sincere desire, and I am sure that it is also yours, that when we begin deliberating upon the various problems with which this convention is confronted, problems which we shall touch upon as outlined in the report of the General Executive Board, every one of you delegates, men and women, will bear in mind that at this convention you are not present merely as individuals, but that you are the representatives of those who have elected you, and it is their spirit and their desires that your actions here must reflect. I am saying this because in a good many cases delegates come to conventions or to other gatherings of labor organizations under the false impression that they represent their own individual selves and express their own individual desires and their own individual aspirations, forgetting that they are mere servants of those who sent them here. I hope that during the course of this convention each of the delegates will bear this thought in mind. We have much constructive work to accomplish at this convention and you cannot accomplish that work by serving your own individual interests; you are only representing your labor union. And it is the labor union only that can bring about conditions through which the worker shall have the opportunity for living a better and a saner life. If you and I know more today than we did ten years ago, it is the joint effort of the workers in this Union that has made it possible. I know that all the delegates to this convention, working together, will accomplish the great purpose that this organization is striving for and that our efforts will enable the tens of thousands of ladies' garment workers and the hundreds of thousands who are depending upon them to live the contented lives to which they are entitled (great applause).

Vice-president Breslaw, as chairman of the Credentials Committee, announced that there would be a meeting of that committee immediately following the close of the session.

President Sigman asked that all resolutions be handed in as soon as possible to Secretary Baroff.

Delegate Langer: I move that Secretary Baroff be instructed to send a telegram of encouragement and greeting to the dress strikers in Chicago.

This motion was seconded and unanimously carried, amidst applause.

The Credentials Committee not being ready to report, the session adjourned at 12 noon, to reconvene Tuesday, May 6, 1924, at 9:30 a. m.

Second Day—Morning Session, Tuesday, May 6, 1924

The second day, morning session, of the Convention was opened at 10.10 a. m., Tuesday, May 6, 1924, President Morris Sigman presiding.

Secretary Baroff read the following telegrams and communications of fraternal greeting and congratulation, which were received with outbursts of applause:

International Ladies' Garment Workers' Union, Boston, Mass.:

We send our hearty greetings to the twenty-fifth anniversary convention of the International Ladies' Garment Workers' Union and to the officers and delegates who have led our forces onward through the perilous years of the reaction period. We send the assurance of our devoted attachment to the parent organization in its unceasing fight for the betterment of the lot of its vast membership and for the blazing of the path for ultimate emancipation. We have full faith in the leadership of our great International and in its courage to stand up and defend our vital issues to the last ditch in the future as it has done in the past. Long live the International Ladies' Garment Workers' Union!

EXECUTIVE BOARD CLOAK, SKIRT AND DRESS PRESSERS' UNION, LOCAL 35, INTERNATIONAL LADIES' GARMENT WORKERS' UNION.

International Ladies' Garment Workers' Union Convention, Boston, Mass.:

To the delegates and officers of the seventeenth convention—Accept our heartfelt congratulations and best wishes. May your past struggles guide you to further achievements for our great membership. We hope that this anniversary convention of the International will adjust all our conflicts and will give way to mutual understanding and good work for our great labor cause. Long live our International! Long live Local Seventeen!

EXECUTIVE BOARD, LOCAL 17.

Louis Golub, Acting Manager.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings. We sincerely hope that the convention will solve the problems, destroy the evils of our industry and give to our workers

an American standard of living. We wish you success in your undertaking and pledge our one hundred per cent. support. We hope the Convention will look clearly into the Chicago situation.

ARTHUR ROMAIN,
Secretary, Local 21, of Chicago

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings to the delegates of the International. May your Union continue its splendid efforts for the happiness of its members and of society for many more years. May you continue to lead the American labor movement on the economic and spiritual fields.

ALEXANDER FICHANDLER.

International Ladies' Garment Workers' Union, Boston, Mass.:

Heartiest congratulations and best wishes to the officers and delegates' convention and to the great membership of our International in general. I am certainly happy to be counted among those who have helped to build up our organization and regret exceedingly that I cannot be with you to participate in the opening ceremonies of this convention. May our organization continue to be in the front ranks of the American labor movement fighting for more and ever more improvement in the conditions of the workers and may we all live to see the day when society will be so constituted that the producers will get all they produce and true brotherhood and genuine democracy will dominate the whole universe.

BENJAMIN SCHLESINGER.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings and congratulations to the convention and jubilee celebration of the International Ladies' Garment Workers' Union. May your deliberations result in the achievement of your aims and ideals. I particularly wish to congratulate the International on its twenty-fifth birthday. You underwent a great deal of strife and struggle but your sacrifices have brought joy into the hearts of the many thousands of workers in the ladies' garment industry.

HARRY ZASLAWSKY,
Member Local 10.

International Ladies' Garment Workers' Union, Boston, Mass.:

Many greetings. Am hoping this convention may intelligently solve the many problems confronting our International.

ANNA KUHN,

Recording Secretary, Custom Dressmakers' Union, Local 90.

International Ladies' Garment Workers' Union, Boston, Mass.:

We extend heartfelt congratulations and best wishes for success to the seventeenth convention. May unity and harmony prevail in our ranks! Don't forget the workers of Local 90.

WORKERS OF NETTIE ROSENSTEIN'S SHOP.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings. As one of the pioneers of our powerful organization I wish to convey on this occasion my heartiest greetings and congratulations to the jubilee convention of the International which carries with it an historical event in the labor movement. I have been a delegate to several conventions of the International but not in the glorious times. Being unable to be among you at this historical convention I take extreme pleasure in addressing you by wire. It is my sincere hope that this convention will bring about harmony among all for the welfare of our members in particular and the International in general. Wishing this massive gathering the greatest of success, I am

N. LEVENTHAL,

With Trade Union Solidarity, Members of Local No. 1.

International Ladies' Garment Workers' Union, Boston, Mass.:

Accept hearty congratulations on your twenty-fifth anniversary celebration convention from your new institution, not directly chartered by you in the same manner as the rest of your branches, but nevertheless, dependent upon your success. The officers of the International Union Bank congratulate you upon this occasion and wish you all success in your undertakings and hope that the outcome of this convention will bring forth results that will strengthen the growth of our bank and enable it to report enormous progress at your next convention.

INTERNATIONAL UNION BANK.

Phillip R. Rodriguez, Vice-President and Manager. Phillip Kaplowitz, Cashier.

International Ladies' Garment Workers' Union, Boston, Mass.:

Montreal Joint Board sends its hearty greetings to the officers and delegates assembled at the convention. The International's activity for the past quarter of century has been one of continuous struggle and progress and although the goal set forth by the founders has not been reached yet, the International and its members have ample reason to be satisfied with the splendid success so far attained. May your deliberations place you in the forefront of the American labor movement and may your decisions again inspire and lead the membership to further noble action and success.

MONTREAL JOINT BOARD,

Joseph Schubert, Secretary.

International Ladies' Garment Workers' Union, Boston, Mass.:

Accept our heartiest and best wishes to the convention of the International Ladies' Garment Workers' Union. Do not forget a forty-hour week.

WORKERS OF JESSE COHEN'S SHOP.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings to the seventeenth biennial convention of the International Ladies' Garment

Workers' Union. It is a privilege to greet the officers, delegates and guests on the twenty-fifth birthday of an organization which has brought sunshine and freedom into the hearts and homes of tens of thousands of men, women and children. The workers are proud of your achievements; you have put an end to long and interminable hours of slavery; you have made it possible for the members and their families to live as befits human beings, by your tenacity and grim determination; you have gradually lifted the standards of our workers until today the entire labor movement is watching your deliberations, confident in the continuance of your future progress. We once more greet you and congratulate you heartily on this festive occasion. We are certain that the next two years will see your present efforts in behalf of the vast membership crowned with success. We also express the fervent wish that the day is not distant when the ideal of the International Ladies' Garment Workers' Union, industrial democracy and the end of the exploitation of labor for the enrichment of a few, will attain realization.

AMALGAMATED LADIES' GARMENT CUTTERS' UNION, LOCAL 10,

Manrice Jacobs, Acting President; Benjamin Sachs, Acting Manager.

International Ladies' Garment Workers' Union, Boston, Mass.:

The cutters of the shop of Aaron Goldstein, New York City, send their greetings and best wishes to the convention of our International.

LOUIS SCHEIMAN,
ABE CASPER,

Committee.

International Ladies' Garment Workers' Union, Boston, Mass.:

Accept our heartiest congratulations for your twenty-fifth anniversary convention. We realize that during your twenty-five years of existence you have paved the way for progress for the labor movement. We hope that you will continue your noble work in the future and all your undertakings will be crowned with great success. We remain with united regards,

HEBREW BAKERS' UNION, LOCAL 43, OF BOSTON.

International Ladies' Garment Workers' Union, Boston, Mass.:

Mr. President, General Secretary, Members of the Board and delegates of the seventeenth convention: Accept our greetings and best wishes. You have convened in the city of Boston to celebrate the silver jubilee of our great International of which body our joint board is proud to be a part. In the name of all our members I am wishing you success in all your deliberations. We hope that this convention will be constructive and the delegates will give their unanimous approval to the change of conditions proposed by the General Executive Board for the cloak industry of Greater New York after the present agreement terminates with our employers. Our hearts beat in unison for a stronger and more powerful International. Let us hope that we will all live to celebrate the golden jubilee of our great International, which is the body of protection for every worker en-

gaged in the women's apparel industry. I can also assure you that the labor board in the city of New York, which body embraces fifteen locals of our international, will support every decision reached by our historic assembly. Permit me to wish you success in your endeavors for solidarity in our ranks.

Fraternally yours,
INDORE BORKIN,
 Acting Secretary.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings and best wishes for success in all undertakings from

**WAIST AND DRESSMAKERS LOCAL 29,
 OF PHILADELPHIA.**

International Ladies' Garment Workers' Union, Boston, Mass.:

Accept our good wishes for a successful convention. The workers in our city are thankful to you for helping them organize; continue your good work of organizing the workers, of which we are so greatly in need.

**DRESS, WAIST AND WHITE GOODS
 WORKERS' UNION, LOCAL 51, PAS-
 SAIC, N. J.**

International Ladies' Garment Workers' Union Convention, Boston, Mass.:

We send our heartiest greetings to the twenty-fifth biennial convention of the International Ladies' Garment Workers' Union. May this jubilee convention of our mother organization forever carry the banner in the forward march for elevation of our workers and lead us from victory to victory.

**CLOAK AND DRESSMAKERS' UNION,
 LOCAL 74, WORCESTER, MASS.**
 Sam Vistrop, Secretary.

International Ladies' Garment Workers' Union, Boston, Mass.:

Congratulations and best wishes for continued growth and success of our International Union.

**LADIES' GARMENT WORKERS' UNION,
 LOCAL 31, HAIWAY, N. J.**

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings to the convention. May your deliberations be of great benefit to the workers.

**WAIST, DRESS AND WHITE GOODS
 WORKERS' UNION, LOCAL 115, NEW-
 ARK, N. J.**

International Ladies' Garment Workers' Union, Boston, Mass.:

Heartiest congratulations and best wishes to the convention. May you live to celebrate the fiftieth anniversary of our great International Union.

**DISTRICT COUNCIL OF THE INTERNA-
 TIONAL LOCALS OF NEW JERSEY.**

International Ladies' Garment Workers' Union, Boston, Mass.:

Accept our heartiest congratulations and best wishes to the convention. May your deliberations be crowned with additional success and victories.

**CLOAK AND SKIRT MAKERS' UNION, LO-
 CAL 21, NEWARK, N. J.**

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings and a hearty welcome to the delegates and guests of the convention of the International Ladies' Garment Workers' Union. May your endeavors for the betterment and complete emancipation of the working class be crowned with success.

**WAIST, DRESS, PETTICOAT WORKERS'
 UNION, LOCAL 49, INTERNATIONAL
 LADIES' GARMENT WORKERS' UNION.**

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings and our heartiest congratulations to the convention of the International Ladies' Garment Workers' Union. May the outcome of your deliberations bring success to the problems confronting our union.

UNITED DESIGNERS OF LADIES' WEAR.
 E. Blum, President; N. Lichtenbaum, Secretary.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings to the delegates. May your work at this convention be crowned with success. Accept our good wishes and fraternal greetings from

**BRANCH 799, WORKMEN'S CIRCLE, MAL-
 DEN, MASS.**

Nathan Euler, Chairman; Louis Velleman, Secretary.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings to your twenty-fifth annual convention. May you succeed with your undertakings.

BRANCH 707, WORKINGMEN'S CIRCLE

International Ladies' Garment Workers' Union, Boston, Mass.:

Congratulations to the International Ladies' Garment Workers' Union on its twenty-fifth anniversary. My personal greetings to the officials and delegates representing our membership at this momentous convention.

ISRAEL REICHELSON,
 Member Local 35.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings. Local 91 herewith extends to your convention its most sincere good wishes for success. May your deliberations be helpful in advancing the cause of labor and protecting generally the interest of the workers.

BEATRICE GULKEE,
 Secretary-Treasurer, Local No. 91.

International Ladies' Garment Workers' Union, Boston, Mass.:

The Executive Board of the Bonnaz Embroiderers' Union, Local 63, sends its heartiest congratulations on the 17th convention. May this convention lead to further progress and emancipation of the working class.

Z. L. FREEDMAN,
President, Bonnaz Embroiderers' Union.

International Ladies' Garment Workers' Union, Boston, Mass.:

Custom Dressmakers' Union, Local 90, congratulates the delegates to the seventeenth convention of the International Ladies' Garment Workers' Union. May your deliberations be crowned with success.

Yours for a forty-hour week.

EXECUTIVE BOARD CUSTOM DRESSMAKERS' UNION, LOCAL 90.

International Ladies' Garment Workers' Union, Boston, Mass.:

Congratulations. Wish your good work for the betterment of the working class be crowned with its deserved success.

INDEPENDENT WORKMEN'S CIRCLE,
S. Egdall, General Secretary.

International Ladies' Garment Workers' Union, Boston, Mass.:

Regret that I could not have been with you at opening of jubilee convention. Will join you at end of week. Sincerest greetings on this joyful occasion.

ISRAEL EHRlich,
Delegate Local 41.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings. Accept our heartiest congratulations. May your deliberations bring happiness to the thousands of workers whom you represent.

WORKERS OF R. WEINSTEIN'S SHOP.

International Ladies' Garment Workers' Union, Boston, Mass.:

To the Officers and Delegates of the Seventeenth Biennial Convention: The Chicago Joint Board locals extend their heartiest congratulations to the delegates of the 17th convention. We are confident our International will carry on its good work in the interest of our workers. We trust this convention will establish ways and means to carry the Chicago dressmakers' strike to a successful finish, thereby establishing a staunch organization in this city. Long live the International. Yours for solidarity.

CHICAGO JOINT BOARD.

International Ladies' Garment Workers' Union, Boston, Mass.:

Accept our heartiest and best wishes for the convention of the International Ladies' Garment Workers' Union.

WORKERS OF MADAM CHENKIN'S SHOP.

International Ladies' Garment Workers' Union, Boston, Mass.:

We heartily greet the I. L. G. W. U. at its jubilee convention, and we rejoice and congratulate you upon your vast achievements in the past years.

May harmony prevail at this assemblage and may wise counsel guide your deliberations and inspire you to march on to further glorious victories that will fortify and cement the solidarity of the ranks of our masses, thus strengthening the foundations of our union.

With best wishes for success in all your undertakings, we are

EXECUTIVE BOARD CLOAK AND SUIT OPERATORS' UNION, LOCAL NO. 1.

H. Aldenland, Acting Manager.

International Ladies' Garment Workers' Union, Boston, Mass.:

Allow me as one who had at one time participated in your affairs and who earnestly has put all his endeavors towards the building of this great organization to congratulate you at your jubilee convention and to wish you success in your deliberations.

HARRY KLEINMAN.

International Ladies' Garment Workers' Union, Boston, Mass.:

Our heartiest congratulations to the delegates of the International Ladies' Garment Workers' Union convention. May the spirit of true brotherhood and solidarity prevail.

CLOAK AND SKIRT MAKERS' UNION,
LOCAL 40.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings. Accept our heartiest congratulations to the seventeenth convention. May unity and harmony prevail in our ranks and may your future work be crowned with victories as great in their results as in their aims.

EXECUTIVE BOARD, LOCAL NO. 23.

International Ladies' Garment Workers' Union, Boston, Mass.:

Congratulations, 25th jubilee of the International Ladies' Garment Workers' Union.

W. MILLER.

International Ladies' Garment Workers' Union, Boston, Mass.:

To the Officers and Delegates of the Seventeenth Convention: The Chicago Joint Board Locals extend their heartiest congratulations to the delegates of the 17th convention. We are confident our International will carry on its good work in the interest of our workers. We trust this convention will establish ways and means to carry the Chicago dressmakers' strike to a successful finish, thereby establishing a staunch organization in this city. Long live the International! Yours for solidarity.

CHICAGO JOINT BOARD.

M. Rapsport, Secretary.

International Ladies' Garment Workers' Union, Boston, Mass.:

Extend to your officers and delegates hearty greetings of the United Textile Workers of America. Much has been accomplished by the International Ladies' Garment Workers for its membership, but much remains to be done. With faith in the justice of our cause, with heads erect and eyes forward, the splendid work of organized labor shall and must be continued to the end that justice may be had for the men and women who toil.

Fraternally yours,

SARA A. CONBOY,

International Secretary-Treasurer, United Textile Workers of America.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings and heartiest congratulations, hoping you may be successful in all your achievements.

VINCENT PALUSO,
Acting Secretary, Local 137.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings. We heartily greet the International Ladies' Garment Workers' Union at its convention. We rejoice and congratulate you upon your vast achievements in the past years. May harmony prevail at this assemblage and may wise counsel guide your deliberations and inspire you to march on to further glorious victories, that will fortify and cement the solidarity of the ranks of our masses, thus strengthening immeasurably the foundation of our Union.

JOINT BOARD CLOAK, DRESS AND REEF-
MAKERS' UNION,

Nathan Schechter, Manager, Harlem Office.

International Ladies' Garment Workers' Union, Boston, Mass.:

Dear Brother President, Sisters and Brothers, Delegates to the Convention of the International Ladies' Garment Workers' Union: Kindly accept the greetings of the International Pocketbook Workers' Union on the day of your jubilation and triumph of twenty-five years of service, not only for the workers of your industry but for the entire labor movement. Your organization inspired many a union, including our own, to struggle on and fight on for freedom and industrial democracy, work work in your industry, decent minimum scales and wages, the right of the worker to his job, protection for the masses, and the short working day. The International Bank will forever be the shining star on our labor horizon. Your jubilee convention must assure success for the International in the present struggles against the jobbers, manufacturers, sub-manufacturers, contractors and social shops.

OSSIP WALINSKY.

General Manager, International Pocketbook Workers' Union.

International Ladies' Garment Workers' Union, Boston, Mass.:

Delegates to the Seventeenth Convention: We wish to extend to all of you our heartiest greetings and best wishes. As a part of our

great International Union having helped to build this organization from the beginning of its existence, and being with it up to the present day, seeing her growth and knowing her strength, we, on the event of our seventeenth convention, feel justified in saying that on the twenty-fifth anniversary of its existence the International has reason to be proud of its achievements, for it has succeeded not only in being of great value to its own membership and in gaining an important place among the great labor organizations of this continent, but also of being a militant and progressive organization in and making itself known and felt in the labor movement all over the world. Let this great gathering behold its past achievements and with its work further advance the influence in order to take complete charge of the unorganized workers still left in the industry. Harmonious in purpose and action we will be able in conjunction with other labor organizations to lead our workers toward the great goal, the emancipation of the working class the world over.

Fraternally yours,

LADIES' TAILORS', THEATRICAL COSTUMES AND ALTERATION WORKERS' UNION, LOCAL 32.

B. Drasin, Secretary.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings to the convention of the International Ladies' Garment Workers' Union. May your deliberations be crowned with success.

CLOAK AND SKIRT PRESSERS' UNION,
LOCAL 71.

President Sigman introduced as the first speaker of the morning session, Dr. Jacob H. Hollander, Professor of Political Science at Johns Hopkins University, the impartial chairman in the cloak and dress industry of the City of Cleveland, Ohio. He was received with great applause.

Dr. Hollander: Mr. President, gentlemen of the Executive Board, delegates and ladies: When your officers were good enough to ask me to come to address the convention the invitation reached me at a difficult time. We are near the end of the university term and formal academic duties are urgent; but I should have dropped even more urgent duties to accept the invitation because I was exceedingly anxious to come, and it was a fear that something might intervene if I delayed, for what perhaps would have been a more convenient time for you later in the convention to hear me, that must explain my rather premature presence, I fear almost before your convention has organized.

My interest is threefold. In the first place, I am a political economist and a political economist from Johns Hopkins

University, and my university has long been interested in economic inquiries in what we group together under the rather general head of labor problems. My first teacher was Richard T. Ely, who gave the United States that first study of the labor movement in the United States. It was he who first rescued the American trade unionism from the position in the public mind of an unshorn, red-shirted ruffian with a stick of dynamite bulging out of his hip pocket. One of his earliest students was John R. Cummins, who has organized a group of young men who carried on the inspiration received from Ely and made possible not only a further study of the trade union movement but have contributed mightily towards the advancement of the causes of trade unionism. In Baltimore we have for a number of years devoted ourselves to studying aspects of the trade union situation, not only for its own sake, but because in the richness and variety of its subject-matter it constitutes almost ideal material for the training of those who devote their lives to the scientific study of the economic problem; we have turned out men who have rendered useful service.

After all, however, I have not made this journey to look upon you as material. That isn't the purpose of my presence here, even as an economist, because the time is past when a political economist looks upon the labor problem merely in a detached way, merely as the chemist would look upon chemical matters, or the astronomer gazes at the stars. There has been a definite enlistment of the interests and sympathy of the economist with the aspirations of trade unionists.

Trade unionism represents the endeavor to establish in reality that which economists accept as the very fundamental premise of their reasoning, that collective bargaining is an implication of free competition, and that unless the body of workers are able to voice their demands in collective unionism they are at a complete disadvantage in wage bargaining and conditions of employment. That is the verdict of the economists, if I may use that very striking phrase, that trade unionism is the essential condition of the modern distributive process. Now, that does not imply approval of all the policies or practices of trade unions, for the political economist seeks to be a scientist and not a biased advocate. He believes that we are dealing with a social institution to which has been vouch-

safed no supernatural wisdom. Those are the difficulties and handicaps under which the political economist works, and in this struggle there is certain to be error and uncertainty, but in that struggle the economist has a profound sympathy for and a clear insight into and co-operation and support for trade unionism. This, ladies and gentlemen, is the first reason why I wanted to come here.

The second reason is a more personal one. More than two years ago I was sitting in my library at home and I received a visit from representatives of the Cleveland garment industry. They set forth very innocently and modestly that there was a vacancy in the Board of Referees, of which Judge Julian W. Mack and Mr. John R. McLean were members, and would I take the place. I was sure that it would only mean that I would have to go to Cleveland for a day and that I would be a social benefactor of mankind without any large expenditure. In other words, it was a kind of philanthropy with dividends, and I accepted. A little later by this process of infiltration it developed that the impartial chairman, who was Judge Mack's brother, was going to move to New York and perhaps I would be willing to officiate now and then as impartial chairman. And again, with that weakness of mind to which we all succumb from time to time, I said "yes," and, ladies and gentlemen, I have never been free from it since. That is two years ago. And more shameful is this feature of my confession, I haven't wanted to be free, I literally have not wanted to be free, but I suppose I could at any time send in my resignation, because there has been discouragement now and then and difficulties now and then, but it has really been an experience of the greatest interest and the greatest satisfaction. I have enjoyed it tremendously, not in the sense of having accomplished anything, but because I felt that I was in touch with the realities of which I was teaching and preaching daily in my class room.

Now, I am not going to weary you, and it would be extremely gratuitous if I attempted to tell you the story of what has happened in Cleveland, for I am happy to say that I realize the importance of having that story told objectively and I understand the history of your organization, now in preparation, is making a careful study of the whole Cleveland episode in an objective spirit. It is very important that that should be done. Every organization, everybody

should know the particulars of their organization's history, and you ought to know it in great detail, you ought to know with critical objectivity the story of Cleveland; but I must refer, I feel, to a few of the reactions at any rate, in my own mind.

Now, the Cleveland market in the last two years has been an extremely difficult field. It has had to contend not only with the problems that face the general industry in other centers, notably in New York, not only with the problems growing out of the cycle and the depression in the industry, but with the very much more acute problem that it is, and probably will remain, in quantity a very minor factor in the situation, tremendously affected by what transpires in New York, and on the whole, that it is a smaller part of the whole thing. Now those problems have been met in a way that doesn't admit in my opinion, of any discussion. For more than two years now there has not been a single day's stoppage in the Cleveland market; there has not been a single problem that has not been adjusted—not ideally, perhaps, because I am happy to say that neither side ever emerges feeling entirely satisfied, but on the whole, the affair has worked and it has worked without injury to either side. And I believe the Union is stronger in Cleveland than it would have been. I believe the industry has suffered less hurt than it otherwise would have. I believe that principles have been established against the idea of "splitting the difference." From the first we set ourselves against the idea of splitting the difference. When a difficulty arose, and there was any possibility of conforming the solution to a principle, that was done.

I am trying to speak in an objective way and trying to forget my own part in the matter. I believe the device of continuing the arbitration machinery has played a very large part in that process. After all, the arbitrator or the impartial chairman himself must be educated. I mean he has to learn, and no one can serve for a continuous period without learning a good deal. In the second place he acquires not only a fund of experience, but he builds up precedents and each succeeding decision serves as a precedent for the others.

We have been free in Cleveland from lawyers; we have had men who were able to grasp the problem in its en-

tirety and the consequence has been an attempt to meet the difficulties in a way that has in view not only the immediate object to be accomplished, but the ultimate problems which might become evolved later, the kind of problems with which you are all familiar.

Now, one thing more and then I am done. I have spoken of my interests as an economist; I have spoken of the manner in which, quite contrary to my expectations, I have become involved in a number of your activities. As an American citizen, I believe that the future of our Republic is dependent in a large measure upon the progress of industrial peace and for that reason I am tremendously interested in seeing how a great body of workers like yours are going to grapple with their problems. Of course, you have a problem that is tremendously difficult. I can claim a moderate acquaintance with the American trade unionism and I have no hesitation in saying that the problems of the International Ladies' Garment Workers' Union are as acute and as profound as any, and very much more so than a great many. And, of course, the explanation of it is almost on the surface. Your craft is one that is affected very largely by things as fluctuating and vacillating as a woman's taste in fashions. But more than that, the traditions of your trade are bad, and I think you ought to face that fact squarely. Its origins are those of an exploited industry, an industry in which you had alert enterprisers dealing with an unlimited flow of unorganized labor unable to assert its demands. That is the fact, and out of that grew a tradition on the part of the enterprisers that this was a bonanza trade. It had been very slow, you see, to accept the conclusion that like any other legitimate business it must allow legitimate profits and not exploitation profits; and some part of that passed on to the consumer. In other words, the enterprisers shared those exploited gains in the form of unreasonably low consumers' prices, so that the consuming public to a considerable extent became parasitic on the industry, and the same process which has been necessary to reconstruct the mining industry has been necessary here. It is necessary to assert a new relation, as it were, between the consumer, the producer and the worker. And out of this process of complexity has grown a body of extremely unwholesome, vicious trade practices in the matter of distribution. Even aside from the organ-

ization of manufacture, you have to deal with an intricate and wasteful and undesirable body of trade practices.

That, ladies and gentlemen, is your subject-matter. You have also the problems of a decentralized trade locally. I mean New York, Cleveland, Chicago and Baltimore—pressing problems of inter-local competition. These are the conditions which you face. I can draw no white rabbit from a silk hat. I can give you no formula of solution. It would be grossly impertinent for me to venture anything on that score; but I can express my profound conviction on three counts: As a political economist I can extend the sympathy and encouragement which proceed from my science, in its modern phase, to you in your aspirations.

As the impartial chairman, a member of the Board of Referees in the Cleveland market, I can urge you most earnestly to give your profoundest attention to what has transpired there. I do not hold Cleveland up as a shining example of solution; not at all. New York isn't Cleveland; I realize that to the core; but I do say that when you find an arrangement which for two years and a half has gone on without a major struggle and from which the workers have emerged stronger than they were before, that is an experience which you cannot afford to neglect when you come to study your major problems.

And finally, I can offer you my most earnest hope for a successful solution of the problems which confront you, and with it the belief that a convention such as this, officered in the way it is, cannot fail to work towards that goal which not only trade unionists but all well-wishers of mankind share, the elevation of your workers, as you yourselves have expressed in one of the messages of congratulation, to a standard of life conformable to American conditions with a proper share in that economic and social progress which is our birthright and our heritage. (Applause.)

Delegate Kreindler: I move that this convention extend a vote of thanks to Dr. Hollander for coming to address this convention.

This motion was seconded and unanimously carried amidst applause.

President Sigman next introduced Brother Frank A. Doyle, representing the United Garment Workers of Boston.

Brother Doyle: I come to bring you a message of good-will and fraternal greetings from our organization. There are probably no other organizations more closely allied in the American labor movement than the International Ladies' Garment Workers' Union and the United Garment Workers. You have problems that are identical with ours. The progress that you have made has been wonderful and it has been made so because of the successful and able leadership that you have had, and because of the solidarity and the courage of the workers in your industry. I have watched the struggles that you have had and I have also watched the schemes that have been used to destroy our organization and I believe that we are now past that danger point. I believe that the employers have at last come to realize that the International Ladies' Garment Workers' Union cannot be destroyed.

The employers are now resorting to another method of destroying organization; and that method is the method of misrepresentation, vilification, working within the ranks of the various organizations, with people they have planted there for that purpose. We must guard against this evil. I believe the time is coming when the great membership of workers in the clothing trades will at last have realized that there can only be successful progress when all of the people working in that industry are united and present a solid front to their employers. I believe there should be more cooperation and more coordination in the organizations of the needle trades. (Applause.)

May I venture to suggest that you have conditions second to none in the American labor movement today, brought about by your sacrifices and the courage and the determination of your leaders and your workers to have a better and a bigger place in your industry. How much greater would that progress be if all the needle trades were united, working together, understanding each other?

My message also is that you do not permit the surrender of your rights to outsiders, and that you work out yourselves the fundamental principles for which your organization stands. Never surrender the right to solve your problems to a group outside of your organization. I myself would rather trust a man or woman who works in the trade, because I know that while they may not be as able as we should like them to be

at times, yet their undivided sympathies are with the workers in the industry. (Applause.)

In conclusion I want to say that I was instructed to bring a message of good will, best wishes and congratulations to your organization in convention assembled, coupled with the hope and trust that your deliberations here will be fruitful to your general membership and that they will be beneficial to the labor movement at large. (Great applause.)

The next speaker to address the convention was William H. Johnston, President of the International Association of Machinists.

Brother Johnston: I am very grateful for the opportunity afforded me this morning of speaking to this convention which celebrates the twenty-fifth anniversary of your organization. Our two organizations have a very close relationship. We make the machines that make the buttons and the dies that make the needles, and consequently there is a relationship between the two trades that naturally brings us together.

I have known something of the garment trades for many years. It was my good fortune, and misfortune, too, at one time to have lived in New York City on the East Side and I got acquainted with some of the conditions that existed in the industry of the needle trade, and as I look back twenty-five years I feel that your organization is to be congratulated for the splendid work you have done. Conditions today are so vastly different from what they were. These changes came through persistent, honest and intelligent effort on the part of your organization. The men, women and children of America owe your organization a deep debt of gratitude for uplifting the great mass of the people who have been sweated so long in the most sweated industry of the nation.

In the early days of the needle industry there was no time for thought of self-improvement. The hours were long, the wages were short; conditions were abominable. I repeat, all right-thinking people, whether they are wage workers or not, owe a debt of gratitude to what the labor movement has accomplished and to what the needle trades' unions have done in particular in creating more sanitary work conditions, in making life more livable and making the world brighter, and giving the children of men

a chance to live out the best that is in them. I commend you for your great program in establishing, I think, the first educational department in American labor organizations. The greatest foe of progress is ignorance.

When the early labor unions first advocated the public school system in this country they were bitterly opposed by employers. The argument was made that if the working people learn to read and write and think and study they won't want to work. Despite all opposition, the labor unions steadfastly insisted on a public school system, and largely to the fealty and devotion of the labor movement can be attributed our splendid school system of today. I assume that your educational department is organized primarily to give the men and women who were denied an opportunity in young manhood and womanhood and in childhood—to give them a chance to improve their intellect, to study economics, to study history, to study business, so that they might more intelligently represent themselves and their fellows before those with whom they have to discuss the great questions of the industry in which they are working.

I trust that the time is not distant when the other labor organizations will emulate your example and that we may have more and more education, that our men may be ever found equal and competent, not only to represent you on committees and in negotiations but to represent you in the halls of Congress, in the state legislatures, in the city councils, for any labor organization which thinks it can emancipate itself on the economic field alone is as short-sighted as such which believes it can emancipate itself and solve its problems on the political field alone. We must use both instruments in emancipating the toilers of the nation from industrial slavery and serfdom. In order to prepare ourselves, we must study so that we may be able to take advantage of the opportunities that are ours. The Machinists have been organized a little longer than you. Yesterday was our thirty-sixth anniversary. (Great applause.) For thirty-six years we have been fighting almost incessantly against the forces of evil and darkness. It is a great battle. The struggle that we are in is an expression of the age-long struggle of mankind for freedom and democracy. It is an expression of the striving of the soul of man for a larger life.

We have been battling I say for thirty-six years, making conditions better. The twelve-hour day has disappeared; later on came eleven, then ten and then nine, and now we have the eight-hour day; and in many instances the forty-four-hour work-week. The Machinists' was the first labor union in the United States to organize a labor bank and from that small beginning of just four years ago the labor banks have grown steadily and there are about thirty-five of them today in the United States.

For many years I have tried to inculcate in the minds of the people that modern industry was a co-partnership. Successful industry does not depend on management alone. At a conference the other day in Chicago, with a large group of employers I said: "The success of your business does not depend on you altogether; it does not depend upon the men I represent, altogether; but it does depend on the joint efforts of both. You have invested your capital but the men I represent have invested something far more important than capital. The man who invests his labor in industry invests his life, his all, his very soul." As Lincoln said, "Capital is the fruit of Labor." Capital is sometimes called "surplus wealth." More properly it should be called "unpaid wages." The men and women of industry who invest their lives have at least a right to as equal a voice in the industry as the men who invest their capital. It is only as labor becomes organized and presses its rights that it will be recognized. There was a time when they denied the right of the workers to a voice in their wages or their hours of labor. These were prerogatives of the boss. But by your insistent claims and demands you have forced a great many to recognize the righteousness of your claims to a voice in determining your wages and conditions. And we are going to make further progress. Some day we shall have an equal voice and we shall have something to say about the margin of profit that men are going to extract from the labor of others. The world is moving on and I predict that within the next ten years the labor movement of America, yea, the labor movement of the world, will make greater progress than in the last fifty years. (Great applause.)

One of our greatest difficulties has been injunctions. We have just passed through a gigantic railroad strike com-

mencing in July, 1922. Not only did we have to cope with the Railroad Managers' Association in that conflict, but we found many other associations lending them their sympathy and help. Shortly after the strike began, involving 450,000 men in the railway shop trades, the mechanical trades on the railroad, we were asked to go to Washington to meet with the President of the United States. The strike was affecting the commerce of the country. After two days of negotiating with both sides, the President drafted an agreement as a basis of settlement. He said, "Gentlemen, will you accept this?" We told him that we would give it our very careful consideration and would present it to our committee with our recommendations. I said, "Supposing we accept your terms and the managers reject them, what will happen?" "Why," he said, "we have many ways of bringing pressure to bear on the railroads, and if necessary, I shall not hesitate to use the big stick on the railroads."

We called our committee together and recommended this agreement. It was accepted after one day's discussion. We reported to the President, and the railroad managers rejected it. Was the big stick used? Yes, but not on the railroads. It was used on the men who agreed to accept the proposal. Mr. Daugherty silently stole away from Washington and went to a new judge just appointed by him, and secured an injunction the like of which has never been known in America, abridging all the rights guaranteed under the Constitution. That injunction purported to restrain me and my associate officers from communicating with the strikers, by letter, by telegram, by telephone, by word of mouth. In the land of the free and the home of the brave, one man, appointed and not elected, usurped all of the rights guaranteed under the Constitution. Well, some of us told Mr. Daugherty to go to — (great applause) and he is on his way (laughter and applause), and, you know, they have the brazen effrontery now to ask our labor unions to pay for the cost of all those injunctions, for the cost of all of the sheriffs that went all over the United States to help break the strike, all of the investigators, and all of the witnesses.

I am getting to the point I want to make: It is useless to expect the labor unions to perform the work, the duties, the functions that they are organized for

so long as you permit special interests to control the reins of government. Our railroad unions and other unions have been splitting their votes for years. We would work together on the industrial field but at the ballot we were defeated, and because of our division we were so often betrayed. A little over two years ago we called together a group of men to see if we could not reserve some of the rights guaranteed under the Constitution. I issued a call to all of the labor unions, to the farmers' organizations, to the Socialist Party, to the Farmer-Labor Party, to other progressive groups, and for the first time in the history of this country a very complex group of people got together with diversified views who had a lot of erroneous ideas about each other and a great deal of misunderstanding. We drafted a program, modest, of course. We felt if we were going to do anything worth while, we must have a program broad enough to embrace all of these elements, and then we went out to see if we could not elect men and women who would represent the people. Our initial effort, even though some have thought it was simply a makeshift, accomplished more good than all of the efforts that had heretofore been put forth by other groups divided as they had been.

Men like Poindexter, who had succeeded in putting an anti-strike bill through the Senate with only five men present, were defeated through our efforts. Poindexter a few years ago posed as a friend of Labor and one day, when only five men were in the Senate Chamber, he called up his bill and when Senator Kenyon, now a judge, was seen coming in the doorway, they knew that he would object to the consideration of such an important measure with only five men present. So they sent a man to take Kenyon to one side and to get him into conversation in order to keep him away from the Senate Chamber a few minutes longer in order that they might put over this nefarious anti-strike bill. But, thank God, we had men like Senator LaFollette in the Senate who forced a reconsideration and who defeated the bill. But what can one man do, what can two men do in an organization such as the Senate? We went out and defeated Poindexter, Kellogg and McCumber and New and Townsend and Frelinghuysen and Mandell and Hitchcock and Sutherland and numerous others.

The conferences have gone on. The work has been largely financed by the railroad organizations. Your organization has been represented at two of the conferences. We are going to have a convention in Cleveland on July 4th and we are looking forward with great expectations to it because it now looks as though the same selfish, sordid interests control both of the old parties and they will, in all probability, nominate reactionary candidates. It seems to me the time is most propitious to launch a new party representing the toiling masses of America. (Great applause). I am going to ask this convention to consider sending delegates to that conference. I hope you will consider making a contribution to the work of educating the great masses and organizing them throughout the land.

In conclusion I wish you every success. I hope that your deliberations will be harmonious—I don't mean by this that everybody ought to agree. It is friction of ideas that develops real thought. I trust that while you may have heated discussions, the best of feeling and the greatest degree of toleration will be manifested throughout and that you will go from here as one to fight the battles of the coming man, to make this world a better place for all of us and our children and our children's children to live in and be happy in. For this world after all was made for all the children of man to live in and be happy in, rather than for a few to become rich in. That is fundamental. May progress be yours, and harmony and success crown your efforts (long applause).

Brother Nagler: I move that the convention extend its thanks to Brother Johnston for his splendid address and that it be printed in the minutes of this convention. This motion was seconded and unanimously carried.

Brother Tuckman of Local 12, Boston, announced that a banquet had been prepared for that evening, to which all of the presser delegates and their families had been invited.

Brother Aaron Velleman, vice-president of Cigarmakers Local 97 of Boston, was next called upon to address the delegates. He conveyed the fraternal greetings of his organization, and urged that the cordial feeling and spirit of cooperation between his organization and the International be continued.

It being 12.30 noon, the session adjourned, to reconvene in the afternoon at 2 o'clock.

**Second Day—Afternoon Session,
Tuesday, May 6, 1924**

The Convention was called to order by President Sigman at 2:15 p. m.

Secretary Baroff read the following telegrams and communications, which were greeted with hearty applause by the delegates:

To the Officers and Delegates of the 17th Convention:

The striking dressmakers of Chicago wish to thank the officers and delegates of the convention for their encouraging message which was received with great enthusiasm. We are determined to strike until our employers will come to terms. We have full faith in the officers of our International and are confident that the convention will find ways and means, both morally and financially to carry our banner to victory. Are we downhearted? No. Yours for victory.

THE STRIKING DRESSMAKERS OF CHICAGO.

International Ladies' Garment Workers' Union, Boston, Mass.:

The General Executive Board of the Amalgamated Clothing Workers of America sends greetings to you, and hearty wishes for successful deliberations. Twenty-five years ago you raised your banner in a sweat shop industry. Today tens of thousands of workers are rallied around your victorious banner. You have built up a powerful organization, improved your working conditions and secured rights in the industry. Your great membership is entitled to the congratulations of the labor movement. Your success has encouraged large numbers of other workers to organize and raise their standards. May this convention prove fruitful of new benefits to the workers in your industry.

SIDNEY HILLMAN, General President,
JOSEPH SCHLOSSBERG, Gen. Sec.-Treas.

International Ladies' Garment Workers' Union, Boston, Mass.:

The United Cloth Hat and Cap Makers join with you in the celebration of the twenty-five years of militant existence and great achievements of the International Ladies' Garment Workers' Union. By thorough organization, militancy and self sacrifice the Ladies' Garment Workers' have succeeded during these twenty-five years in raising the conditions in their trade to the level of the best organized trades in the United States and in putting the organization in the vanguard of the labor movement. The recent achievements of your International Union in further improving the conditions of your membership in the field of labor banking are full of promise and inspiration for the labor movement. May your organization continue on the road of glorious achievement and may the deliberations of your Jubilee Convention advance the cause of your membership and of the entire labor movement.

M. ZARITSKY, President,
M. ZUCKERMAN, Secretary-Treasurer.

Convention of the International Garment Workers' Union, Convention Hall, Boston, Mass.:

Our heartiest congratulations and best wishes to the Seventeenth Convention of our Union. We hope and wish for the opening of a new, long, and successful era of achievement for the workers employed in the ladies' garment industry. May your deliberations lift our members to a higher plan. May the spirit of true brotherhood and solidarity prevail, and may its achievements on the economic, educational and political fields be the most striking in the history of the labor movement and another step toward the emancipation of the working class.

EXECUTIVE BOARD ITALIAN DRESS-
MAKERS' UNION, LOCAL 89,
Salvatore Amico, Acting Manager.

International Ladies' Garment Workers' Union, Boston, Mass.:

Local 48 in this great event greets the twenty-fifth anniversary of the existence of our International. The conditions which have been established for its members in such a short period of existence have placed our International in the front line of the American labor movement. Our hearts are with you. Our greetings are sublime in this great moment. We hope that you will adopt such resolutions as will not only inspire the membership but will lead us to an indisputable victory in our coming struggle. Three cheers for our International.

ATTILIO TERMINI,
Secretary of the Executive Board of Local 48.

International Ladies' Garment Workers',
Convention Hall, Boston, Mass.:

The United Garment Workers of America extend heartiest congratulations on your twenty-fifth anniversary and may your deliberations of the seventeenth convention be very harmonious and successful.

T. A. RICKERT, General President,
R. A. LARGER, General Secretary.

International Ladies' Garment Workers' Union, Boston, Mass.:

Congratulations of the workers of the New York Girls' Coat Company.

COHEN AND LEVINSON.

Convention Hall, Boston, Mass.:

Greetings to the twenty-fifth jubilee convention.

WILLIAM TAUB,
Member Local 41.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings—As one who for the last 21 years has worked in the ranks of our International striving in common with all of you to improve our conditions in the needle industry and as one who recognizes the colossal achievements of the International for the general betterment of the laboring classes, I hope that your convention meets with the greatest success. May unity, brotherhood and solidarity bind our

ranks, and may success crown our efforts. It is my sincere hope that in the near future we may view a world-wide Jewish labor congress in our new-old homeland, Palestine.

E. GORDON.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings on the occasion of your jubilee convention. We wish to express our heartiest congratulations and hopes that all your efforts in the cause of the workers will be crowned with success. Delegates, let's hope that the next convention will not be a question of wages and hours, but of how to carry on a labor government.

JOINT BOARD CLOAKMAKER'S UNION,
TORONTO.

International Ladies' Garment Workers' Union, Boston, Mass.:

Officers and Delegates to the jubilee convention of our International, Brothers and Sisters, the workers from Silverstein and Schlossberg's shop greet you and wish that wisdom and tolerance be the guide in your deliberations.

MAX SHOSTOCK,
Shop Chairman, Baltimore, Md.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings to the jubilee convention. Heartiest congratulations and sincerest wishes for your continued success.

SHIRLEY METZ,
Financial Secretary and Treasurer, Costume Dressmakers Union, Local 90.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings, we send you our heartfelt congratulations and wish you success in the struggle for the betterment of the workers' standard of living.

LOCAL 14, TORONTO.

International Ladies' Garment Workers' Union, Boston, Mass.:

We wish to congratulate you at the jubilee convention and hope all your deliberations will be crowned with success.

KURTZ AND WERTHEIMER,
Members Local 2.

Convention Hall, Boston, Mass.:

The Cloak and Dress Finishers, Local 29 of Chicago, greet the Seventeenth Biennial Convention. The welfare of our great organization is committed to you and we are confident the trust will be faithfully executed.

LOCAL FIFTY-NINE OF CHICAGO.

Convention Hall, Boston, Mass.:

Greetings from the Chicago Cloak, Suit and Dress Cutters, Local 81. We are confident that

the transactions of this body will make for the development and success of our great organization.

CHICAGO CLOAK CUTTERS,
Local 81, A. Romala, Secretary.

Convention Hall, Boston, Mass.:

Heartiest congratulations to the Delegates and Officers of the Seventeenth Convention. May our International prosper and grow powerful in its struggle for the interests of our workers.

CHICAGO CLOAK AND DRESS PRESSERS' UNION, Local 18, M. Sternberg, Secretary.

Convention Hall, Boston, Mass.:

We congratulate the Officers and Delegates of the Seventeenth Jubilee Convention and wish them success in their fight to better the conditions of our workers. Long live the International!

CLOAK OPERATORS' UNION, Local Number 5 of Chicago, D. Feltelson, Chairman.

Jubilee Convention, Boston, Mass.:

Greetings from the Corset Workers, Local 22, and Corset Cutters, Local 24. Congratulations for past accomplishments and best wishes for the future. We hope you will act favorably on our resolution.

MRS. ROBINSON, Recording Secretary of Corset Workers, and
WM. S. HOFFMAN, Secretary of Corset Cutters.

Convention International Ladies' Garment Workers', Boston, Mass.:

Congratulations, may your future jubilee be as prosperous as this one.

EXECUTIVE BOARD, Local 75, Worcester, Mass.

International Ladies' Garment Workers' Union, Boston, Mass.:

Best wishes and sincere greetings to all the Delegates. Would like to be with you, but my son prevents me.

GEO. RUBIN.

International Ladies' Garment Workers' Union, Boston, Mass.:

Heartiest greetings and best wishes upon the occasion of your silver jubilee. May your achievements be crowned with success.

JULIUS WOLF.

Convention Hall, Boston, Mass.:

Accept our heartiest congratulations and best wishes for the success of this convention.

MR. AND MRS. MAX MANDLER, Philadelphia

International Ladies' Garment Workers, Boston, Mass.:

Greetings, best wishes for a successful convention and greater activity than ever.

THE SOCIALIST PARTY,
Kings County, J. F. Vlach, Sec'y.

Convention Hall, Boston, Mass.:

To the Convention of the International Ladies' Garment Workers' Union, Brother President and Delegates, let us greet you at our 17th Convention on the occasion of the celebration of the jubilee of our international whose strenuous life has been constantly dedicated to the emancipation of the working class, may this luminous date and the bright memories of our glorious past inspire you in your deliberations for the betterment of the conditions of our members, and for the affirmation of human rights and ideals.

HARRY LEVINE,

District Manager of the Brooklyn office and Staff Cloak, Skirt, Dress and Reefer Makers Union.

International Ladies' Garment Workers' Union, Boston, Mass.:

Wishing you success for the future work of your international.

JACOBS PRESS, INC., BOSTON.

International Ladies' Garment Workers' Union, Boston, Mass.:

The American Labor Party greets and congratulates you on this inspiring occasion of the 25th anniversary of your being. We recognize the great fight you fought with the odds heavy against you to root your toilers out of the greatest misery and suffering to a self-respecting understanding of life, its needs and possibilities. May this convention of conscious and militant workers with the experience and knowledge gained in the school of suffering and striving, forge ahead and administer courageously for the greater power and solidarity of labor toward a better, nobler and happier humanity.

MARIE B. MACDONALD, Organizer,
JEROME T. DE HUNT, Chairman.

International Ladies' Garment Workers' Union, Boston, Mass.:

My hearty congratulations to the Delegates of your Jubilee Convention. Not a quarter of a century but centuries of material and spiritual growth lie between the years of 1924 and 1900. Let your pride in the passionate struggle and brilliant victories of that past sustain you in your endeavor for the future.

LOUIS LEVIN.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings. The Joint Executive Council of Miscellaneous Trades of Greater New York send greetings to your Convention. May your councils always be accompanied by wisdom and tact. We are heart and soul with your upward march for the emancipation of the toiling masses. We anticipate with joy the fact that in the near future all the miscellaneous locals of Greater New York will be under the banner of the Joint Council, which will lead their membership from victory to victory.

JOINT EXECUTIVE COUNCIL OF MISCELLANEOUS TRADES.

Jubilee Convention, Boston, Mass.:

Heartiest Congratulations to the Officers and Delegates of the Seventeenth Convention. May

your future work and determination to better the conditions of our members be crowned with success.

M. BARKAN, B. DOLNICK, SOL FLACK,
JACK THAYER, CHICAGO, ILL.

Convention Hall, Boston, Mass.:

In anticipation of a successful Convention.
LOCAL 134, HACKENSACK, N. J.

Convention International Ladies' Garment Workers' Union, Convention Hall, Boston, Mass.:

Hearty greetings. We are proud to send greetings to all the Delegates to this Twenty-fifth Anniversary of the International Ladies' Garment Workers' Union. May your deliberations be of the utmost success. With fraternal greetings.

JOBBER'S DEPARTMENT, JOINT BOARD
CLOAK, SKIRT, DRESS AND REEFER
MAKERS' UNIONS. MAX BRODFIELD,
ISIDORE SORKIN, ABRAHAM
SCHWARTZ, ABRAHAM FRIEDMAN.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings. May your deliberations be crowned with glory and success and may we all reap the benefits of same before the next Convention.

NATHAN SOLOMON,
Cleveland Joint Board Ladies' Garment
Workers' Union.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings, regret inability to send delegates owing to financial stringency, pressing need for organizer in this field. Convention would do well to consider.

LOCAL 32, WINNIPEG, CANADA.

Convention Hall, Boston, Mass.:

Greetings to the Delegates and Officers of this historic Convention and success to the International Ladies' Garment Workers' Union.

F. NATHAN WOLF, General Auditor.

International Ladies' Garment Workers' Union, Boston, Mass.:

We, the workers of Rothchild Cloak Shop, Philadelphia, Pa., send our greetings and best wishes to the Jubilee Convention of the International Ladies' Garment Workers' Union. May there be victory in all your future undertakings.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings. May we progress in the next twenty-five years as we have in the past twenty-five years.

LOCAL 29.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings, my heartiest congratulations to all our Delegates; unity in our ranks, purity in our thoughts, honesty in our deeds—this is what increases our power and strengthens our influence among organized labor.

SAMUEL KRUGER,
Business Agent Cloakmakers' Union, Toronto.

International Ladies' Garment Workers' Union, Boston, Mass.:

Heartiest congratulations and best wishes to the Officers and Delegates of the Jubilee Convention. The splendid program and accomplishment for the past twenty-five years are surely worth rejoicing over. Let your supreme goal be the complete emancipation of the working class.

EMBROIDERY WORKERS UNION, Local 6

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings to the International Convention. Best wishes for success in all your undertakings. It is our hope that you will work in bringing harmony and uniting all forces of our great membership.

EXECUTIVE BOARD, Local 41.

International Ladies' Garment Workers' Union, Boston, Mass.:

I am sorry that I as one of the oldest members of the Union cannot be present to participate in the "silver anniversary" of the International. However, accept my heartiest wishes for success in all your aims and for the prevalence of peace and harmony in our International. I am sure that through united efforts we will be the victors in the great struggle that lies before us.

J. RUBIN,
Acting General Manager Joint Board.

International Ladies' Garment Workers' Union, Boston, Mass.:

Congratulations on the Seventeenth Convention and Twenty-fifth Anniversary of the International. The history of our organization is one big chain of glorious victories and great achievements. May the spirit of true brotherhood and solidarity prevail in the future as it always did in the past. Three cheers for our ever growing International Union!

LEO FINKELSTEIN,
For the Editorial Department of *Gerrechtigkeit*.

Convention Hall, Boston, Mass.:

It is with heartfelt joy that we greet this Jubilee Convention. May your deliberations be forceful and beneficial to the toiling masses of our industry, and may your undertakings result in strengthening and inspiring our organization to further success. Let us not stop till we have reached the complete realization of labor's highest attainments.

STAFF AMERICAN ASSOCIATION AND INDEPENDENT CLOAK AND SKIRT DEPARTMENTS, JOINT BOARD CLOAK AND REEFER MAKERS UNION, L. HEIT

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings and congratulations to the Delegates and Officers of the International Ladies' Garment Workers' Union on their Twenty-fifth anniversary. May your deliberations bring light, unity and harmony to the workers in the Ladies' Garment industry.

EXECUTIVE BOARD, LOCAL 22,
Ada Rosenfeld, Secretary.

International Ladies' Garment Workers' Union, Boston, Mass.:

Accept the greetings of the members of Local 22 to the Convention of the International. We wish you success in your work and hope that you will emerge from the Convention bigger and stronger than any time before.

LOCAL 22, TORONTO.

International Ladies' Garment Workers' Union Convention, Boston, Mass.:

Heartiest Congratulations and good wishes to your Jubilee Convention. May your deliberations bring new hope and courage to our entire movement.

AMALGAMATED KNIT GOODS WORKERS UNION, J. LEADERMAN, Manager.

International Ladies' Garment Workers' Union Convention, Boston, Mass.:

Greetings and best wishes for your Seventeenth Convention.

SAM KESSLER AND ALICE HAGYAN,
Local 41.

International Ladies' Garment Workers' Union, Boston, Mass.:

Congratulations to the Convention of our International. From Local 123 of Paterson, N. J.

A. LAMDON, A. LERER, P. KAHN.

International Ladies' Garment Workers' Union, Boston, Mass.:

Cordial greetings and congratulations to the 25th Anniversary Convention of the International Ladies' Garment Workers' Union. All honor to the brave legion in the advancing army of American workers. May success attend you.

AL UNGAR,
Executive Board Member,
Local 22.

International Ladies' Garment Workers' Convention, Boston, Mass.:

The New York Women's Trade Union League congratulates you on your Twenty-fifth anniversary and wishes for the International all prosperity and success for the future.

ROSE SCHNEIDERMAN, President.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings on behalf of the Board of Officials of the New York Cloakmakers' Union. I extend to you our heartiest congratulations to the Convention of the International. The past years have demonstrated the strength of our mighty organization and we look forward that this Convention will eclipse the accomplishment attained in the foregoing years. May wise counsel and good judgment prevail at this assemblage and unitedly strive for the betterment of conditions of our members, and together march on from victory to victory, until the final triumph of the working class. Wishing you success, we are,

BOARD OF OFFICIALS OF THE CLOAK-MAKERS' UNION, B. MOSER, Secretary.

International Ladies' Garment Workers' Union, Boston, Mass.:

Delegates of the International Ladies' Garment Workers' Union, accept our hearty greetings to the Jubilee Convention of our International. May your deliberations bring cheer and comfort to all concerned. Comradely yours,

AMALGAMATED LADIES' GARMENT WORKERS' UNION, LOCAL 4, S. COHEN, Chairman.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings. Wishing you to succeed in bringing about more harmony and better working conditions for all workers in our industry.

LOCAL 42.

International Ladies' Garment Workers' Union, Boston, Mass.:

Berry I am not with you at the Convention. Wish you God-speed in your deliberations to better conditions of the workers. Hope you all have a pleasant time and return with good tidings for the workers whom you left all alone in New York.

WILLIAM BARCAN.

International Ladies' Garment Workers' Union, Boston, Mass.:

May your deliberations be successful and we sincerely hope that your efforts will be instrumental in the complete emancipation of the working class.

MORRIS J. GROBIFKER.

International Ladies' Garment Workers' Union, Boston, Mass.:

We greet all the Delegates to the Jubilee Convention. May the spirit of harmony reign over your proceedings and unite you into a solid front against the employers.

EXAMINER, BEGRADERS AND BUKHLERS UNION, LOCAL 82.

International Ladies' Garment Workers' Union, Boston, Mass.:

Accept our heartiest congratulations and best wishes for the Jubilee Convention. May all your undertakings be successful. Let unity be your watchword; peace and harmony should prevail throughout.

**STAFF OF THE INDEPENDENT, AMERICAN AND REEFER DEPARTMENTS.
J. PRESS, L. GOLDB, W. BARCAN, H. H. FISHER, M. ELKIN, L. BEZAHLER,
A. CLOTT, J. WAREHAFSKY, B. RACHS.**

At the conclusion of the reading of the congratulatory messages and telegrams, President Sigman introduced as the next speaker Brother John P. Coughlin secretary of the Central Trades and Labor Council of Greater New York.

Brother Coughlin stated that the delegates ought to be highly inspired by such a splendid and educational address as that delivered in the morning by Dr. Hollander. In his opinion, there is much to be accomplished for the Convention in order to be a success. He outlined the depressing working conditions that existed in the machine shops in 1897, when the 12-hour working day commenced at 6 o'clock in the morning and the weekly wage for the 72-hour week was \$3.50. He pointed out the gradual improvement in working conditions, due to the efforts of the labor unions, from 1900 to 1910, when the working day was reduced to nine hours, and finally, just prior to the World War, the eight-hour day became effective. He urged that before the Convention adjourns, the question of the 40-hour week be seriously considered, as he saw no reason for its not becoming a reality in the near future. He dwelt on the evil of the system of piece-work in the industry and urged that it be abolished. He announced that the Central Trades Council of New York City is very desirous of having all trade unions in the City of New York join it, and pointed out the success achieved by the Central Trades in the last 20 years in bringing about better living conditions, shorter hours and higher wages, stating that the Central Council is always ready to extend a helping hand to other unions.

On the subject of legislation he said, in part:

"In Albany this year I have seen bills run through so fast that they would make your head dizzy, and even the members who were sitting in the halls of the Legislature didn't know what they were voting for. On the 10th of April there were over 352 bills passed in an hour. The clerks who were reading them hardly knew what they meant. We in the City of New York have decided that that method of legislating for the people of our state has got to stop, and we are going to make a new start. We are going to select men and women from our own ranks that we can depend upon, and put them into the Legislature to watch legislation and to control that machinery in order that we will get more of the good things that are necessary to keep our labor bodies intact."

President Sigman next introduced Arturo Giovannitti, general organizer of the International, who was given an ovation.

Brother Giovanitti; It seems to me you have very little to learn from speeches. You are still seared with the fires of a never-ending revolt. You have made possible our jubilee today, for it is, indeed, the day which shall be inscribed in fiery characters in the annals of working class history of the United States. In spite of all our enemies, in spite even of some internal dissensions, in spite of all forms of chicanery that may be practiced against us, we still stand in the foremost ranks of the American labor movement! (Great applause.)

It seems to me that during the 20 years that I have been here, I have never lost touch and contact with you all. During these 20 years, we have been bruised and knocked down and trampled upon, but we have not been vanquished; we have not given up one iota of our idealism. By all the gods we are still in full possession of our principles and of our souls, and that is the thing that is most important of all! (Great applause.)

Practically all of the Italian workers of New York City are aglow today with enthusiasm, and they greet you and acclaim you. We here represent two of the greatest races that have ever led mankind toward a higher plane of civilization. If it had not been for the signal efforts of the Jewish race especially and predominantly, if it had not been for that determination and insistence that has made Israel live throughout the 22 centuries of baiting, destruction, malevolence and persecution, if it had not been for the Jewish race, to whom I want frankly to attribute most of the honors at this Jubilee Convention, we should not have had this convention in the City of Boston today.

Yes, we may adjust and fix up a little bit today and a little bit tomorrow, we may have to patch up our differences with the owners of our bread according to established tenets and certain economic laws, but way down in the bottom of our hearts and souls there is still the belief, eternal as the mountains, inextinguishable as the sun, that the day will soon come when all the workers of the world will get together and on that day there will be no longer any room for their masters! (Great applause.)

I believe that the working class is marching towards the realization of its

ultimate goal, which is peace and justice and liberty. You represent one of the noblest trades in the world—assuredly the oldest. This is the oldest trade because, you know, the first member of the International was Eve herself, when she sewed together the two famous fig leaves. (Laughter and applause). As she could not possibly scab on anybody, she surely was a good union woman. (Laughter.)

I believe in the divine discord of the spheres, as Victor Hugo said. It is not true that the spheres are harmonized together. If they were, the whole universe would burst asunder. I believe in this glorious quarrel of ideas. I believe there ought to be a difference of opinion, but above that there should be that wisdom and that tolerance, which is not only counseled by myself, but in every telegram that you have received.

The previous speaker mentioned the 40-hour week. We are going to get the 40-hour week and the International will be the first organization in the United States to get it.

But let me remind you, while we are congratulating ourselves on our splendid achievements of the past, our brothers in Europe are looking upon us for a ray of hope, for the hand of leadership, for a word of encouragement, for the new tablets of the Lord that must fire their hearts with a new enthusiasm and hurl them forth like a tremendous battering ram against the forces of wrong and oppression. And let me remind you of the millions of Italian workers now languishing under the bloody heel of Fascism, smitten daily upon their bare bodies by the murderer that answers to the name of Mussolini. The Italian people are hailing the day of their deliverance. And they expect mostly from you that message of hope and encouragement, that message of international solidarity, without which the very foundations of the labor movement would totter and crumble.

And so, Mr. President and fellow workers, I extend to you once more my most cordial felicitations. Let us together today plant our milestone by the roadway, hoist our flag upon it, and march forward without ever turning back, with our eyes faced toward the goal, which shall be reached only upon the day when all the toilers of the world shall have shaken into dust their chains and their shackles, and

create finally the white city of brotherly love of the future! (Prolonged applause.)

The next speaker to address the delegates was James MacCauley, the third president of the International. He was given an ovation.

Brother MacCauley: When I came here on Monday, the surprise of seeing 300 people as delegates to the International left me in a maze. Twenty years ago I never dreamed that that would be possible. When I look back 20 years, I remember I stood on the platform, and in that gathering there were just 31 delegates, representing about 15,000 members who were paying the per capita tax. During all our struggles I was looking for a man to be our leader, but we never reached the right one until the year 1910, when our Moses came to us in the form of Brother Rosenberg, and he led us out of bondage.

At any rate, the editor of "Justice" must have used telepathy last week, for in the last issue he has stated practically everything that I wanted to say, and so I am through now. (Applause.)

Ex-President Charles Jacobson next addressed the convention. He congratulated it on its remarkable growth and stated that he would devote his life for the success of the International. He was given an ovation.

Ex-Vice-Presidents Meltzer and Brother Simon Slotchin were next introduced to the convention and they extended their fraternal greetings to the delegates. They were heartily applauded.

It being 4.45 p. m., the convention adjourned to reconvene Wednesday, May 7, 1924, at 9.30 a. m.

Third Day—Morning Session
Wednesday, May 7, 1924

The session was opened at 9.45 a. m. Wednesday, May 7, 1924, President Sigman presiding.

Secretary Baroff read the following telegrams and communications of fraternal greetings and congratulations, which were heartily applauded.

Mr. Abraham Baroff, Secretary-Treasurer,
International Ladies' Garment Workers'
Union, New York, N. Y.

Dear Sir and Brother:

Permit me to thank you for your very kind invitation, under date of the 25th, to attend the 17th convention of the International Ladies' Garment Workers' Union, to convene on May 5, 1924, in Boston, Massachusetts. I would greatly enjoy the privilege of attending a portion of the sessions at least of your forthcoming convention if circumstances at all permitted. Owing, however, to a press of organization business at this end, due to a pending drive to increase salaries of postal employees, my time is so taken up that I am unable to absent myself from the city. However, I wish to thank you most sincerely for your kind invitation and I trust that your forthcoming convention will surpass all that have gone before.

Convey the fraternal greetings of this organization to the delegates assembled, and with cordial good wishes for your continued success and prosperity, I remain

Yours sincerely,

EDWARD J. GAINOR.

President, National Association of Letter Carriers.

Mr. Abraham Baroff,
International Ladies' Garment Workers'
Union, 3 West 16th Street, New York City.

Dear Mr. Baroff:

I appreciate very sincerely your kind invitation to attend the seventeenth convention of the Ladies' Garment Workers' Union.

I feel that my engagements here and in Pennsylvania will make it impossible for me to attend, but if I should see an opening for a visit to Boston during the period of the convention I will take pleasure in looking you up.

Yours very truly,

GEORGE W. KIRCHWEY,
The New School of Social Work.

To the Officers and Delegates of the 25th Anniversary Convention of our International,
56 St. Botolph Street, Boston, Mass.

Greetings.

My Dear Brothers:

It is with regrets that I must inform you of my inability to accept your invitation for my presence at the seventeenth convention of the organization for which I strove so hard in my active years as an executive.

Due to my poor physical condition, I will not be able to be present to rejoice with you over the achievements of the International.

I may not be there in person, but I assure you that my heart is with you, as it has always been.

Each gain forward, made by the International toward the ultimate goal, gives me great pleasure, therefore, I urge you on to quicker attainment of that last milestone of our advance.

With greetings to you all and with many thanks for your kind remembrance of me, I beg to remain

Fraternally yours,

BERNARD DRAFF.

International Ladies' Garment Workers' Union, 3 West 16th Street, New York, N. Y.

Dear Sir and Brother:

Your favor of the 23d, extending an invitation to attend the 17th convention of your Union in Boston, Mass., on Monday, May 5th, 1924, has been received.

In reply wish to advise that we will not be able to attend, but thank you for your invitation. We are organizing a bank to be known as "Brotherhood State Bank," and inasmuch as same will open about that date we cannot attend the convention.

Wishing you success, with best wishes, I beg to remain

Yours fraternally.

JOE FLINN.

International Secretary-Treasurer, International Brotherhood of Roller Makers and Ship Builders of America.

Mr. Morris Sigman.

President International Ladies' Garment Workers, New York, N. Y.

Dear Comrade Sigman:

Please pardon this belated acknowledgment of your very kind letter to Gene under date of the 23d ult., inviting him to be a guest at your approaching convention to be held at Boston, beginning May 5th. Gene has been quite ill for some time, confined to his bed, and unable to give attention to his correspondence and I have been waiting daily that I might give you a definite answer to your communication, which I am now able to do as it is quite certain that my brother will be unable to do himself the pleasure and honor of attending the convention to which you so kindly invite him. He is having to leave in a day or two for a sanitarium for a course of treatment which he confidently believes will restore his health and strength and enable him to take up his work again. He is deeply sensible of the invitation you extend and the good will it expresses in your behalf and in the name of your associates and fellow-members, and it is a matter of sincere regret to him that he cannot be with you on the occasion to which you so cordially invite him. I need hardly say that my brother has the highest regard for the Ladies Garment Workers' Union and that he has unmeasured appreciation of the good work it has done since first it entered the field of organized labor and began its mission of economic betterment with its goal of ultimate emancipation for the ladies' garment workers of America. My brother was present in New York at the first beginning of the organization and marvels, as he looks back over the record, at the achievements, substantial and permanent, now to the credit of the Ladies' Garment Workers' Union.

But important and far-reaching as these beneficent changes have been there is still a mighty work before the organization, and my brother bids me say to you that he most earnestly hopes the efforts you are now putting forth may come to fruition in good time and that your coming convention may be equal to all demands and prove an influential factor in the promotion of progress, in cementing the unity and solidarity of the membership on a revolutionary basis, and in assuring in the future the crowning achievements of your organization.

Thanking you, dear comrade, in the name of my brother, and through you your committee and official associates and all your

members for your very kind invitation, and wishing your organization all hoped for success, I remain

Yours fraternally,

THEODORE DEBS.

My Dear Mr. Sigman:

I thank you for the honor of the invitation to speak at your convention in Boston and wish that it were possible for me to accept. Unfortunately I cannot, because I have to go to Baltimore this week for another operation on my ear and the doctor has ordered me to abstain from all kinds of activities for an indefinite time. I have only one obligation to fulfill this spring and I may have to cancel that. Will you please convey to the convention my regrets and also my best wishes for a successful series of meetings this year?

Yours sincerely,

CHARLES A. BEARD.

Mr. Abraham Baroff, Secretary-Treasurer, International Ladies Garment Workers' Union, 3 West 16th St., New York City.

Dear Sir and Brother:

I take great pleasure to inform you that the sixth biennial convention of the International Fur Workers' Union convenes on Monday, May 12th, at 10 a. m., at the Morrison Hotel, Chicago, Ill., and will be in session until the 17th, inclusive.

I am sure that you will be pleased to know that we come to this convention with a record of great accomplishments for the workers in the fur industry and imbued with the spirit and consciousness that assures the steadfastness and growth of our organization.

On behalf of my organization I am extending the best and heartiest wishes for the success and progress of your organization.

Fraternally yours,

M. KAUFMAN.

General President, International Fur Workers' Union.

M. Sigman, President; Abraham Baroff, Secretary-Treasurer, International Ladies' Garment Workers' Union, 3 West 16th St., New York, N. Y.

Dear Sirs and Brothers:

This will acknowledge the very kind invitation extended to me in your letter of April 22d, to attend the opening of the seventeenth convention of your organization in Boston, Massachusetts, on Monday, May 5th, 1924. I sincerely regret to say that it will be impossible for me to be with you brothers, much as I would like to do so.

At this moment we are preparing for the fourth triennial convention of the Brotherhood of Locomotive Engineers, which will convene within the next few weeks; on May 25th, the convention of the Grand International Auxiliary to the Brotherhood of Locomotive Engineers will convene in Cleveland, and on May 12th, the twenty-fourth session of the Grand Division of the Order of Railroad Telegraphers will convene in the B. of L. E. Auditorium in Cleveland. It is necessary for me to make considerable preparation for these various conventions in addition to carrying on the regular work of the organization. I make this explanation for the purpose of showing you just why it is impossible to accept your very kind and courteous invitation.

I sincerely hope that your seventeenth Convention will prove to be harmonious, constructive and progressive, and I want to extend to each of you, and to the delegates attending your convention, my very best wishes.

Yours fraternally,

W. S. STONE,

Grand Chief Brotherhood Locomotive Engineers.

Mr. Morris Sigman, President,
International Ladies Garment Workers'
Union, 3 West 16th St., New York, N. Y.

Dear Sir and Brother:

I wish to thank you for your invitation to attend the opening of your convention which is to be held in Boston, on May 5th, and to say that I will be in Chicago May 5th and 6th, and will leave on the afternoon of the 7th for a meeting of the Executive Council, which is to open in Montreal at 10 a. m. on the morning of the 9th. Consequently, it will be impossible for me to accept your invitation, much as I would be pleased to do so.

I have the greatest admiration for the splendid work done by your organization, not alone for those who are members but for all who work at the trade, because there is no question but what the trade organization of which you are an officer has helped lift up those who are unorganized working at the industry and who are blind to the importance and necessity of joining hands with you and your co-workers in the Ladies' Garment Workers' International Union.

If it is possible for me to have a representative of our organization in Boston at the time of your convention, I will see to it that he pays a visit to your convention during its sessions.

Boston is my old home city and I hold my membership in the Truck Drivers' Union, No. 25. It is the city in which twenty-five years ago, just about the time you were chartered, I became a member of our organization. I know every street and corner of that historic city and I know that trade unionists in that district and the warm welcome which you and your delegates will receive in that old cradle of liberty. I am also conversant with the struggle of labor in that district as well as the life and death struggle in which your International Union has been engaged on more than one occasion. It is a source of great pleasure to me to say to you that not only have you performed and brought about conditions for your membership which were unthought of at the time you established your organization, but your organization has been the means of helping and strengthening the general labor movement of America.

Because it may be impossible for me to get some direct representative to visit your convention, but, as stated above, I will endeavor to do so. I take this opportunity of extending to you, to the members of your general executive board and delegates attending your convention, my hearty congratulations on the splendid work of your organization during the past twenty-five years, and extend to you felicitations in behalf of our International and its membership, which has also been engaged in a struggle similar to yours, in fighting down oppression and injustice.

I hope and trust that the deliberations of your convention will be helpful and constructive to the general membership of your

organization, and I am satisfied, beforehand, that your convention, through its deliberations, will send out a message of hope to the great rank and file of American workers which will have a tendency to strengthen and help at this particular period in the history of our country.

Fraternally yours,

DANIEL J. TOBIN,

General President of Teamsters and Chauffeurs' International Union, and Treasurer American Federation of Labor.

The Convention of the International Ladies' Garment Workers' Union, Boston, Mass.
May 5, 1924.

Greetings:

Dear Comrades:

In the interest of the only organ, "The Messenger," among the three hundred or more published by Negroes, which voices the aims, hopes and aspirations of the working class, we appeal to you for aid.

Seven years ago, for the first time in the life of the Negro, owing to the fact that his intelligentsia were controlled by the capitalist interest, to the utter amazement and consternation of white capitalist America, which had pitted the black workers against the white, unchallenged, "The Messenger," fearless, aggressive and intrepid, raised an uncompromising and militant voice for working class solidarity, regardless of race, creed or nationality, indicating that sure disaster to the labor movement would inevitably result from strife of race in the ranks of the workers.

This declaration for labor unity by "The Messenger" was answered by the master class with imprisonment for the editors and the denial of second class mailing privileges to "The Messenger." Undaunted and undimmed, however, "The Messenger" and its editors with the written and spoken word, thundered in definite and unmistakable terms for unionism and socialism.

Today we are struggling to awaken and arouse to a clear consciousness of their class interests the millions of black workers of America. As a result of our work, hundreds of thousands of copies of "The Messenger" have been published and read by the Negro proletariat. That this educational labor propaganda is effective is shown by the opposition it encounters from the beneficiaries of race prejudice—"Big Business." For instance, in a number of southern towns in the states of Texas, Alabama, Georgia, Florida, and Mississippi, agents selling "The Messenger" have been driven away and sometimes brutally handled.

The record of "The Messenger" and its editors will show that in every strike, since the birth of the publication, it has been on the side of organized labor. We have organized and spoken at numerous meetings for the workers while on strike in the needle trades and the painters' unions. The editors have also done much to educate the white workers to a realization of the necessity of accepting their Negro brothers into their unions on a basis of equality. They are lecturers in many of the workers' colleges and forums throughout the country.

Under unnameable financial handicaps, difficulties and hardships, this great constructive and invaluable work has been set afoot. Much has been achieved; still great is the work to be done.

The big and mighty task is yet ahead—the task which is looming larger and larger and

more menacing and sinister in proportions, as the days, weeks, months and years go on. Especially now that over a million Negro workers have migrated north in the last two years and the National Negro Press Association and some Negro bishops have denounced white organized labor. Hatred against the Negro is growing. A threatening tide of Anti-Semitism is rising; even some of our white brothers are so blind and ignorant as to sing a hymn of hate on account of race and color.

Only a few days ago, a Negro was hounded by Klansmen or students in Klan attire by burning a cross on the campus of Columbia University only because he had a room in the dormitory. Think of it! And in educated(?), democratic(?), Christian(?) America! Since 1885 over three thousand Negro men and women, old and young, even some Negro women in pregnant state, have been lashed and burned. Negro students are discriminated against in our institutions of learning. In very truth the Negro is damned if he is ignorant and damned if he is educated; by some white workers he is denied a union card and then cursed for being a scab. Such is the wretched and miserable lot of millions of Negro toilers in America.

"The Messenger" is the only herald that shows that race, religious and nationality prejudice is a subtle weapon of the bosses which is used to keep the workers divided while their pockets are picked.

Now we need money to keep going. This, too, at a time when the need for the work is most vital and imperative. The Department of Labor shows in a recent bulletin that a great exodus of Negro workers from the South is taking place. They are coming to the North, East and West looking for work. What does this mean? It means that frenzied and bitter competition between the black and white workers is bound to ensue in the factories, mills and mines. Out of this competition for work, serious and dangerous race riots like East St. Louis will flare up. These riots will only tend to push the white and black workers farther apart. They can be avoided, however, if only the white workers will extend the hand of brotherhood to their black brothers by taking them into their unions and demonstrating to them that race and color are no bar to justice in the organized labor movement.

It is a matter of common knowledge that Negroes are entering every industry. In Tuskegee and Hampton institutes and all of the industrial colleges of the South for Negroes, institutions that are heavily endowed by the capitalists of America to the extent of hundreds of millions of dollars, negroes are learning every trade and they are coming out with not the slightest conception of the meaning of the labor movement; on the contrary, they come out with hate and distrust of white workers and the union movement. Of course this is natural in the face of the bitter persecution which the negro has been forced to endure.

Now no agency is doing anything to bring the black and white workers together except "The Messenger." It has been doing herculean work almost single handedly. Won't you help us in this struggle? We appeal to you because you are enlightened; because as exploited groups, you, too, have been tortured, maligned, spat upon and made to drink the bitter dregs of persecution.

Now, we have greater prospects this year than ever before. Our circulation is now 2,000 and the outlook is that it will increase

by one or two thousand every month. But we are still not beyond the quicksands of uncertainty. We have creditors that ruthlessly oppress us and prevent us from expanding as rapidly as we could if we were relieved of our debts which amount to nearly five thousand dollars. Of course, all radical groups have had similar hardships.

Won't you help us to bear this burden? Won't you give us \$500 toward relieving us of our creditor wolves and helping us toward building up a great labor and cultured force among the negro workers?

Trusting that this appeal will meet and merit your approval and assuring you of our sincere gratitude for your past interest and assistance, I am

Fraternally yours,

A. PHILIP RANDOLPH.

April 20, 1924.

My Dear Mr. Sigman:

Please express to your associates my high appreciation of the very courteous invitation; my keen regret that judicial duties preclude acceptance, and my best wishes for the next quarter of a century.

Most cordially,

(Signed) LOUIS D. BRANDEIS,
Supreme Court of the United States,
Washington, D. C.

April 29, 1924.

Mr. Morris Sigman, President, and Mr. Abraham Baroff, Secretary-Treasurer,

International Ladies' Garment Workers' Union, New York, N. Y.

Gentlemen:

I am honored indeed by the invitation extended by your General Executive Board to attend the seventeenth convention of the International Ladies' Garment Workers' Union, which will begin in Boston on May 5th. I do not know of anything that would give me greater pleasure were it possible to arrange my affairs to make the visit. It happens, however, that I am now engaged in a series of wage conferences in Kansas City affecting our organization in the five states of our southwestern jurisdiction. I am quite sure the conferences will not be terminated in time for me to attend your convention. In lieu of my attendance, however, I extend congratulations to the delegates to your convention upon the occasion of the twenty-fifth birthday of the organization, together with my best wishes for a successful and constructive convention.

Very truly yours,

JOHN L. LEWIS,
President.

Kansas City, Mo., April 29, 1924.

Mr. Abraham Baroff, Secretary-Treasurer,
International Ladies' Garment Workers' Union, 2 West 16th St., New York, N. Y.

Dear Brother Baroff:

I am in receipt of your esteemed favor under date of April 22d, signed by President Sigman and yourself, in which you extend, on behalf of your General Executive Board, a most hearty and cordial invitation to me to attend the opening of the seventeenth convention of your union, which will begin in Boston, Mass., on Monday, May 5, 1924.

Please accept my most sincere thanks and appreciation for your most kind and cordial invitation, and I assure you that if circumstances would permit, I would be very happy indeed to have the privilege and the honor of meeting with the officers and delegates of the International Ladies' Garment Workers' Union at their convention in Boston on May 5th. Will say, however, that President Gompers has called a meeting of the Executive Council of the Federation in Montreal on May 9th, and he urges all members of the Council to be present, and with a desire to perform the duties imposed upon me as a member of that Council, it will be necessary for me to make arrangements to be in Montreal on May 9th, consequently it will be impossible for me, under the circumstances, to accept your invitation.

I assure you, however, that I am delighted to have the honor, as General President of the Brotherhood Railway Carmen of America, of extending fraternal greetings and good wishes to your great organization, for a successful and harmonious convention. It certainly should be a source of great satisfaction and comfort to the officers and members of your organization to know that your achievements rank high in the labor movement of our country. I know of no organization that has made greater and more substantial progress than the International Ladies' Garment Workers' Union, and I most sincerely congratulate your organization on its magnificent accomplishments in behalf of its membership and the labor movement of our country as a whole.

In closing, I wish to assure you of my personal good wishes, and I know I voice the sentiments of the Brotherhood Railway Carmen of America when I say to you that we are with you to the limit of our ability to be of service in raising the standard of the toiling masses of our country.

With kind personal regards, I am
Cordially and fraternally yours,

MARTIN F. RYAN,

General President, Brotherhood Railway Carmen of America.

Mr. Abraham Baroff, Secretary-Treasurer,
International Ladies' Garment Workers'
Union, New York City, N. Y.

Dear Sir and Brother:

Your letter of April 23d, extending an invitation to our organization to attend the opening of your convention in Boston, came to hand and will be brought to the attention of our General Executive Board.

We thank you for extending the invitation and assure that if at all possible we shall have a representative in Boston.

Wishing you success and with best wishes,
I am

Fraternally yours,

ADAM HUEBNER,

General Secretary-Treasurer, United Brewery Workers of America.

Mr. A. Baroff, Secretary,
International Ladies' Garment Workers,
3 West 16th Street, New York City.

Dear Sir and Brother:

I am in receipt of your kind invitation to attend the seventeenth convention of the International Ladies' Garment Workers' Union,

to be held in Boston, Mass., May 5th, and I regret exceedingly that I will not be able to be with you on your twenty-fifth anniversary, but our Board Member Frank Doyle will represent the United Garment Workers of America.

We trust you will have a very harmonious and successful convention.

Fraternally yours,

B. A. LARGER,

General Secretary, United Garment Workers of America.

Mr. Abraham Baroff,

International Ladies' Garment Workers'
Union, 3 West 16th St., New York City.

My Dear Mr. Baroff:

Please accept my own personal thanks, and those of this organization, for your courteous invitation to attend the opening of the seventeenth convention of your Union.

It would give me great pleasure to be present. I am, however, involved in other engagements beginning with a brief lecture course at Colgate University in Hamilton, New York, and followed by others which make it impossible for me to go to Boston at that time. I am sure that your twenty-fifth anniversary will be an occasion significant for the needle trades throughout this country. I congratulate you upon the past career of the Union, and I am

Yours sincerely,

FLORENCE KELLEY,

General Secretary, National Consumers' League.

My Dear Mr. Sigman:

I appreciate very genuinely the invitation on behalf of your Executive Board to attend the forthcoming convention of your International Union. Were it possible I should be happy to avail myself of the opportunity of contact with your organization to acquire more intimate familiarity with the problems of your movement and its progress. Unfortunately, your convention comes at a time during which my own work at the Law School places me under the heaviest pressure and I must, therefore, forego the privilege which you so generously accord me.

I venture to say that never in our country's history have social and economic problems pressed more insistently for solution, and correspondingly, never has a greater responsibility confronted organized labor to make the contributions towards the solution of these problems which it alone is capable of making.

With every good wish for the growing strength and achievements of your Union,
Sincerely yours,

FELIX FRANKFURTER.

Messrs. Sigman and Baroff,

Ladies' Garment Workers' Union, 3 West
16th Street, New York, N. Y.

Gentlemen:

I am in receipt of your kind invitation to attend the opening of the Seventeenth Convention of your International Union in Boston, Mass., on Monday, May 5th, and in reply thereto I wish to thank you for remembering

me but am sorry to say it will not be possible for me to be with you on the date in question. I am very busy with the affairs of my own organization just now, especially the renewal of trade agreements.

It is hardly possible that I can get away from this office before the 7th or 8th of May, when I leave to attend a regular meeting of the Executive Council of the American Federation of Labor at Montreal, which opens on the 9th of May.

I would like to be with you if for no other reason than that it is the 25th anniversary of your organization, and in celebrating that event I know you want to have the representatives of other international organizations with you. However, let me wish you success on this great event, at the same time hoping that the work of your convention may be of lasting benefit to your members.

With kind regards, I am

Fraternally yours,

FRANK DUFFY,

General Secretary, United Brotherhood of Carpenters and Joiners of America.

Mr. M. Sigman, President,

International Ladies' Garment Workers' Union, 3 West 16th St., New York City.

Dear Mr. Sigman:

I greatly appreciate the kind invitation extended to me in your letter of the 24th inst.

Your Union has certainly every reason to feel proud of the profound changes in working and living conditions which have been brought about through your activities. If there is anything you would like to have me do, in connection with the convention, please let me know and I will see what can be done.

Mrs. Untermeyer is very ill just now, and has been for some time, on account of which we are living in the country, and I find it necessary to spend the evenings there with her. For that reason it will be out of the question for me to leave the city, unless her condition materially improves. I feel, however, none the less indebted to you for thinking of me.

Sincerely yours,

SAMUEL UNTERMEYER.

Mr. Morris Sigman, President,

International Ladies' Garment Workers' Union, 3 West 16th St., New York City.

Dear Sir and Brother:

I have yours of the 23d and deeply appreciate your kind invitation to attend the opening of the Seventeenth Convention of your organization on Monday, May 5th.

At this time affairs in the Building Trades are in such a state of unrest that I am unable to say positively whether I will be able to avail myself of your kind invitation and be present in person during your convention. If circumstances permit, rest assured I shall take the pleasure of meeting with your organization at some time during your coming convention and if unable to, kindly convey to your organization my sincere congratulations on the quarter of a century progress and hopes for a continuation of that progress with undiminished speed which is, I think, the best wish I could possibly make for the welfare of all of your membership.

Again thanking you for your kind invitation, with best wishes, I am

Fraternally yours,

J. P. NOONAN,

International President, Brotherhood of Electrical Workers.

Mr. Morris Sigman, President; Mr. Abraham Baroff, General Secretary,

International Ladies' Garment Workers' Union, 3 West 16th Street, New York City.

Dear Sirs and Brothers:

I have your letter of April 22nd in which you invite me, on behalf of the General Executive Board to attend the opening of the 17th Convention in Boston on Monday, May 5th.

I regret very much to say that owing to a number of important conferences and meetings arranged for that time, which cannot be changed without great embarrassment to those interested, I find that it will be impossible for me to accept your kind invitation.

May I express, through you, to the Officers and Delegates in attendance at the Convention, my most sincere and fraternal greetings. I hope that the 17th Convention, marking the 25th year of the existence of the International Union, will result in the enactment of such laws as will better promote and safeguard the interests of the men and women of the ladies' garment industry, as well as bring about a better understanding that will be helpful in advancing and solidifying the cause of the trade union movement of America as represented by and through the American Federation of Labor.

With fraternal greetings, I remain

Very truly yours,

HUGH PRAYNE,

General Organizer, American Federation of Labor.

Mr. M. Sigman, President,

International Ladies' Garment Workers' Union, 3 West 16th Street, New York City.

Dear President Sigman:

Engagements in Washington and St. Louis will prevent me from attending the Seventeenth Convention of your International Union in Boston. But, I beg you to receive for yourself, and for your General Executive Board, the expression of my warm appreciation of the courtesy of your invitation, and my best wishes for the future and increasing prosperity of your Union.

Yours sincerely,

FELIX ADLER.

The Society for Ethical Culture of New York.

Morris Sigman, President,

International Ladies' Garment Workers' Union, 3 West Sixteenth Street, New York, N. Y.

Dear Sir and Brother:

I am in receipt of your kind invitation of April 22, to attend the opening of your Seventeenth Convention in Boston, on Monday, May 5. I desire to thank you for it and I hope your Convention will be a harmonious one and of much benefit to the mem-

bers of your organization as well as the general labor movement. I remain,
Yours fraternally,

JACOB FISCHER,

Seventh Vice-President A. F. of L.

Delegate Miss Shapiro: I move that a telegram be sent to Comrade Eugene V. Debs wishing him a speedy recovery and regretting that he cannot be with us at this convention.

This motion was seconded and carried amidst applause. The convention thereupon forwarded the following telegram to Comrade Debs.

Eugene V. Debs,
Terre Haute, Indiana.

The Convention of the International Ladies' Garment Workers' Union assembled in Boston has heard with sincere grief from your brother Theodore, of your illness, which makes it impossible for you to visit us in Boston. Permit us to extend to you our sincere wishes for speedy recovery so that you might be able again to take your place as leader of the revolutionary labor movement in America.

MORRIS SIGMAN, President,
ABRAHAM BAROFF, Secretary.

Miss Rose Pesseto representing the Red Cross for political prisoners of Russia delivered a stirring address in behalf of the political prisoners of Russia. She said in part: I come to speak in behalf of the political prisoners in Russia (prolonged applause). Most of you know how long the Russian people have struggled to get some freedom which they have not got now (applause). During the years of the blockade and the civil war in Russia, we heard rumors that the Communist Party was making a clean sweep of all the counter-revolutionists. None of us dared to think that people with revolutionary thoughts would have to languish in prison because they dared oppose the ruling party in Russia. We in America, partly knowing the truth, could not come out in the open at a time when Russia was hounded by enemies. We were trying to work together. The idea that the Government of Russia would go to the extent of jailing political opponents did not enter our minds. I do not speak of the political opponents such as Kolchak and the others because those political opponents are not in prison at the present time. They are out free (applause and jeers). The political prisoners in Russia have not any legal groups within the boundaries of Russia and are

therefore compelled to look to other countries. They are branded as counter-revolutionists, as bandits, as speculators in order not to let the outside world know the truth.

We are undertaking the campaign for the liberation of the political prisoners in Russia. This campaign is carried on throughout Europe and the United States. Many organizations have endorsed that campaign. We are arranging mass meetings in every city. It is our hope that you will pass a resolution at this convention asking for the immediate release of political prisoners and that you will give us your moral and financial support. We will go on with our work until the Russian Government will realize that their misdeeds cannot be concealed from the world as they are trying to do (prolonged applause).

The next speaker to address the convention was Brother Samuel Wilcon, representing the Independent Workmen's Circle. Brother Wilcon extended the fraternal greetings of his organization and stated that they were at all times ready to help the International both morally and financially. He urged the delegates to take up the question of immigration, exhorting them to pass a resolution against the restriction of immigrants.

President Sigman: Before we take up the report of the Credential Committee I wish to read the following telegram which we have just received:

International Ladies' Garment Workers' Union, Boston, Mass.:

Strikers received message from convention with renewed enthusiasm. Rumors persistent here some of larger houses desire settlement. Federation unions responding to call with substantial assistance. Spirit of strikers wonderful. Committee of fifteen sends greetings to your convention. You blaze the trail, we will hold the fort.

ANTON JOHANNREN,
JOHN FITZPATRICK.

President Sigman: I want to announce to the Convention that Secretary Baroff has already forwarded a check to the strikers (applause). And we can now call upon the chairman of the Credential Committee, Brother Breslaw, to present its report.

Vice-President Breslaw began to read the report of the Credential Committee as follows:

To the Officers and Delegates of the Seventeenth and Twenty-fifth Anniversary Convention of the International Ladies' Garment Workers' Union, Boston, Mass.

Greetings:

Your Committee on Credentials begs leave herewith to submit its report on the credentials submitted to it for examination by 96 Local Unions, Joint Boards and District Councils of the International to the 17th Biennial Convention.

Your Committee, in its examination of credentials of the 297 delegates, was charged practically with a double duty, as per our constitution. It had to examine the credentials with a view to ascertaining the standing of the Local Unions with respect to their indebtedness and financial obligations in accordance with the constitution of the International Ladies' Garment Workers' Union, and pass judgment as to the eligibility of delegates to be seated at this convention.

In the course of its work, the Credential Committee has had to listen to a great number of objections, which were filed against some delegates. The objectors and the delegates involved were examined very carefully. In addition to this, Local Unions charged with indebtedness were questioned in this regard. In this work your committee spent more than two weeks.

The Credential Committee received some very serious charges against certain individuals and Local Unions. In these charges the standing, devotion and loyalty to the International of these individuals and locals were challenged. The Committee, before passing final judgment, was careful in examining all the evidence presented to it.

In the course of its work, and in the recommendations submitted to you, your Committee was mindful of the fact that this report is being submitted to the 25th Jubilee Convention of the "International." The achievements of our "International" and of our membership are being celebrated now. We are reviewing here today twenty-five years of struggle and accomplishments. This convention proves to many that our organization was foremost in realizing the aims and ideals of unionism through its struggles, victories as well as defeats. We were always striving and

fighting for the betterment of the conditions of the workers. Our achievements are splendid in spite of what we have yet to accomplish in the great battles which are before us.

At the present moment, the 25th Birthday of our "International," the delegates at this Convention have an opportunity of summing up the work and progress of the twenty-five years of the existence of our Union.

The delegates no doubt, appreciate the fact that our organization is rich in its accomplishments and daring in its actions. We never lacked courage and whenever necessary disciplinary measures were taken against members, as well as locals. The proper stand was always taken at all costs and no matter how painful. The welfare of the Union and its members was placed above all else. The disciplinary measures enforced and discipline established contributed towards the dignity and prestige of our organization.

Your Committee is of the opinion that at this 25th Anniversary Convention, when celebrating our remarkable growth and splendid achievements, and when we are all in a holiday spirit, we must not, nevertheless, lose sight of the duties before us. Hence, when this Convention will be confronted, as was your Committee, with a question of an individual member, a group, or even a Local Union, which is acting disloyally towards the interests of our "International," and when these acts tend to disrupt and demoralize our Union, the Convention should, and will, take the necessary disciplinary measures—and this must be done, no matter how difficult and painful the task may be.

Your Committee, while considering the objections, was actuated by a spirit of genuine loyalty towards our "International" and the Trade Union Movement as a whole. We were confronted with the same question two years ago. Those who were guilty of misconduct, disloyalty or of sowing seeds of distrust into the minds of the membership, were not seated. But it seems that the action of the past convention did not influence a certain number of individuals and groups to cease their destructive activities, and instead help to build up our organization.

Your Committee is of the opinion that such activities must cease and that warning be given to those elements, that

our "International" will not tolerate activities which weaken and demoralize the Union.

The growth of our organization is immediately noticed by the large number of credentials examined by your Committee. We are proud of the fact that despite the attempts of enemies, both from within and without the organization, and despite the difficulties, hardships and struggles endured by our Union, the 17th Biennial Convention, which is also the 25th Jubilee Convention of our Union, is a representative gathering, representing practically every local of our "International," which has no comparison in the history of our former conventions of the International Ladies' Garment Workers' Union. We are sincerely glad that we are afforded, at this Jubilee Convention, an opportunity of seeing again our old friends, former presidents and vice-presidents, who have helped to build this mighty organization, and with whose presence we are honored in celebrating this auspicious occasion.

The following is a list of Locals with the items of their indebtedness:

- LOCAL NO. 6—Embroidery Workers' Union (New York)**, owes the International 1922 Assessment, \$300; Chicago Strike Assessment, \$276.00; miscellaneous, \$21.50.
- LOCAL NO. 9—Cloak and Suit Finishers' Union (New York)**, owes the International, \$81,748.00 for the following: 1922 Assessment, \$5,068.00; Premium on Bonds, \$110.00; 10 per cent due on initiation, \$645.00; Chicago Strike Assessment, \$2,343.00; miscellaneous, \$582.00.
- LOCAL NO. 12—Cloak, Suit, Skirt and Dress Pressers' Union (Boston)**, owes the International \$410.20 for the following: 1922 Assessment, \$202.00; Chicago Strike Assessment, \$123.50; miscellaneous \$84.70.
- LOCAL NO. 24—Skirt and Dressmakers' Union (Boston)**, owes the International \$505.30 for the following: 1922 Assessment, \$370.00; Chicago Strike Assessment, \$73.50; miscellaneous, \$61.80.
- LOCAL NO. 45—United Designers of Ladies' Wear (New York)**, owes the International \$1,235.85 for the following: 1922 Assessment, \$988; Chicago Strike Assessment, \$108.00; miscellaneous, \$139.85.
- LOCAL NO. 49—Ladies' Waistmakers' Union (Boston)**, owes the International \$2,595.50 for the following: 1922 Assessment, \$1,892.00; Chicago Strike Assessment, \$698.50; miscellaneous, \$5.00.
- LOCAL NO. 52—Cloak, Suit, Skirt and Reefer Makers' Union (Los Angeles)**, owes the "International" \$2,438.00 for the following: 1922 Assessment, \$2,008.00; Chicago Strike Assessment, \$189.00; miscellaneous, \$241.00.
- LOCAL NO. 62—White Goods Workers' Union (New York)**, owes the International \$5,626.50 for the following: 1922 Assessment, \$4,104.00; Chicago Strike Assessment, \$1,472.50; miscellaneous, \$50.00.
- LOCAL NO. 64—Cloak Buttonhole Makers' Union (New York)**, owes the International \$364.50 for the following: 1922 Assessment, \$804.00; Chicago Strike Assessment, \$40.50; miscellaneous, \$20.00.
- LOCAL NO. 72—Amalgamated Ladies' Garment Cutters' Union (Boston)**, owes the International \$117.60 for the following: 1922 Assessment, \$80.00; Chicago Strike Assessment, \$19.50; miscellaneous, \$18.10.
- LOCAL NO. 78—Cloak and Skirt Makers' Union (St. Louis)**, owes the International \$774.50 for the following: 1922 Assessment, \$692.00; Chicago Strike Assessment, \$74.50; miscellaneous, \$8.00.
- LOCAL NO. 82—Examiners, Beggars & Bushelers' Union (New York)**, owes the International \$1,023.00 for the following: 1922 Assessment, \$796.00; Chicago Strike Assessment, \$195.00; miscellaneous, \$32.00.
- LOCAL NO. 89—Italian Dressmakers' Union (New York)**, owes the International \$6,684.25 for the following: 1922 Assessment, \$2,000; 10 per cent due on initiation, \$2,477.00; Chicago Strike Assessment, \$2,007.00; miscellaneous, \$200.25.
- LOCAL NO. 90—Custom Dressmakers' Union (New York)**, owes the International \$2,003.95 for the following: 1922 Assessment, \$1,532.00; 10 per cent due on initiation, \$155.00; Chicago Strike Assessment, \$174.00; miscellaneous, \$142.25.
- LOCAL NO 91—Children's Dress, Bathrobe & Housedress Makers' Union**

(New York), owes the International \$6,386.68 for the following: 1922 Assessment, \$4,616.00; 10 per cent. due on initiation, \$963.68; Chicago Strike Assessment, \$777.50; miscellaneous, \$69.50.

LOCAL NO. 100—Skirt Makers' Union (Chicago), owes the International \$3,804.00 for the following: 1922 Assessment, \$3,016.00; Chicago Strike Assessment, \$687.50; miscellaneous, \$100.50.

LOCAL NO. 113—Ladies' Garment Workers' Union (Mt. Vernon), owes the International \$291.00 for the following: 1922 Assessment, \$200.00; Chicago Strike Assessment, \$91.00.

LOCAL NO. 115—Waist, Dress and White Goods Workers' Union (Newark), owes the International \$275.00 for the following: 1922 Assessment, \$232.00; Chicago Strike Assessment, \$26.50; miscellaneous, \$16.50.

LOCAL NO. 127—Ladies' Garment Workers' Union (Stamford), owes the International \$229.50 for the following: 1922 Assessment, \$204.00; Chicago Strike Assessment, \$20.50; Miscellaneous, \$5.00.

After giving this matter thorough consideration the Credential Committee decided to recommend to the Convention that all the delegates of these Locals should be seated, and they should be given 60 days' time, after the Convention, during which their debts are to be paid up in full to the International. In the event of failure to do so the general office should be instructed by this Convention to raise the per capita, so that within one year after the adjournment of this Convention all debts of these locals should be paid up.

The following credentials have been examined and the Committee recommends the seating of the representatives bearing these credentials of the locals of the International:—

LOCAL NO. 1—Ladies' & Misses' Cloak and Suit Operators Union (New York):—M. Cinamon, D. Goldbaum, B. Reisman, A. Weiss, B. Rosenthal, L. Horowitz, S. Shally, and L. Levy.

LOCAL NO. 3—Sample Makers & Alteration Workers (New York):—David Schwartz, Simon Pitchersky, Isidore Reich, Samuel Lefkovits and Daniel Rubin.

LOCAL NO. 4—Cloakmakers' Union (Baltimore):—Meyer Weitzman, and Sam Caplan.

LOCAL NO. 5—Cloakmakers' Union (Chicago):—S. Weinstein and H. Zeff.

LOCAL NO. 6—Embroidery Workers' Union (New York):—Max Zucker, Carl Grabber, Philip Soldner and Morris Safier.

LOCAL NO. 9—Cloak and Suit Finishers' Union (New York):—Barnet Cooper and Louis Hyman.

LOCAL NO. 10—Amalgamated Ladies' Garment Cutters' Union (New York):—David Dubinsky, Benjamin Evry, Samuel Perlmutter, Philip Ansel, David Fruhling, Meyer Skluth, Sam B. Shenker, Joseph Fish and Isidore Nagler. Ledg. 4107.

LOCAL NO. 11—Cloak & Skirt Makers' Union (Brooklyn, N. Y.):—Barnet Rubin, Harry Chancer, Philip Kaufman, William Cohen, and Charles Goldberg.

LOCAL NO. 12—Cloak, Suit, Skirt & Dress Pressers' Union (Boston):—Hyman Newman, Morris Cohen and Joseph Widrow.

LOCAL NO. 14—Cloakmakers' Union (Toronto):—H. Reingold, Samuel Freedman and K. Wagner.

LOCAL NO. 17—Children's Cloak & Reefer Makers' Union (New York):—Jacob Heller, Louis Lipsky, Max Cohen, Morris Leventhal, Abraham Goldin, Abraham Belson and Abraham Berkowitz.

LOCAL NO. 18—Cloak, Suit, Dress Pressers' Union (Chicago):—Phillip Davids, Sam Stein and Sam Eisenberg.

LOCAL NO. 19—Amalgamated Cutters (Montreal):—K. Taylor.

LOCAL NO. 20—Waterproof Garment Workers' Union (New York):—Sam Saroff, Benjamin Weiselberg, Meyer Polinsky and Samuel Freedman.

LOCAL NO. 21—Cloak & Skirt Makers' Union (Newark, N. J.):—Max Bruck.

LOCAL NO. 22—Dressmakers Union of Greater New York:—Mary Avrutsky, Mollie Friedman, Max Bluestein, David Backer, Joseph Rabinow, Isidore Schoenholtz, Abraham Staum,

- Hyman Greenberg, Charles Margulies, Isidore Busbkin, Joseph Shapiro and Israel Horowitz.
- LOCAL NO. 23—Skirt Makers' Union (New York):—Harry Wander, Louis Pinkofsky, Sam Fremed, Max Schonfeld, Charles Landsberg, Meyer Konisky and Max Weinstein.
- LOCAL NO. 24—Skirt & Dressmakers' Union (Boston):—Julius Mazosine and Samuel Needleman.
- LOCAL NO. 25—Ladies Waistmakers' Union (New York):—Pauline Morgenstern, Fannie Luchofsky, Sarah Shapiro.
- LOCAL NO. 26—Tailors & Operators Union (Cleveland):—Abe Katovsky, Sam Finkel and Philip Starkoff.
- LOCAL NO. 27—Skirt Makers' Union (Cleveland):—Morris Stein and Charles Friedman.
- LOCAL NO. 28—Ladies Tailors Union (Seattle):—Meyer Rosenberg.
- LOCAL NO. 29—Women Garment Makers' Union (Cleveland):—Ella Kelky, May Harmon and Agnes Tishler.
- LOCAL NO. 30—Greenwich & Stamford Ladies' Tailors (Stamford):—Hector Papa and Frank Amler.
- LOCAL NO. 31—Ladies Garment Workers' Union (Rahway):—Catherine Kelly and Grace Hamil.
- LOCAL NO. 33—Corset Workers' Union (Bridgeport):—Anna Claughasey and Fannie M. Pesnikof.
- LOCAL NO. 34—Corset Cutters Union (Bridgeport):—Bernard Schub and Otto Barcon.
- LOCAL NO. 35—Cloak, Skirt and Dress Pressers' Union (New York):—Joseph Breslaw, Louis Langer, Philip Levine, Harry Borenstein, Harry Slutzky, David Welsman, Max Cohen, Joseph Gold, Max Carolinsky, Max Guzman, Louis Rief, Charles Oronsky, and Morris Weprinsky.
- LOCAL NO. 37—Pressers Union (Cleveland):—Julius Steinberg and Charles Pomerantz.
- LOCAL NO. 38—Ladies Tailors, Theatrical Costume & Alteration Workers' Union (New York):—Gedalia Schuchman, Faust Interdonati and Don Wishevsky.
- LOCAL NO. 39—Finishers Union (Boston):—Abraham Cushman, Jacob Shneider, and David Godes.
- LOCAL NO. 40—Cloak and Skirt Makers' Union (Philadelphia):—Isidore Friedman and Abe Goldin.
- LOCAL NO. 41—Hemstitchers, Tuckers Pleaters, (New York):—Israel Ehrlich, Jacob Halperin.
- LOCAL NO. 42—Cutters Union (Cleveland):—Max Meyer, Abe Wachter.
- LOCAL NO. 43—Waterbury Ladies' Garment Workers (Waterbury):—Nathan Fidler and Minnie Beck.
- LOCAL NO. 44—Italian Cloak, Suit and Dress Makers (Cleveland):—John Monastra, Mary Liota and Joe Magistra.
- LOCAL NO. 45—United Designers of Ladies Wear (New York):—Leon Brodfeld, Harry Schuster and Frank Comenelli.
- LOCAL NO. 47—Italian Cloak, Suit & Skirt Makers Union (Philadelphia):—Paolo Dalmonaco, Luigi Merolla.
- LOCAL NO. 48—Italian Cloak, Suit & Skirt Makers Union (New York):—Pasquale Muccigrossi, Antonio Cottone, Michele Mariconda, Nicola Doti, Charles Carotenuto, Eduardo Molisani, Giovanni Biondo, Nunzio Castrovinci, Corrado Nizza, Giovanni Di Giacomo, Giovanni Lo Russo and Basilio Desti.
- LOCAL NO. 49—Ladies Waistmakers Union (Boston):—Gussie Daum, Mary Tattlebaum, Sarah Hurvitz, Ida Katz and Philip Kramer.
- LOCAL NO. 50—Waist and Dressmakers Union (Philadelphia):—Sam Winick, Carl Schultz, Bessie Gorin and Edith Kalish.
- LOCAL NO. 51—Dress, Waist and White Goods Workers Union (Passaic):—Jennie Farstmeyer and Elizabeth Bramberger.
- LOCAL NO. 52—Cloak, Suit, Skirt and Reefer Makers' Union (Los Angeles):—Morrie Blell.
- LOCAL NO. 53—Amalgamated Ladies' Garment Cutters Union (Philadelphia):—Harry Durdick.
- LOCAL NO. 54—Raincoat Makers Union (Chicago):—William Schiff and Mandy Pineberg.

- LOCAL NO. 56—Cloakmakers Union (Boston):—Wolf Weiner, Joseph Morabito and Louis Epstein.
- LOCAL NO. 57—Ladies Garment Workers Union (Jamaica):—Philip Arbitman and Mr. Noodleman.
- LOCAL 59—Cloak, Skirt & Dress Finishers' Union, Chicago):—Aaron Sher, Max Trubokoff, Harry Rufer.
- LOCAL 61—Cloak and Skirt Pressers (Montreal):—I. Sapolsky.
- LOCAL 62—White Goods Workers' Union (New York):—Fannie Shapiro, Sophie Dachman, Abraham Snyder, Fannie Bremer, Yetta Malofsky.
- LOCAL 64—Cloak Buttonhole Makers' Union (New York):—Isidore Schiffman, Harry Rosenwasser, Sam Clipes.
- LOCAL 66—Joseph Bernstein, Rose Auerbach, Nathan Reizel.
- LOCAL 69—Cloak & Skirt Finishers' Union (Philadelphia):—Sarah Greenberg, Beckie Stein.
- LOCAL 71—Cloak and Skirt Pressers' Union (Philadelphia):—Harry Kaplan.
- LOCAL 73—Amalgamated Ladies' Garment Cutters' Union (Boston):—Julius Sheingold, Benjamin Kurland.
- LOCAL 75—Cloak and Skirt Makers' Union (Worcester):—Rose Linder, Loritta De Lisle and Daniel Goldman.
- LOCAL 76—Custom Dressmakers' Union (Philadelphia):—Fannia Finckelstein, Sophia Pollack.
- LOCAL 77—Ladies' Garment Workers' Union (Corona):—Joe London, Samuel Aronowitz.
- LOCAL 78—Cloak and Skirt Makers' Union (St. Louis):—B. Gilbert.
- LOCAL 81—Cloak, Suit and Dress Cutters' Union (Chicago):—W. P. Doley, Harry Nelson, Roy Glassman.
- LOCAL 82—Examiners, Begraders and Bushelers' Union (New York):—M. J. Ashbes, Morris Grierer, Leon Rosenblatt.
- LOCAL NO. 84—Ladies' Garment Workers' Union (Astoria):—Clara Sebacter.
- LOCAL NO. 85—Ladies' Garment Workers' Union (Keyport):—Mrs. Harris, Mrs. Hiyer.
- LOCAL NO. 89—Italian Dressmakers' Union (New York):—Luigi Antonini, John Cabiati, Giacomo Di Nola, Carmelo Iandoli, Frank Liberti, Oreste Grassi, John Egitto, Anthony Barone, Salvatore Milazzo.
- LOCAL NO. 90—Custom Dressmakers' Union (New York):—I. Bernadsky, and Minnie Chaiken.
- LOCAL NO. 91—Children's Dress, Bathrobe & Housedress Makers' Union (New York):—Yetta Spector, Harry Greenberg, Morris Sirota, Rose Kirshenbaum, Anna Leve, Peter Li Causi.
- LOCAL NO. 92—Pressers' Union (Toronto):—L. Golinsky and M. Kirzner.
- LOCAL NO. 93—Ladies' Garment Workers' Union (Long Branch):—Max Schneid and Helen Matheiss.
- LOCAL NO. 100—Skirt Makers' Union (Chicago):—Harry Ross, Freda Reicher, Oscar Simon and Nettie Nidjelsky.
- LOCAL NO. 104—Ladies' Tailors (Chicago):—Morris Bialis.
- LOCAL NO. 107—Ladies' Garment Workers' Union (Woodhaven):—Josephine Kinney and Theresa Vindett.
- LOCAL NO. 113—Ladies' Garment Workers' Union (Mt. Vernon):—Mary Pellegrini, Louis Maggio and Bertha Kelly.
- LOCAL NO. 115—Waist, Dress and White Goods Workers' Union (Newark):—Fannie Schwartz and Mary Rice.
- LOCAL NO. 127—Ladies' Garment Workers' Union (Stamford):—Isidore Shulman and Solly Sagnelli.
- LOCAL NO. 128—Ladies' Garment Workers (Spring Valley):—Peter Leske and Jacob Mark.
- LOCAL NO. 131—Retail Ladies' Garment Salespeoples' Union (New York):—M. Goldowsky.
- LOCAL NO. 132—Button Workers' Union (New York):—Nick Di Simons, Edward Levy and Frank Parial.
- LOCAL NO. 134—Ladies' Garment Workers' Union (Hackensack):—Rosario Cirrincione, Jean Crivino.

LOCAL NO. 135—Jefferson County Ladies' Garment Workers' Union (Adams):—Fannia M. Cohn.

LOCAL NO. 136—Ladies' Garment Workers' Union (Jersey City):—Edna Berman and Beatrice Shrager.

LOCAL NO. 137—Ladies' Garment Workers (Bridgeport):—May Ralph.

LOCAL NO. 138—Ladies' Garment Workers (Colchester, Conn.):—Joe Arner, Morris Sheinberg.

LOCAL NO. 139—Ladies' Garment Workers' Union (Lynhurst):—Philip Oretsky and Marco Durante.

LOCAL NO. 140—Ladies' Garment Workers' Union (Plainfield):—Celia Baron and Hilda Kaechlin.

LOCAL NO. 141—Ladies' Garment Workers' Union (So. Norwalk):—Anna Yefjack and Charles Di Sanza.

JOINT BOARD, Cloak, Skirt, Dress and Reefer Makers' Unions (New York):—Israel Feinberg.

JOINT BOARD, Cloak & Skirt Makers' Union (Boston):—Abraham Tzudiker.

JOINT BOARD, Cloak & Skirt Makers' Union (Philadelphia):—Max Amdur.

JOINT BOARD, (Chicago):—Meyer Perlstein.

JOINT BOARD, Waist & Dressmakers' & Custom Dressmakers' Union (Philadelphia):—Elias Reisberg.

JOINT BOARD, Ladies' Garment Workers' Union (Cleveland):—Charles Kreindler.

JOINT BOARD, Cloak Makers' Union (Toronto):—Sol Seidman.

JOINT BOARD (Montreal):—W. Wolcove.

DISTRICT COUNCIL (Long Island):—Louise Fostel.

DISTRICT COUNCIL (Bridgeport):—David Harris.

DISTRICT COUNCIL of New Jersey (Newark):—Abraham Rosenberg.

In addition to the number of delegates, which you have just seated at this Convention, we desire to call your attention to the fact that General President Sigman, Secretary-Treasurer Baroff, and First Vice-President Ninfo are delegates to this Convention by virtue of their office as per our Constitution.

The following is a list of the total number of delegates in each trade throughout the United States and Canada:

Cloakmakers	195
Waist, Dress, Children's Dresses.....	34
White Goods and House Dress Workers	15
Hemstitchers, Tuckers and Pleaters	2
Corset Workers	4
Embroidery Workers	8
Raincoat Makers	9
Ladies' Tailors	16
Button Makers	3
Joint Board and District Council Delegates	11

Total Delegates	297
General Officers	3

Your Committee received the following objection against Brother Bleiman, member of Local 1:

Brother Hyman Silversmith, member of Local No. 1, claims that the above-named brother gave a letter to one Greenberg, an expelled member of Local No. 1, written on union stationery, instructing the shop chairman of a union shop to permit this brother to work. This was done without the knowledge of the union officials.

Since the objector failed to appear when summoned by the Credential Committee, the charge was dismissed and the Committee recommends that Brother Bleiman be seated as a delegate at this Convention.

Upon motion, duly made and seconded, this recommendation was unanimously adopted.

Your Committee received an objection against the delegates of Local No. 7, Boston, from Brother Louis Ostrof, Ledger No. 2317 of the same local, in which he states that Delegates Weiner and Korman were willing to accept personal contracts from an employer who was anxious to operate an open shop in order to avoid union control in the year of December, 1919. He further states that these brothers advised the employer to move his factory to the suburbs of Boston to be able to do this.

The objector admitted being personally involved in this affair. The charge could not be substantiated, and the committee dismissed the case.

Your Committee also received an objection from I. Wexler of the same local. He claims that he was removed from the

ballot during the election of Executive Board members in 1924, due to the fact that he was recently engaged in business. He also claims that Brother Iessie Griffin was elected to the Executive Board in 1920, notwithstanding the fact that he was engaged in business in 1919.

The Committee is of the opinion that since the legislation covering the five-year period was adopted at the convention in 1922, and since Griffin was elected to the Executive Board prior to the adoption of this decision, the action of the local was in perfect accord with the constitution and therefore dismissed the case.

Your Committee recommends that all the delegates of Local No. 7 be seated at this Convention, Weiner, Korman, Fred Monosson.

Upon motion, duly made and seconded, this recommendation was unanimously adopted.

The Credential Committee received an objection against Brother Zayetz, delegate of Local No. 62, from Jennie Miller, Bessie Halfand and Jennie Krooglick, of the same local.

They claim that certain irregularities occurred in the local and that Brother Zayetz failed to disclose these facts in time.

Your committee was informed that this matter came up at the last meeting of the General Executive Board, at which a former officer, who was directly involved in this case, appeared and asked the General Executive Board to appoint a special committee for the purpose of investigating this matter. The General Executive Board complied with his request, but the committee did not as yet report on its findings. The Credential Committee believes that it is beyond its jurisdiction to interfere with this investigation, since a committee of the General Executive Board is already investigating this matter. Your committee therefore dismissed the objection, and recommends that Delegate Zayetz be seated at this Convention.

Upon motion, duly made and seconded, this recommendation was unanimously adopted.

The Credential Committee received an objection against Delegates Bernstein and Prissami of Local No. 22 from Julius Leibowitz, a member of the same local. The objector claimed that these two brothers violated Article No. 6, Sec-

tion No. 6 of the International Constitution, which prohibits members and officers from issuing circulars and agitating the election of one group against the other. The objector stated that he called witnesses to substantiate this charge, but they did not appear. He also admitted, at the investigation, that he personally did not witness this violation, but heard of it from different sources.

Your committee therefore unanimously recommends that since this charge could not be proven, it should be dismissed and the delegates should be seated at this Convention.

Upon motion, duly made and seconded, this recommendation was unanimously adopted.

At the conclusion of the main report of the Credential Committee Delegate Luigi Antonini of Local 89 stated that the assessment of his local had been paid and the accountant must have made a mistake.

Delegate Dubinsky suggested that this matter be taken up with the General Officer after the Convention.

President Sigman stated that he remembered that this assessment had been paid but he agreed with Brother Dubinsky that this matter should be taken up after the convention with the General Officer.

Upon motion duly made and seconded the main report was unanimously adopted.

President Sigman: The delegates will now take up the propositions that will be presented to them by the Credential Committee.

Vice-President Brealaw thereupon continued the report of the Credential Committee:

The attention of the Credential Committee was called by Vice-President Seidman to the fact that among those who were elected as delegates to represent Local No. 1 at this convention, there are four members who were removed from the ballots for executive board by the Objection Committee, which consisted of a committee of Local No. 1 and Vice-Presidents Seidman, Reisberg and Perlestein, appointed by the President of the "International" for the purpose of examining the qualifications and eligibility of candidates running for office at that time in Local No. 1.

Brothers Selesnick, Stenzer, Boruchowitz and Millett were removed from the ballot for the reason that they continued membership in the Trade Union Educational League contrary to the decisions of the General Executive Board. They also refused to sign statements presented to them by the Committee that, if elected, they will:

1—enforce the decisions of the General Executive Board.

2—discontinue and cease relationship in the Trade Union Educational League, which is considered by our International Union as a dual organization.

3—and promise not to attend any meetings called by outside groups, where questions of our Union are decided upon.

Your Committee is unanimously of the opinion that any decision of the General Executive Board is law in the Union unless reversed by a convention, and in order to observe discipline in the organization, every member is in duty bound to obey these decisions, and any one who defies them automatically becomes ineligible for office as well as disqualified as delegate to the convention.

Your Committee therefore advised Local No. 1 that since these four brothers were removed from the ballot, when running as candidates for the Executive Board, by a special committee of the General Executive Board, and since the General Executive Board did not reconsider the action of this committee, it was a violation on the part of the Local to place these men on the ballot.

Therefore, the local was instructed due to the fact that these brothers were illegally placed on the ballot, to send substitutes to represent their local at this convention.

I move that the recommendation of the Committee with regard to these four members be adopted. This motion was seconded.

Delegate Shelly: I wish to make an amendment that the action with regard to these four members of Local No. 1, who were elected as delegates, should be postponed until the appeal of Local No. 1 will be acted upon by the Committee on Appeals of this Convention.

President Sigman: The convention as a whole has not the least knowledge at this time of what that appeal is. Furthermore, I see no relation between the question before us and the appeal that has been submitted. I, therefore, will rule the amendment out of order.

Delegate Sister Morgenstern: Since the appeal relates to these same four members, why cannot we take it up now?

President Sigman: If any local has not acted in accord with our regulations and has placed members on the ballot who are not eligible to be seated as delegates, we must act on it in regular order. And we cannot combine this question with an appeal that might be presented.

Delegate Biell (Local 52): Have those members who have been objected to been retained as members of the International?

President Sigman: That is not the question before us. Due to existing circumstances, I was obliged to appoint a committee of three members of the General Executive Board to pass upon the eligibility of candidates for the executive board of Local No. 1. At that time these four brothers were candidates for the executive board and at that time they refused to withdraw from the activities of the Trade Union Educational League, which we consider to be a dual organization. They were therefore taken off the ballot.

In the judgment of the Credential Committee, Local No. 1 had no right to place these members on the ballot for election as delegates to this convention, and they therefore recommended that these men not be seated.

Brother Selesnick, one of the men under consideration, next took the floor in his own behalf. He maintained that he had signed a statement to the effect that he had resigned from the Trade Union Educational League, pointing to a good record in the local and steady activity for the organization since he has become a member of it, and urged the delegates in the name of unity to seat him and the three others under question.

Delegate Dubinsky: These four men refused to sign a statement that was submitted to them by the Grievance Committee of Local No. 1. In this statement they were asked to enforce the decision of the General Executive Board,

to withdraw from the Trade Union Educational League, which is a dual organization, and were lastly asked not to attend any meetings of outside groups where questions of our unions were decided upon. They refused to sign this statement.

Delegate Sister Rose Auerbach: I'd like to know if they signed any other statement similar to the statement prepared by the Grievance Committee and which was accepted by the Grievance Committee.

Delegate Dubinsky: That is immaterial. They refused to sign this statement. The local asked them to sign a certain statement dealing with this question. Instead they signed their own statement which was not accepted by the local.

President Sigman: If these brothers agreed with what this statement contained they should have signed it. To me this statement is very clear and definite. I as a Union man would never have any objection to signing it. Why was this statement not signed?

Delegate Levy (Local No. 1): Local No. 1 did not violate any rules in electing these members as delegates to the Convention. We complied with the decisions of the General Executive Board to remove from our executive board a number of delegates who at that time belonged to the Trade Union Educational League. About a month later we had another election for a new executive board. The General Executive Board appointed a committee to pass upon the candidates. We did not object to it as we knew that the General Executive Board at all times had the right to see how affairs are being conducted. The committee consisted of three vice-presidents, Brothers Perlstain, Seidman and Reisberg. They recommended that a number of candidates be taken off the ballot on the ground that they were members of the Trade Union Educational League. Prior to that we had a meeting of the Grievance Committee and a number of the members who were members of the Trade Union Educational League were called to appear before that Grievance Committee and after three or four meetings they signed a statement of their own to the effect that they had resigned from the league. But since they refused to sign the statement prepared by the Executive Board of the local, the committee consisting of the three vice-presidents before named, took them off

the ballot. The local disagreed with the decision of the three vice-presidents and we therefore appealed our case to the General Executive Board meeting in Philadelphia. When it came to the election of delegates to the Convention we did not feel that we had the right to take any name off the ballot since it was not stated in the decision of the three vice-presidents that the members in question were not eligible for any other office.

Another reason why we did not take their names off the ballot was because at a convention about four years ago it was ruled that a local has no right to take off the ballot any name unless he has proven to be a scab or who has violated union rules in a shop. It was the opinion of our local that since those brothers had resigned from the League, they were eligible to hold any office in the union. And I do not want our local to be in any way accused of having violated the constitution or decision of the General Executive Board.

For the welfare of the union as a whole I believe that these delegates should be seated (applause).

President Sigman: Please do not take up any time in applause as we must devote every moment at our command to the problems before us.

Brother Selesnick, one of the men under consideration, followed and made a general appeal to the delegates asking that in the name of unity and harmony, especially before a general strike, he together with the other three brothers in question be seated. He stated that while it was true that they had refused to sign a statement prepared for them but had signed a statement of their own in which they announced their withdrawal from the Trade Union Educational League, on that ground he considered that they were eligible to be delegates to the convention.

Brother Boruchowitz (also one of the men under consideration) re-affirmed the arguments already set forth by the preceding speaker urging that in the name of justice and unity the brothers in question be seated as delegates.

President Sigman: I will ask the delegates for the second time to please refrain from applause and particularly I want to ask the visitors in the balcony not to participate in this manner in our sessions. We are very glad to have them here to listen to our deliberations but not to act as participants.

Brother Stenzer, another objected delegate, also spoke to the same effect as the previous speakers, urging that the four members in question be seated.

Delegate Cinnamon spoke against the report of the Credential Committee. He urged that they be seated because of the effect it would have upon the morale of the workers and upon the organization in general, especially at a time when a great strike is facing the industry.

Delegate Sister Mary Avrutsky urged that the delegates be seated on the ground that they had resigned their membership in the league.

Delegate Bleiman urged that the entire question be deferred until the appeal was heard by the Appeal Committee and a decision rendered, and in the meantime the four men be seated. He stated that the purposes of the Trade Union Educational League were purely educational. He stated also that the exclusion of these four members from the convention would cause friction within the ranks of the members and that at a time like this when a general strike was expected, it would be criminal to create a situation which might destroy the unity of the International. In conclusion he urged that inasmuch as the four brothers in question had resigned from the League, they be seated.

Delegate Levinthal spoke in favor of the recommendation of the Credential Committee. He said that the delegates should not be misled by an appeal to their feelings; that the fact remained that an order had been issued by the General Executive Board that no member of the International should belong to a dual union after its bitter experience in New York, and all over the country, and these brothers had refused to comply with the order. He denied that it was a question of freedom of speech as all members at all times were given a full opportunity to express themselves but it was a question of an outside political group infesting the organization and trying to undermine the faith of the membership. It is about time that the International put a stop to it. The appeal that their long service in the union entitles them to be seated as delegates, is not sound. Long service in the union does not give anybody the right to defy the order of the union. (Applause.) They, in particular should set an example to the other members to obey orders

whether right or wrong until they have had the opportunity to argue it out. By excluding these members we will show that we mean business. As to the strike, there is no danger about that, it will be won! (Applause.)

President Sigman: The last speaker that will speak on the question before the house is Brother Feinberg, after which we shall adjourn until the afternoon.

Delegate Feinberg: Mr. Chairman and delegates, I am certainly proud of the fact that we are celebrating the twenty-fifth jubilee of our existence. That should be the essential reason why we should not permit disturbers and destroyers to creep into this organization, which took so much life, sacrifice and untold sufferings to build up. I don't know why these members failed to realize themselves, if they are sincere, that their place was not at this convention. An order has been issued by the General Executive Board against a certain organization, managed by some very honorable mischief-makers, whose purpose was to destroy—I say destroy, and I say it advisedly—our Union, for it was only a repetition of this game of destruction that has been carried on by them all over Europe. But thanks to the forces of the American labor movement as a whole, we have not permitted it to undermine this organization.

There are some here who are trying to protest that they are not disturbers; that they are but representing a new idea. I challenge anyone to state here where and when in the history of this International it has happened that members holding various political faiths have not been accorded the full privilege of expressing their opinions. In fact, they have been encouraged to participate in the doings and workings of this organization. But we cannot have them, as some of them have tried, force their opinions on us so that we shall accept them.

The members objected to are in a position similar to that of citizens in a community. You have a government that has established certain rules and regulations. These rules have been established by men whom you have chosen to conduct the affairs of the community. You must abide by those rules and regulations and comply with the laws made during the time they are in force. Of course, you have a right to disagree.

But what we expect you to do, as loyal members of the organization, is to sign the official document presented to you by this organization. I have no personal objections against the delegates objected to; in fact, to a certain degree I give them credit. One of the delegates believes that the Trade Union Educational League is one of the forces that will bring Socialism to the American workers. He has a right to his opinion, but he is hopelessly wrong when he tries to hold it out as the opinion of the members of this organization. We are the ones that have been entrusted to carry on its affairs, and you must, as members of the organization, comply with its rules and regulations. You have not done so. What is the use of befogging the issue? What is the use of throwing sand into the eyes of this assembly? We shall not permit you to cut the throat of this organization that you have helped to bring up from its cradle, as you say. You may have the best intentions, but surely, by your action, you have made yourselves ineligible to sit at the Convention of this great International.

Fight the issue squarely and bravely, and don't try to tell these delegates that we are trying to stifle your opinions and free speech. That is an absurdity, for this is the freest organization that I have ever had the privilege of coming in contact with, and I have in my days, come in contact with many an organization of labor. It is because of that that I heartily approve the recommendations of the Credentials Committee. Disabuse your minds from the idea that we are trying to stifle your voice. Stop that nonsense about the Credentials Committee having made a mess, because it is you who have made the mess, and you must accept the consequences. The growth of this International depends, of course, on its large membership, but for it to survive it must depend on the loyalty of its members and only in that way can it make progress. Wherever we have been attacked we have stood our ground and I assure you, in my own name, and in the name of those thousands and thousands of workers that this International represents, that there will not be a thing left undone to defeat the aims of our employers. That is settled, but it is absolutely essential and imperative that we also do some house cleaning in order not to be infested with various diseases that may eventually disrupt this organization. So I heartily approve the recommendation of the Credentials Committee. (Great applause.)

After the speech by Vice-President Feinberg the morning session adjourned to reconvene at 2.30 p. m.

Third Day—Afternoon Session Wednesday, May 7, 1924

The afternoon session of the third day was opened at 3.15 p. m. with President Sigman in the chair.

President Sigman: Before we continue to discuss the report of the Credential Committee I want to announce the names of the delegates who are appointed as sergeants at arms:

SERGEANTS AT ARMS

	Local
Hyman Weiner	7
Benjamin Evry	10
Sam Eisenberg	18
David Weisman	35
B. Desti	48
B. Kurland	73
Abe Belson	17

In order to proceed with the convention in a proper and orderly fashion, it is necessary to have rules and regulations and I have therefore appointed the following to serve on the committee of Rules and Regulations:

COMMITTEE ON RULES AND REGULATIONS

	Local
Fred Monosson	7
Meyer Sklnth	10
M. Safer	6
Ch. Goldberg	11
H. Ringold	14
Max Cohen	17
Joe Rahnowitz	22
C. Landsberg	23
J. Magazene	24
Ella Kelley	29
N. Costrovinci	48
D. Grossi	89
Jennie Bromer	62
Jean Crivine	124
Max Cohen	35
H. Chancer	11
Morris Stein	27
Abraham Kushner	39
A. Rosenthal	1

I will ask this committee to have a session this afternoon so that when we call our convention to order tomorrow morning they will be ready with their report.

I have one more announcement to make before we proceed. We are glad to have visitors at our convention as it gives them an opportunity to familiarize themselves with the problems of our organization and may be of help to them in becoming future leaders of our movement, but they should not take it upon themselves to participate even indirectly, in our deliberations. The matters that are discussed here are matters which the delegates themselves must handle and decide. Please refrain from any demonstration. I certainly should hate to be compelled to turn this convention into a closed conference as we should much rather have you with us.

I will now call upon Delegate Pauline Morgenstern of Local 28 to speak on the Credential Committee's report.

Delegate Morgenstern, speaking in favor of seating the members of Local 1 who were objected to, brought out the fact that they are members of the executive board and one is even a vice-president of the executive board of the local and that inasmuch as they are eligible to be on the executive board she could see no reason why they should be ineligible to be delegates to this convention. She continued, "To me it seems it was not proven that the delegates of Local No. 1 were in any way ineligible to come to this convention, first, for the reason that when they were asked by the General Executive Board to withdraw from the League they did so; and, second, even though the members of the executive board and the Credential Committee knew that they were coming to the convention, no objection was made by the General Executive Board or any other committee as to the delegates' eligibility to come to the convention. They were not objected to because there were no grounds for any objection. It is a dangerous practice to exclude members from the organization or to suppress their opinions. Our organization must have room for people who have different opinions to express, and this is the place to express them. Therefore, I say, that the delegates should be seated."

Delegate Kirzner from Toronto stated that he was heart and soul with the recommendation of the Credential Committee. He doubted the sincerity of the men who were appealing to the mercy of the delegates. He stated that while today they were speaking like

lambs, if they were admitted to the convention, tomorrow they would be roaring like lions.

From his experience and from a number of facts which he cited he contended that the men that belonged to the League and who now pretend to love the Union owe their first allegiance to the League. To prove this he quoted his experience in Toronto where League members besmirched the character and work of the organizer sent by the International to help them build up a local union. He concluded by saying that it would be for the best interests of the International to have these delegates sent back so that they might prove by their future conduct and behavior their sincerity and loyalty to the Union.

Delegate Wishnefsky spoke against the report of the Credential Committee. He stated that the life of the organization depended upon freedom of expression and that difference of opinion was an asset to the organization. He stated that the four members under consideration were not scabs, that they were men who had been tried in the movement and found not wanting, and he urged that in fairness and justice they be seated as delegates to the convention.

Delegate Friedman of Local 14 spoke in favor of the recommendation of the committee stating that if the four members under consideration were sincere they would have signed the statement submitted to them by the grievance committee of Local 1. He maintained that the League was not organized by cloak makers but by Moscow and he did not want to have any members in the union who would take orders from Moscow or any other place. He cited the instance of a certain manufacturer of dolls who presided at a meeting that was called by the Communists to protest against the International and at that meeting another manufacturer made a motion condemning the International. He concluded by urging that no member who had ever been a member of the League be seated as a delegate to the convention.

Vice-President Perlstein of Chicago was then recognized.

Vice-President Perlstein: Anyone who had attended a meeting of Local 1 recently would be of the same opinion as

the Credentials Committee. Recently I went to one of their meetings in Webster Hall. The local consists of 10,000 or 12,000 members. This meeting was attended by between 400 and 500 members. I did not know if I was at a union meeting or if I was at a lunatic asylum. I could not believe that anyone would stand the use of such language. They accused and abused everybody, paid as well as unpaid officers. One of the speakers I was told was the secretary of the "Shop Delegate System," another one the secretary of the "Independent Shop Delegate League" and a third one represented the "Pure and Simple League." Circulars were distributed while the meeting was going on advocating the principles represented by these various leagues. It is up to this convention to decide whether Local 1 is to become a trade union or cease to exist and organize another local.

They speak of an executive board. They have not an executive board. They were supposed to have an election a few months ago. Instead they organized a "consultative government" consisting of these leagues and called themselves the executive board. Is that what we call a democracy? Is that what we call the new unionism, the salvation of the world, the depriving of the members of the right to elect their own officers? I believe that officers should be elected by secret ballot, all members of the union being given an opportunity to vote.

The committee appointed by President Sweeney was interested in finding out what the files of the local were and what were the remedies. As to how dangerous these secret internal organizations are to the International is something I need not repeat. That is the reason the International took this stand against these leagues. A letter was sent out to all the locals telling them of the importance of dissolving the leagues. What happened in Local 1? The "Pure and Simple League" and the "Independent Shop League" complied, as they were honest union members, but the "Trade Union Educational League" refused. Instead, attacks were made on the International, protest meetings were called, until finally we told them that they would have to withdraw from the league or be expelled and taken off their jobs. They had a meeting and came to the Executive Board and said: "We don't want to sign the paper you gave us. We have decided as to what paper we should sign."

When the committee came in to investigate conditions of Local 1 we found that the Independent League group were sincere in giving up the league, that the "Pure and Simple" group were sincere in giving up the league, but we were convinced that the "Trade Union Educational League" were not sincere, as we could tell from the answers to the questions we put to them. We asked them, "Do you approve of the vicious attacks that were made on the officers of the International?" and there was not one of them who stated that he disapproved of it. We were convinced that they were not telling us the truth. And the committee decided that these men must be taken off the ballot, that they should not be officers of the union until they prove their loyalty.

This Trade Union Educational League is not a political organization. The time has come when a definite stand must be taken in order to clear our organization of the poison that has accumulated.

It is primarily an economic organization. It is organized, not on a political basis, but on industrial underground lines and their purpose is to strangle the economic organizations of labor.

They say that they are organized for educational purposes. What do they discuss at their meetings? They are discussing the work-work system, the piece-work system, the 48-hour week. They are discussing and deciding as to whether we should have an employment bureau and they have also decided that the International acted wrongly in securing an injunction during the last strike. Are these political questions or economic questions? They are organized to get control of the labor movement, and their first step is to get control of our International Union, because we have a few emotional girls who do not think with their heads but with their hearts, and who run away with their sentiment and call themselves "progressives." Are we reactionary because we believe in referendums and are against secret committees that are compelled to abide by orders given by somebody they have never seen in their lives? Are we reactionary because we believe in freedom of expression and freedom of thought?

With all our faults, we are leading the progressive movement of this country, and the only thing that can stop us is this factional fight. This Educational League is an economic organization because it performs the functions of this

organization, and it therefore is a dual organization. The names of these men were taken off the ballot because the members of the committee were convinced that they are still members of the Trade Union Educational League, because of the answers that they gave to our questions.

I want to state in conclusion that if you really want Local 1 to function as a local this convention must go on record to the effect that we will not tolerate any internal cliques, that we will not tolerate anyone who will support these cliques.

If the policies of the committee that President Sigman had appointed are carried into effect in Local 1, I assure you it will not take long before Local 1 will take the place it is entitled to. (Great applause.)

At this point the previous question was called and upon being put to a vote was carried.

Delegate Shelly asked for the privilege of making a statement and upon being granted that privilege repeated the fact that the members had signed a statement which in his judgment was similar to the original statement submitted to them.

Delegate David Dubinsky, the secretary of the Credential Committee, summed up for the committee as follows:

Delegate Dubinsky: I think it is important to repeat the basic reasons which have been mentioned in our report for the unrating of these four delegates. While discussing the matter quite a few of the delegates have laughed it off and they did not give it proper consideration.

The report reads: "They also refused to sign statements presented to them by the committee that, if elected, they will:

1. Enforce the decisions of the General Executive Board.

2. Discontinue and cease relationship in the Trade Union Educational League, which is considered by our International Union as a dual organization.

3. And promise not to attend any meetings called by outside groups where questions of our union are decided upon.

The General Executive Board on August 16, 1923, issued this ruling prohib-

iting its members to belong to the Trade Union Educational League, which it considered as a dual organization. The trials of these men took place on November 27, 1923. Until then these four members continued membership in the Trade Union Educational League.

The report also reads that they were removed from the ballot for the reason that they continued being members in the Trade Union Educational League contrary to the decision of the General Executive Board. I will read further from the report:

"Your committee is unanimously of the opinion that any decision of the General Executive Board is law in the union unless reversed by a convention, and in order to observe discipline in the organization, every member is duty bound to obey these decisions, and anyone who defies them automatically becomes ineligible for office as well as disqualified as delegate to the convention."

It isn't a question of having different opinions; no one in the world can stop you from having different opinions. Our worthy president and ex-presidents are known to have had different opinions, views that were contrary to the policies of our union. They had their opinions, but they expressed them like union people. They used no subterfuge, nor did they act contrary to the ethics of the union. They expressed their opinions within the rooms of the union. But what did you do? You had different opinions, but where did you pass your decisions? Certainly not through the proper legal channels of the organization. You went and slid into subways, not like union men. As I say, there is no power on earth that can prevent you having different opinions; but when you have beliefs and opinions that are contrary to the welfare of our union and you try to force your opinions on the organization, then you are guilty of trying to undermine the union and obstruct the work and progress of your organization.

You, Brother Boruchowitz, should not be seated at this convention, for the reason that you had been removed from the ballot in 1924, only a few months ago. This convention is also being held in 1924. But it does not at all mean that if you were qualified to sit as an officer of the Executive Board legislating for 10,000 members that you are still qualified to sit at this convention three months after to legislate for 150,000. (Applause.)

What is the object and purpose of this convention? It is to review our activities in the past and to plan our future work and struggle. Will we be able to accomplish in the future such results as we are celebrating today? It is only through discipline, it is only through loyalty to your organization, loyalty to your officers and to your Union that we will be able to do this, and these are the fundamental basic principles of organization. It is only when this is established and only when you gain the confidence of all the members that you might be able to achieve these results and continue successfully your fight in the future.

You defied the decision of the General Executive Board. You did not live up to them. You claim that you signed statements in your own way. What did you say in your statements? Borachowitz, in one of the sentences in your statement, you say that you are against the decision of the General Executive Board. But not until you were threatened to be expelled did you decide to sign the statement that you were going to resign. And the others signed similar statements.

Let me ask you this: Don't you expect that the decisions that you pass here today should be lived up to and respected by the rest of the members? How in the world do you expect others to live up to the decisions you passed when you yourselves defied them and did not live up to them? You claim that the General Executive Board prohibits groups being organized for educational purposes. What is the purpose of such groups for educational purposes? The purpose of your Educational Union seems to have been that you decided to issue leaflets calling the officers of the Executive Board of the International gangsters, grafters and crooks.

I think I ought to make a simple and clear declaration that everyone who tries to obstruct the progress of the organization or undermine it, that shows his disloyalty by attending meetings of outside groups in preference to our Union, has no room in our midst, and the evidence and the charge against you four is sufficient. You cannot deny that you belonged to the League after the decision of the General Executive Board. You cannot deny that you refused to sign the statement submitted to you by your local union. You cannot deny that you were removed from the ballot by the order of the General Executive Board. You

cannot deny that you continued membership in the Trade Union Educational League after the decision of your Executive Board. Therefore, I believe that everyone who will vote for the ratification of the Credential Committee's report will act in a manner that will be praised and long remembered by the entire labor movement of this country. (Great applause.)

President Sigman: I will ask the sergeants-at-arms to please come forward. The delegates seated will be the only ones to vote.

All in favor of ratifying the recommendations of the Credential Committee with respect to the four members of Local No. 1 will please raise one hand.

All against ratifying the recommendations of the Credential Committee with respect to the four members of Local No. 1 will please raise one hand.

The vote stands 297 in favor and 51 against, adopting the recommendations of the Credential Committee. The recommendations of the Credential Committee stand accepted.

President Sigman: I now want to perform a duty, a very great honor to myself and to our entire International Union. We have with us an old-timer in the movement, but one with quite a young heart and spirit; one who was at the birth of our International Union and has been constantly at its cradle until it became the full-fledged and lusty, big organization we are today. I was told by the officers of the International that many, many times in the early struggles of our Union this brother and leader of ours has been very helpful in every way possible to aid us in our difficult task in organizing the ladies' garment workers. Since I have been connected with the International, I have had the privilege of becoming acquainted with the wonderful assistance given by this leader to our International Union. I can still remember the address made by him in 1910 at Madison Square Garden, where as many cloak makers as could come into the big hall assembled in it.

It is indeed, a very great honor to present to you our chief, the grand old chief of the American labor movement, President Samuel Gompers. (President Gompers was given a tremendous ovation.)

President Gompers: President Sigman, fellow union members, friends, delegates to this convention of the International Ladies' Garment Workers' Union! I want you to believe me that I am filled with such pride and gratification that I had the pleasure and the opportunity to be with you today, that even had I the power of eloquence, I could not portray to you the feelings which well up from my heart and go out to you.

Perhaps, I should give you a word of explanation as to how I happened to be here with you this afternoon instead of, as I was invited, being here on Monday at the opening of your convention. President Sigman, Secretary Baroff, and the other officers of the International Union, prevailed upon me to come to the convention, the 25th anniversary of the foundation of your organization. I could not stay away even if I wanted to, and I didn't want to stay away. But it was impossible for me to be here Monday. Last evening I had an engagement to speak at an important gathering in Washington, and so it was understood and agreed between President Sigman and me that after I got through with the meeting last night, I would take the midnight train for New York, where I left this morning to come to Boston to do myself the honor of appearing before you this afternoon. I may say that it is necessary to condense this engagement, for I must leave here not later than early tomorrow morning in order to meet with the Executive Council of the American Federation of Labor in Montreal. So it was quite poorly arranged that I should happen to be here when this tremendously important discussion occurred which has just come to a close by the decisive vote of the delegates. President Sigman asked me whether it would please me to speak about a half hour or three-quarters of an hour ago and while this subject was pending. I felt, and he agreed with me, that I should speak after you had registered your decision upon that subject, and you have registered your judgment in a very decisive manner. I doubt if I had spoken before the close of your discussion on that question, whether I would have been able to restrain myself from discussing the subject with you. Now that you have decided it there isn't anything that I can say which would change your judgment or which would influence your course with respect to the subject.

So, if there be any truth at all in the honor which President Sigman has given to me of service to the International—I may be privileged to have the right to express my opinion to you after you have already decided your course.

It is not alone this so-called Educational League, but it is also the so-called Workers' Party, which has few if any workers in it, (laughter) dominated by the so-called intellectuals which have no more understanding and concept of the American trade union movement than the cow has of horseradish (laughter).

A Voice in the Gallery: Then why are you afraid of it? (cries of "shut up"!)

President Gompers: Don't throw anybody out for my sake. That is an unexpected question, but very important, if true. The question is "Am I afraid of it." I don't know the person who threw that question at me, but I venture to express this opinion that after he has lived as many years as I have and been as active as I have and has as little fear of man, or God, or the devil as I have, he will have something of which to be proud (great applause).

It is not fear that we have for that gang. It is nothing but contempt for not open but secret enemies of the labor movement. There is not one of them who will not claim that he is an ardent believer in Trade Unions. No more Judas thrust has ever been given by any body of men than has the Workers' Party, the Communist Party, under the false name of the Trade Union Educational League. No, it is not fear. It is my way of defending the organization which has done so much for the working people of our country and our time.

The man who would not defend the union of his trade or industry, is undeserving of membership in that organization. The International has done so much for the men and the women in the ladies' garment industry. Twenty-five years ago, thirty years ago, forty years ago, my God! men, women, I have seen it—you know there are quite a number of people who believe that I am employed or was employed in the ladies' garment industry. It is because I was with them so much; I was with them when they were fighting. I was with them when they were hungry. I was with them in their

glorious victories and shared with them the shame of their defeats by reason of their lack of organization. The trouble is that there are amongst us men and women who labor under the impression that the factory system of your industry was always like that. The idea of the sweat shop—the idea that men and women and children made factories out of their bedrooms—the idea that men and women worked from early morning until late at night, that does not seem true to them. They don't know. They imagine that all these things have fallen out of the heavens into the silver platters of the working people. It cost years and years of struggle and sacrifice and suffering, it cost pain and misery and death, but the seed was sown and it is bearing its fruits. The spark of unity has been kept alive until it has burst into a great flame of unison and sympathy and cooperation.

The movement went on and on, with here a strike and there a lockout, with blacklists, with victimization of all kinds, until finally there developed a number of men with a few women who felt the need of perpetuating the organization, so that it would function in summer or winter, in spring and in fall, in time of fair weather, in time of stress or storm, in struggle or peace. A strong foundation has been laid, and as to the officers of your International Union—my hat is off to them! I want to pay tribute to their honor, to their ability, to their honesty and determined effort to help the garment workers in their struggles for a better life (applause). You know the officers of your International Union, as well as I know them, they have proved faithful and true.

My friends, you have still a great work before you. The labor movement is never at a standstill. Either we progress or there is reaction, and it requires full unity, in fact and in spirit, for unless there is unity in spirit there cannot be long maintained the unity of fact. Your organization is essential to the industry. It is essential to the welfare of the men and the women and the children, for no matter what opinions prevail, all of us,—that is those of us who have some intelligence and understanding, know that things as they are cannot remain at a stand-still. We must have change, but that change shall mean improvement, not by a cataclysm, but by development, by evolution, to

make today a better day than yesterday, and to make tomorrow a better day than today, and each succeeding day a better day than the day that had gone before. It is that progress which is the mission and the duty of your International Union to follow without wavering.

I would not have any man's judgment or opinion or the right to the exercise of his opinion interfered with in the slightest degree. But the first duty of a wage earner is membership in his union. The duty of a wage earner is to be loyal to his trade union, to cultivate the spirit of fraternity and good will among the members of his trade union. If the trade union does not move as fast as he would like to have it move, then it discloses the fact that either he is wrong or the membership is wrong. In either event he must help to inform and educate his fellow-unionists or they will inform and educate him. Our union is as strong as we make it, and I emphasize the word "we" for it is the movement of the working people, for the working people, by the working people, and without any domination or dictation from any other source.

There is a philosophy of our movement which is still too little understood. We are neither backward or reactionary. On the contrary we stand in the forefront of the labor movements of the world (applause). There are some who say the labor movement of that country or of another country is in advance of the labor movement of America. How is a labor movement to be judged? By its achievements in the life, work and the conditions of the great mass of the working people, of course, and compared with the achievements of the American labor movement, we stand par excellence. It is not good enough by any means, it is going to be better and better as you and I and all of us have more intelligence and more understanding, more unity, more spirit, more idealism, and idealism coupled with practical results.

Friends, there is much that I would like to say, but I know that there is not the necessity for it in the present stage of the development of your organization. I know the progress which you have made. I know the success which has attended your efforts. President Sigman has said that I have helped. I could not help it. I could not resist the temptation to help, even if I wanted to, and I have no desire to restrain myself. Whatever

there is in me, whatever there is of me, is given to this great fundamental principle of organized labor, and the realization of its ideals one by one. Whenever your International Union shall require assistance and it be within my power to give it, it is not only my duty, but my pleasure to strain every effort in order to be of service to you and your organization and to my fellow-men. I close in the hope that this silver anniversary of your International Union which you are celebrating by this wonderful gathering in this city of Boston today, will find its firm roots for the future.

You, men and women, are married to this organization. Let there be no divorce. Bear with each other. Realize that we are a body of humans. We have our strength and our weakness. Help to cover up the weak spots, gather strength. Fold our movement in a shroud of glory for the future, not only for the men and women of today, but for the children who must be the manhood and the womanhood of the future and upon whom civilization must finally depend.

And so, my friends, from the innermost recesses of my soul, I tender to you the felicitations of the great body of men and women of Labor of America, of all the forward-looking men and women who pay veneration to this splendid work of your International Union and for my own sake I give you the blessing of progress with peace, but progress in any event, come what may. (Great and prolonged applause.)

Delegate Nagler: I move that this convention go on record as thanking President Gompers for coming here to address this convention and also that his address be printed in full in our minutes.

This motion was seconded and unanimously carried.

It being 5.40 p. m. the session adjourned to reconvene Thursday, May 8, 1924 at 9.30 a. m.

**Fourth Day—Morning Session
Thursday, May 8, 1924**

The fourth day, morning session of the convention was opened at 9.30 a. m., Thursday, May 8, 1924, President Morris Sigman in the chair.

Secretary Baroff read the following telegrams and communications, which were received with outbursts of applause,

International Ladies' Garment Workers,
Boston, Mass.

Greetings to this Jubilee Convention. You have good reason to be proud of the fact that through your organization the workers in your industry have been immensely benefited. You have ever been a source of immense inspiration to the other organizations who have followed in your footsteps. May your deliberations continue along the work of bettering the condition of workers. Through organized efforts labor will succeed in instituting a better order and system under which to live and work.

Joint Board, Furriers Union.

A. BROWNSTEIN, Manager.

International Ladies' Garment Workers'
Union, Boston, Mass.

Congratulations to the Convention of our International. Now when the fate of thousands of workers is being determined, we hope the plans for our future constructive work will help us to bring success in all our undertakings.

Executive Board, Cloak and Skirt
Makers' Union, Local 11.

Brooklyn, New York,
April 21, 1924.

Dear Brother Breslaw:

With most sincere thanks in my heart, I take the pen in my hand to express my appreciation both to you and the entire Executive Board of Local No. 35 for the \$15 you sent us, as well as the weekly \$15 we receive from you, which helps to nourish our feeble bodies. What would we do without this money?

God grant you health and happiness. I thank you all.

Brother Breslaw, I read in the last number, of the "Gerechtigkeit" that you are a delegate to the 25th Jubilee Convention. I wish you all lots of success. I am delighted to see that the seed which I sowed 25 years ago has grown into a large tree, which blossoms both in winter and in summer. I recollect that at our first meeting, 25 years ago, there were only 7 members, and from the work of these seven, branches have been spread over the United States and Canada.

I would request you, Brother Breslaw, to please mention my name at this Convention, which act will afford me lots of happiness and pleasure.

It is possible that you will not understand my handwriting, but you, Brother Breslaw, know that my hand is very shaky and my thoughts do not work as fast as in previous times.

I remain,
Very sincerely yours,

(Signed) MARTIN KLEIN.

Local No. 33.

International Ladies' Garment Workers'
Union, Boston, Mass.

Greetings to the Seventeenth Convention. We wish you success in all your undertakings and let us hope that your deliberations will strengthen and inspire our organization towards its furthest goal.

Local No. 44.

International Ladies' Garment Workers' Union, Boston, Mass.

Most hearty greetings to your twenty-fifth jubilee. May your deliberations bring more joy and happiness for thousands of workers in the ladies' garment industry. Trust spirit of Socialism will dominate your proceedings as in the past.

Boston Branch Jewish Socialist Verband,

S. REGENSBERG, Secretary.

International Ladies' Garment Workers' Union, Boston, Mass.

Heartly greetings and best wishes for glorious future.

Polish Socialist Alliance,
Chicago.

International Ladies' Garment Workers' Union, Boston, Mass.

We wish successful deliberation to the International Ladies' Garment Workers' Union.

From Polish Local,
Chicago, Ill.

A. WEMOLOWNI, Vice-President
S. MZPACZEK, Secretary.

International Ladies' Garment Workers' Union, Boston, Mass.

Congratulations to the Convention and the 25 years' existence of our beloved International. We hope your deliberations will be fruitful in its results for the great membership of our Union. True to all traditions, this Convention is to decide on the future course of the Cloak-makers' Union of New York for the battle which now confronts us with the employers. Let us hope that your deliberations will bring harmony in our ranks and with that we are certain to be victorious in this coming battle.

BERNARD RHANE,
Manager, Organization Dept. Cloak,
Suit and Dress Joint Board.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings:
Officers and Delegates of the Seventeenth Convention. I wish you success in your work.

MIRYMI KUMINER,
Member Local No. 9.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings:
We wish you success in your work for the realization of our common ideal.

Local 83,
Toronto.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings:
May success, harmony and unity be the key note of this 25th anniversary of one of the greatest labor organizations of the world. May you continue to be of valuable service to the struggling masses who look to you as their only ray of hope. May this Convention be

another stepping stone in the path of progress to the vast membership of the International Ladies' Garment Workers' Union in the sincere wish of the

Executive Board of Local 47.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings to the Jubilee Convention of our International.

HARRY COHEN,
Shop Committee of Lyric Tucking,
Members Local 41.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings:
The grandeur occasioned by the Convention of our parent organization impels us to extend to the personnel of this vast assemblage, our most heartfelt congratulations. It is a source of gratification to be able to extol, and laud the spirit of our International and realize eventually the fruit of its labor. Nothing short of the everlasting continuation of the noble and lofty ideals in behalf of the countless number of workers is the least we can wish the Jubilee Convention. With sincere and fraternal greetings.

The Executive Board of the Waterproof Garment Workers' Union, Local No. 20,

MEYER POLINSKY, Manager
ABRAHAM WEINGART, Sec. Trans.

International Ladies' Garment Workers' Union, Boston, Mass.

The Jewish Socialist Labor Party, Poale Zion of America, sends its heartiest greetings to your Jubilee Convention. We congratulate you upon splendid achievement and we sincerely hope that you will continue to be successful for the benefit of your membership and for the entire Jewish labor movement.

Central Committee, Poale Zion.

HAMLIN, Secretary.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings:
We, the active members of the firm of Morris Handler, greet you on your Seventeenth Convention and your Twenty-fifth Anniversary, and wish you all the success in your achievements and undertakings. May your deliberations be crowned with success in the future as in the past.

MAX LERNER, Chairman
H. WOLLOWICK
CHAR POST
H. BRENSTEIN
The Committee.

International Ladies' Garment Workers' Union, Boston, Mass.

We, the workers from I. Schwartzman & Co., congratulate all officers and delegates to the Twenty-fifth Birthday of our International. Count on us to be with you through all struggles against our common enemy until the hour of emancipation will strike.

SAM ZUKER, Chairman.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings:

May this Convention enthuse the spirit of our International leaders and delegates to this Convention. We have reason to be proud. More success and a better life for the workers in our industry.

Workers of the Prince Wolf Co.,

SAM REIDER, Ex-Chairman,
Cleveland, Ohio.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings upon this happy occasion that marks the Twenty-fifth year of the existence of our International. May your achievements in the future be as bright and as fruitful as in the past.

SAM ETKIND,
Member Executive Board, Local 22.

International Ladies' Garment Workers' Union, Boston, Mass.

President, Officers and Delegates, accept our heartiest congratulations and good wishes. May this Convention be the beginning of the future and ultimate success of our International and Labor in general. The entire membership of this city stands united with love, respect and devotion to our International.

Executive Board, Local 78,
St. Louis, Mo.

International Ladies' Garment Workers' Union, Boston, Mass.

Wishing your militant organization continued success and victory in Chicago and any other struggle, we assure you of our steady assistance and friendship.

POLISH PEOPLES' DAILY,
Dziennik Ludowy.

International Ladies' Garment Workers' Union, Boston, Mass.

My heartiest congratulations and best wishes to your Twenty-fifth Anniversary. May your deliberations at this Convention result in great work for the benefit and uplift of all working in your industry and may your wonderful work for the emancipation of the entire working class meet with one success after another. Greetings and best wishes.

R. GUSKIN.

International Ladies' Garment Workers' Union, Boston, Mass.

We are proud to greet this Convention on this joyous occasion that marks twenty-five years of unbroken achievement of our International. The great work accomplished occupies an important page in the history of the labor movement. May this Convention crown the successful work of the International and pave the way for the further unhampered betterment of the workers of the ladies' garment industry and the progress of organized labor.

Dressmakers' Union, Executive Board,
Local No. 22.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings:

I am instructed by the Executive Board of the Button Workers' Union, Local 132, to express to your Seventeenth Convention of the International, our heartiest congratulations and best wishes to the officers and delegates of this Convention. We have more reason to be grateful to the International Union for their brotherly assistance and guidance in bringing about the organization of Button Workers, and having them under the wing of the International Union. Wishing you success in the deliberations for the welfare of the Ladies' Garment Workers' Union, fraternally yours,

JENNIE MAGGIO,
Secretary of Local No. 132.

International Ladies' Garment Workers' Union, Boston, Mass.

Brotherly Greetings and heartfelt wishes to the officers and delegates for the success of this momentous Convention. It is through retrospection over a long stretch of years that we are enabled to match the present with the past and from the result derived, help in the moulding of the future. The quarter century of our organized activities has brought the working men and women of our vast union not only to a higher plane of economic existence, but what is most vital for the future into a close knit consciousness of their unified aims the death knell of slavery has sounded. We all must stand in readiness as one man with unity on our banner. Let us march forward to victory.

H. S. ISENSTADT,
Business Agent Local No. 33.

International Ladies' Garment Workers' Union, Boston, Mass.

Congratulations on your Jubilee Convention, your splendid record of achievement for the Needle Trade Workers and twenty-five years of service to the Labor movement. May we take this occasion to ask that in the same way as you took the leadership in establishing the movement for workers' education, you now take the leadership in extending the benefit of workers' education to the children of the workers. The National Association for Child Development proposes to form groups of children and youth with a recreational educational program that will not alone help them in developing sound minds and bodies, but will acquaint them with the social and economic problems that face mankind, the aims and purposes of the Labor movement, and prepare them for intelligent participation in the work of bettering society. We hope to counteract the insidious anti-Labor propaganda that is being carried on through the schools and children's clubs, and bring the growing generation closer to the Labor movement. Your active participation in this work will help our movement tremendously. With best wishes, we are, fraternally yours,

National Association for Child
Development,

THOMAS J. CURTIS, President,
JOSHUA LIEBERMAN, Secretary.

70 Fifth Avenue.

International Ladies' Garment Workers' Union, Boston, Mass.

Your joint invitation to attend opening of Convention of your International Union received. Because of President Gompers' attendance at your Convention and work incidental to meeting of our Executive Council, which convenes in Montreal on May 9th, it will be impossible to be with you at this time. I extend fraternal greetings to officers and delegates to the Convention which I hope will prove harmonious and beneficial to the workers of a calling who have proved the value of trade unionism by their sensational advances and improvements in working conditions the past twenty-five years.

FRANK MORRISON.

President Sigman introduced Mr. Sol Zager representing the Deborah Jewish Consumptive Relief Society of New York. Mr. Zager congratulated the International in behalf of the Society on its wonderful progress and asked that the International give its moral and financial support to that institution.

Brother Harry Kelly, representing the Modern School Association of North America, was next introduced as an old friend of the International and was received with hearty applause.

Brother Kelly: You are meeting here today inspired with a spirit of solidarity, no less intense than that which inspired those who were your predecessors, who twenty-five years ago founded the organization. You have had many speakers address you and I am sure that every one of them emphasized not only the necessity of organization but the advisability of maintaining the ideal side of the organization, because after all, unless there is an ideal underlying our work nothing can really be accomplished.

Several years ago, some of us in New York City, inspired with the same kind of an ideal, organized a school. Many of you believed that we have the most wonderful school system in the world. So we have—the most wonderful instrument for making docile servants for the capitalist class. We have become convinced that unless the working class take over the education of their children along class lines inspiring them with the spirit of solidarity, we shall never attain our goal.

The Ferrer School was organized thirteen years ago, in spite of the fact that it started with only one pupil. Today we have one hundred and twenty-five, not much perhaps after thirteen years, but it is something worth while thinking

about when you consider that our school has been organized by working people, maintained by them and has never been subsidized by any capitalist or by the state. It is growing all the time. Your organization has been the one that has given the most support to our work. You have contributed both moral and financial support and some of your members have sent to us their children. They have settled in the colony and are sending their children to our school. I am sure that every one of you will recognize the importance of supporting an enterprise such as ours because until the working class comes to understand a little more of the problems which confront them there is no hope that anything will be changed in any fundamental manner.

So friends, I want to thank you for this opportunity of addressing you and sincerely hope that many of you delegates will pay a visit to our institution in Stelton, New Jersey, and see the work that we are accomplishing.

We are undertaking a movement for the education of children along class lines in order that they may some day become a part and parcel of the general movement for the emancipation of the working class. I thank you. (Applause.)

Delegate Fred Monosson: I wish to announce as chairman of the Rules and Regulations Committee that we shall meet down stairs at once.

President Sigman: We have with us a representative of the Bookkeepers, Stenographers' and Accountants Union of New York. His organization is a young one but the man who represents it is an old timer in the labor movement. He was the secretary of the Central Labor Union of New York for many years. I take pleasure in introducing Brother Ernest Bohm. (Applause.)

Brother Bohm: I feel highly honored in being given the privilege to address you. I bring you the greeting and the congratulations of the Bookkeepers', Stenographers' and Accountants' Union and our wishes for your success in your deliberations. Along in the 80's I was manager of the Cloak Makers' Union in New York with headquarters at 58 Orchard street, and so I am familiar with the problems of your organization.

Our union was re-organized some two years ago. We experienced the same trouble that you took action on yesterday. Today, after two years of agita-

tion and propaganda, we have almost 1,000 members. There are 400,000 office workers in Greater New York, out of which 200,000 are women and girls. Their conditions are awful, long hours, at \$16 to \$18 per week and under the present cost of high living how can they exist and maintain American standards of living? We want to organize these people. Education is what they need. We have the backing of the American Federation of Labor and I hope also to receive the backing of this great International Union. You have 100 per cent union offices in Greater New York. If you will just cooperate with us in organizing those workers employed in the various offices you control, you will certainly perform a service to them, to us and to the movement in general.

Our object is not only to benefit the office workers but the whole American labor movement.

I hope that when your convention adjourns, it will have done great work for yourself and for the movement and I also hope that you will cooperate with us in organizing these poor office workers. I thank you for your attention. (Applause.)

At this point Vice-President Lefkowitz temporarily took the chair.

Chairman Lefkowitz: We have with us this morning a representative of an organization which is worthy of our support and I now take pleasure in introducing and extending the privilege of the floor to Dr. I. H. Levine, representing the Ex-Patients Tubercular Home of Denver, Colorado.

Dr. Levine, in addressing the convention, outlined the favorable conditions prevailing at the Ex-Patients Tubercular Home, organized to fight tuberculosis, pointing out that the institution was purely non-sectarian. But, he stated that in order to further carry on their work and to erect the new hospitals that are necessary, they need additional funds and he made an appeal to the Convention to do what it could for the unfortunates who are being cared for by the institution.

Chairman Lefkowitz: The next speaker to address you is the representative of the Philadelphia Labor Institute. I take pleasure in introducing Brother S. Altman.

Brother Altman, after extending fraternal greetings to the Convention,

stated that he had only one purpose in coming here, saying, "I want to remind you of the pledge that you made in 1922 in Cleveland, Ohio, to us in the sum of \$5,000. We haven't needed it until now. We have bought a grand building that we are going to rebuild and make it a home for all the workers of Philadelphia, and all I am here for is to have you vote on a resolution to pay your pledge of 1922; and in return I promise you a grand reception when you come to Philadelphia in 1926."

Chairman Lefkowitz: The Jewish Socialist Verband of Boston wishes to congratulate this Convention on this anniversary, and I have the pleasure to introduce its representative, Mr. Regensberg.

Brother Regensberg expressed great pleasure in having the honor to address the Convention, and congratulated the International on its achievements. He pointed out the aims and purposes of the Jewish Socialist Verband, stating, "It is organized for the spreading of the gospel of Socialism, for the purpose of uplifting the cause of labor. We are not here to tell you how to conduct yourselves or to outline your policies or programs, but we are here to tell you that your sorrows are our sorrows and that we deeply sympathize with you in all your struggles, and I hope that when your Convention adjourns you will bear us in mind and not forget us. I thank you."

At this point Vice-President Perlstein temporarily took the chair.

Vice-President Perlstein: The Credentials Committee will continue its report.

Chairman Breslaw of the Credentials Committee:

Your Committee received an objection against Rose Wortis, delegate of Local No. 25, from Vice-President Feinberg. He stated that Sister Wortis refused to comply with the decision of the General Executive Board, which became the law of the Union immediately after its acceptance, unless reversed by a Convention.

Sister Rose Wortis admitted, at the investigation, that she continued her membership in the Trade Union Educational League, thereby ignoring the instructions of our Union. She also claimed

having resigned from the League only two months ago, when she decided that it would be necessary to do so to be eligible as a delegate at this Convention.

Your Committee is of the opinion that since Sister Rose Wortis admitted that she has continued membership for several months after the ruling of the General Executive Board was issued, she is therefore ineligible as a delegate at this Convention, and we unanimously recommend that she should not be seated.

I move that the recommendation be adopted.

This motion was seconded.

Sister Wortis denied that she had resigned from the League in order to become eligible as a delegate to the convention. She cited her long record in the Union to prove her loyalty to it. She denied that the League was a dual organization and proceeded to give a lengthy explanation of the purposes of the League.

Delegate Heller: Point of order. We are not now discussing as to whether the League is a dual organization or not. The facts are that the General Executive Board has declared it to be a dual organization and the sister is charged with not carrying out the orders of the General Executive Board.

Vice-President Perlstein: Your point of order is well taken.

Delegate Sister Pauline Morgenstern appealed against the decision of the chair on the ground that the League had been discussed yesterday by those delegates who were opposed to the League and there had been no objection to the discussion and the same privilege should be granted to the proponents of the League.

Vice-President Perlstein in defending his rulings stated that later when the question of the League would be taken up would be the proper time to discuss that matter, that the question before the delegates was of a member who claimed to have withdrawn from the League two months previous and was now a delegate to the Convention, that the Credentials Committee claimed that her withdrawal was not proper and that she is not entitled to be seated as a delegate. He maintained that instead of discussing the purposes of the League it was up to Sister Wortis to explain whether or not she had withdrawn from the League.

Upon being put to a vote the decision of the chair was sustained.

Delegate Sister Sarah Shapiro spoke in defense of Sister Wortis. She claimed that both the advocates and the opponents of the League were to blame for instilling a spirit of disharmony and discord at the Convention. She cited the record of Union activity of Sister Wortis as an indication of her loyalty to the organization. She claimed that no charges had ever been brought against Sister Wortis and that she had never been tried. She said in part: "Our old slogan was the abolition of the present system. Our slogan never was a fair day's wage for a fair day's work. Because members have different opinions is no reason why we should take away their rights. You would be committing a crime against yourselves and against the International if you bar this sister. I think we are going too far."

Delegate Heller: Point of order. I think that the time of the Convention is very valuable. It was all right when you went into the various phases of the case yesterday. Now on the very same charge I think the discussion is out of order.

Delegate Sister Shapiro thereupon sat down without awaiting the ruling of the chair.

Delegate Sister Morgenstern spoke in behalf of Sister Wortis, maintaining that she was one of the most loyal and valuable members of the International. She maintained that at a time like this, when a strike was pending and when members of the calibre of Sister Wortis were invaluable it would be a crime to deny her the privilege of a seat at the Convention.

Delegate Sister Horowitz maintained that Sister Wortis had never been asked to withdraw from the League. She stated that difference of opinion was the life of organization and that it would be unjust to prevent Sister Wortis from becoming a delegate merely because she happened to differ in her opinions from some of the delegates.

Delegate Heller was next granted the privilege of the floor. He vigorously urged that the recommendation of the Credentials Committee with reference to Sister Wortis be upheld, stating, "I have no personal animosity against that sister. But regardless of any personal feeling involved and regardless of Sister Wortis' record, it is a plain case to be considered

by this Convention. An order was issued by the General Executive Board that no member should continue membership in the Trade Union Educational League and any delegate who desires to criticize the action of the Executive Board will have that opportunity at the proper time, but until then the General Executive Board is the legally constituted body of governors of this International, and until they are deposed every member will have to abide by their decision. No member can claim that he or she was not properly notified about the order of the Executive Board as to maintaining membership in the League, for that order was printed in newspapers that were within the reach of and available to every member of our Union, and consequently everyone must have been notified. Sister Wortis defied that order of the General Executive Board by continuing her membership in the League, and any member who thinks that allegiance to the Trade Union Educational League comes before allegiance to our International I say, without any personal animosity toward Sister Wortis, that she is not entitled to be seated at this Convention. (Applause.)

A motion, to have the previous question taken up, was duly made, seconded and carried:

Chairman Perlstain: The Chairman of the Credentials Committee has the floor.

At this point such a general commotion took place on the floor that President Sigman was obliged to resume the chair and admonish the delegates as follows:

President Sigman: Please keep quiet for a moment. Yesterday information was brought to me that some of the delegates seated here together with some visitors had a meeting, at which they agreed that during the course of this Convention they would make an effort to break up one or more sessions, if possible, in the hope that in this manner they might bring disgrace upon this great gathering of ours. I did not take this information very seriously, but from your present behavior it seems that there is some truth in that. I want to tell you frankly and openly that we will not give you the opportunity to do it. And I hope that we will not be obliged to resort to force to bring order at this Convention. But if the visitors continue to interfere in the manner as they have we will be compelled, against our wishes, to order

executive sessions held. I, therefore, give you fair warning that any recurrence of such a commotion will mean that we will hold you to account, and if there is any disgrace to be brought it will be on those who have not the best interests of the International at heart. We are trying to go out of our way to be fair, and in yesterday's discussions there were several occasions when I really ought to have acted and called some of the speakers to order. I did not do it, because at all our Conventions and throughout our entire organization we want democracy to prevail; but if you misuse or abuse the privileges granted to you we will be compelled to proceed with the convention observing the strictest rules and regulations.

Delegate Breslaw: Sister Wortis denied that she had resigned from the League in order to be eligible to become a delegate to the Convention. I want to prove that her statement is untrue and will call upon the members of the Credentials Committee to prove it. Sister Gorin, didn't Sister Wortis state before the Credentials Committee that she especially resigned from the League two months ago in order to be eligible as a delegate to this Convention?

Sister Gorin: Yes, she did.

Delegate Breslaw asked the same question of the Delegates Scher, Margolis, Schneider and Molissani, the other members of the Credentials Committee, and they all responded in the affirmative.

Delegate Breslaw: I have here a typewritten report of the questions asked by the Credentials Committee and the answers of Rose Wortis. On May 2d we received the following letter from Israel Feinberg:

May 2nd, 1924.

J. Breslaw, Chairman
Credentials Committee.

Dear Sir and Brother:

I hereby wish to file an objection against Rose Wortis, a delegate of Local No. 23, on the following grounds.

At the time when the General Executive Board issued an order that no member of the International has a right to belong to any other organization which takes up, discusses and disposes of trade questions which belong to the International Ladies' Garment Workers' Union; the above-named delegate refused to comply with that order.

The Local was then notified to expel Miss Rose Wortis from the Executive Board. She then withdrew from the Executive Board, but still remained a member of the so-called Trade Union Educational League.

I therefore feel that this delegate is not entitled to a seat at the Convention.

I hope that you will take this matter up and act accordingly,

Fraternally yours,

(Signed) ISRAEL FEINBERG,
General Manager.

I will quote from the stenographic report. The stenographer is here and she will testify herself if necessary.

"Breslaw: We received the following objection against you." (Brother Feinberg's letter was thereupon read to us.)

"Wortis: I think that the charges are incorrect. The Local never expelled me. I was working on dresses and the Local decided that I should be transferred to Local 22. But I was never expelled and I never withdrew from the Executive Board. Sheinholtz, Manager of Local 22, however, refused to accept my transfer. In the meantime I remained a member of Local 25.

"Breslaw: Did you comply with the order of the International?"

"Wortis: "I was a member of the League. I withdrew from the League about two months ago because I wanted to be eligible as a delegate to this Convention:

"Miss Gorin: If not for this Convention, you would still continue your membership in the League. You want to go to the Convention, so you therefore resigned. Do you believe that such a League is proper?"

"Wortis: I still believe that the Trade Union Educational League is not a dual union. I do not think that the decision of the General Executive Board was for the best interest of our industry."

That is her answer. The General Executive Board issued an order which is law unless this Convention nullifies it and she refused to obey that order. She especially resigned from the League in order to become a delegate to this Convention. If that pleases you it is your privilege to seat her but I am against this.

Sister Wortis: In answer to Sister Gorin and Brother Breslaw I stated that I realized that by continuing my membership in the League I could not be active in the Union. I said that since the Convention is coming and the Convention would finally decide the matter, I

thought that I ought to resign from the League. Brother Breslaw said in answer that the order was not only made against active members but against everybody. I realized that I could not be active in the Union in view of the order and I withdrew from the League. I believe this Convention should have all opinions represented. You have done me a great injustice. I have never besmirched the members of the Executive Board or the officers. I deny that the Trade Union Educational League is a dual organization. Your refusal to let me explain its purposes proves that you are afraid to hear the truth. Your refusal means that you are afraid of our arguments, and it means that your objection is not well founded.

Vice-President Perlstein: All in favor that the report of the Credentials Committee be accepted will signify it by raising their hand. Upon the vote being counted it was shown that 185 were for the report of the committee and 40 against.

Vice-President Perlstein: The report of the Committee is accepted.

At this point President Sigman resumed the chair, and Brother Breslaw continued with the report of the Credentials Committee as follows:

The Credentials Committee received an objection against Sister Pinhasick, of Local No. 59, from Brother H. Ruffer, member and delegate of the same local.

The objector stated that she was removed from the ballot when a candidate for the Executive Board, due to her sympathy towards the destructive elements in the Union.

Since it has been proven that she personally never belonged to the "leagues" and that at present she is demonstrating her loyalty through her activities in the Union, your Committee therefore unanimously recommends that she should be seated as a delegate at this Convention.

I move that the recommendation of the Committee be accepted.

This motion was seconded and unanimously carried.

Delegate Breslaw continued with his report as follows:

Your Committee received an objection against Delegate Metrick of Local No. 5

(Chicago). The objector, Pecker, Ledger No. 1072, of Local No. 59, states that in June, 1923, when the workers employed by the firm of B. Kirschenbaum, President of the Chicago Cloak Manufacturers' Association, made a stoppage, Brother Metrick, the shop chairman, together with the other workers of that shop, refused to return to work when instructed to do so by the officers of their Union, and ignored the instructions of the officers of their Joint Board, as well as the instructions of Vice-President Perlatein and President Sigman, when informed that the agreement provides for arbitration of all disputes. The objector claims that Brother Metrick acted in that manner due to the fact that he was in constant touch with a group of members belonging to the Trade Union Educational League and upon their instructions, refused to abide by the orders of the officers of the Joint Board and as well as the International.

At the investigation it was disclosed that Brother Metrick's attitude towards the International and its policies is not that of a loyal member.

In many instances Brother Metrick helped to disturb local meetings and caused commotion in order to assist the destructive element in the Union. He admitted participating in a protest meeting against the International where outsiders having no connection or relationship with our Union whatsoever attacked our International and its officers and advocated the disobedience of the membership towards the rules and decisions of the General Executive Board. He never protested against these actions and methods, which were intended to bring chaos and demoralization into the ranks of the organization.

Your committee therefore unanimously recommends that Brother Metrick should not be seated as a delegate at this convention. . . . I move that the recommendation of the committee be adopted.

Brother Metrick spoke in his own behalf. He maintained that the stoppage had occurred due to the ill-treatment of the employer, who had actually starved the workers. He claimed it was not the first stoppage which had occurred due to this reason and that the workers had refused to return to the shop until the matters in dispute had been first adjusted and that is the reason why he did not return to work. He maintained that it was beyond his control to persuade the

people to return to work. He denied any connection whatsoever with the Trade Union Educational League.

Sister Frieda Reicher of Local 100 of Chicago was granted the privilege of the floor and spoke in favor of seating Brother Metrick, comparing the present case with a similar one in Chicago, where somewhat similar charges were brought against a delegate, and when put to vote the delegate was seated.

President Sigman interrupted Sister Reicher in her remarks as she was discussing matters irrelevant to the subject before the house and instructed the delegates speaking for or against the seating of the member under consideration to confine themselves to the specific charges and not to bring into discussion any extraneous matters.

Delegate Roy Glassman stated that the stoppage at Kirshbaum had occurred after Kirshbaum had grossly insulted the shop chairman and had stated that he would starve the people. He defended the record of Brother Metrick, stating that he was a loyal union member and that he had always carried out the instruction of the officers of the International. He maintained that the man who had made charges against Brother Metrick was a scab and not worthy of consideration. He concluded by urging that Brother Metrick be seated.

Delegate Breslaw: Are you aware of the fact that on account of a certain man by the name of Davidson, who is now expelled from the union, these people refused to return to work?

Brother Roy Glassman: The charges were brought against Davidson at that time that he was the instigator of the stoppage but they had no proof. If they had anything on him he would have been punished at the time.

Delegate Ruffer, a business agent in Chicago, bitterly assailed Brother Metrick. He claimed that Brother Metrick had constantly refused to cooperate with him and had constantly incited the workers not to return to work. He maintained that Brother Metrick had attended a secret meeting of the Trade Union Educational League at which a business agent of the Union had told that instead of reporting to the Joint Board he should report to the League, inasmuch as the League had helped him to become a business agent. He concluded by saying, "I think that a man who was chairman of

a shop, who failed to fulfill the orders given by the General Executive Board is not fit to sit here at a convention with us.

Delegate Zeff spoke in behalf of Brother Metrick, maintaining that there was not a blemish on his record in the union and reaffirmed the statement that the man who had brought charges against Brother Metrick was a scab.

Delegate Bialis urged that the recommendation of the committee be adopted. He maintained that Brother Metrick had persistently refused to cooperate with him in getting the workers to return to work, but on the contrary had yelled himself hoarse at meetings where he exhorted the members not to return to work.

The previous question was called for and carried.

President Sigman: The secretary of the Credentials Committee will now sum up for the committee.

Delegate Dubinsky: I will again read the report of the Credentials Committee on this case. (Secretary Dubinsky thereupon read the report of the Credentials Committee in connection with this case.)

These are the facts in this case. Brother Metrick, the shop chairman together with the other workers of the shop, refused to return to work when instructed to do so by the officers of their union, and ignored the instructions of the officers of the Joint Board, as well as the instructions of Vice-President Perlstein and President Sigman, even when informed that the agreement with the manufacturers provides for arbitration of all disputes. This stoppage was made and the officers of the union told him to go back because in order to adjust that difference it was necessary for them to go back to work, and that by their staying out they would only jeopardize the existence of the union in the shops. They ignored the orders of the officers. The Joint Board was confronted with a question of sending them back in order that the case be taken up in a legal manner, or keeping them out and declaring a strike and abrogating the agreement with the manufacturers. This was the start of the trouble in Chicago.

A decision was rendered in connection with yesterday's cases, that applies just as well to this one, to the effect that loyalty, above everything else, is to be observed by the members of the union, and that any member who does not comply with the decision of the officers is not eligible to be one of the legislators at this convention.

Brother Metrick in summing up his defense maintained that the very same business agents who were trying to convict him had two and a half years ago, at a previous stoppage, inculcated in the minds of the workers the idea of paying no attention to the decisions of Joint Boards, and going on strike of their own accord, and that it was the fault of these business agents and not his fault that the workers had refused to return to work.

Upon being put to a vote, the recommendation of the Credentials Committee was adopted, 164 delegates voting for it, and 48 against.

Delegate Golden: I move that this convention send a telegram of greeting to the labor movement of England.

This motion was seconded and unanimously carried.

It being 1.40 p. m., the session adjourned to reconvene at 2.30 p. m.

Fourth Day—Afternoon Session Thursday, May 8, 1924

The session was opened at 3.00 p. m., Thursday, May 8, 1924, President Sigman presiding.

Secretary Baroff read the following telegrams and communications of fraternal greetings and congratulations, which were heartily applauded.

International Ladies' Garment Workers' Union, Boston, Mass.:

Heartiest congratulations and sincerest wishes to the Seventeenth Convention of our International and to its twenty-five years of growth and achievements. We as students of Brookwood Labor College note with great satisfaction, recommendation of the General Executive Board, that scholarship should be established for labor colleges. We feel confident that the Convention will accept this recommendation which will be of great service to our union.

REBECCA HOLLAND, Local 46; SARAH FREVZANT, Local 50; MINNIE RUBINSTEIN, Local 50; EMMA YANISSEY, Local 23; GOLDIE SHABE, Local 22; JULIUS HOCHMAN, Local 22; WILLIAM BLOOM, Local 1.

International Ladies' Garment Workers' Union, Boston, Mass.:

Convey our greetings and congratulations to this Convention. We trust that your deliberations be successful and serve as a vanguard to organized labor in general and to the members of our International in particular. Long live our International.

WHITE GOODS WORKERS, Local 62

International Ladies' Garment Workers' Union, Boston, Mass.:

The undersigned, one of the first vice-presidents who had the honor and esteemed pleasure in helping to organize this wonderful organization, although grieved by not having been invited to this twenty-fifth anniversary Convention, sends his heartiest congratulations and best wishes to the Officers and Delegates of this Convention.

SAMUEL SHINDLER.

International Ladies' Garment Workers' Union, Boston, Mass.:

Sisters and Brothers, the officers and members of the Suit Case, Bag and Portfolio Makers' Union send you their heartiest congratulations and good wishes on this, your great jubilee. May you live long and continue to show the way toward a better life for the workers.

SUIT CASE, BAG & PORTFOLIO MAKERS' UNION, CHARLES B. QARFINKEL, Organizer.

International Ladies' Garment Workers' Union, Boston, Mass.:

The Cloak and Suit Tailors' Union, Local 9, International Ladies' Garment Workers' Union greets the Seventeenth Convention. It is our earnest hope and desire that you will unify all the elements in our organization for the one and only struggle, and that is against the greedy manufacturers, who refuse to recognize our just demands as formulated by our International Union. On the eve of the pending struggle with our exploiters, let us all, united, meet enemies and give them a battle that will remind them that the Cloak Makers believe in history repeating itself, and we shall in 1924 repeat the job of 1910, which is only possible through unifying and self-sacrificing action on our part. All Local 9 of the International Ladies' Garment Workers' Union wishes that you will meet all the problems of the Convention with a high purpose and with unquestionable loyalty to all the members of our International.

EXECUTIVE BOARD, CLOAK AND SUIT TAILORS' UNION, Local 9. SAUL MILLER, Acting Manager.

International Ladies' Garment Workers' Union, Boston, Mass.:

We, the workers of Sax Brothers Cloak Shop send our heartiest congratulations to the Convention of the International Ladies' Garment Workers' Union. May this Convention bring unity and harmony throughout the organization.

SAMUEL GOLDSTEIN, Chairman.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings and heartiest congratulations to the Seventeenth Convention. May your deliberations lift our members to higher planes. Let the spirit of true brotherhood and class conscious solidarity prevail. May this Convention of the greatest progressive labor organization in the world be the most epoch-making in its history. Let its achievements of economic, political and educational work be the most striking in the history of the labor movement and may its lot be cast with those who stand for the social reconstruction of the world and for a universal brotherhood and comradeship, and the self determination of all oppressed nationalities of the world.

**JOINT BOARD OF BOSTON AND LOCALS
12, 24, 39, 56, 73. A. TZUDIKER, Manager**

International Ladies' Garment Workers' Union, Boston, Mass.:

We extend our greetings to the International Ladies' Garment Workers' twenty-fifth annual convention. The ranks of labor must stand united and success is inevitable. The International has always been one of the leaders in the progressive labor movements and hope they will continue with the same spirit. With best wishes from

CHILDREN'S CLOTHING WORKERS' JOINT BOARD, A. C. W. OF A. MEYER COHEN, Sec'y-Treasurer; JOS. GOLD, Mgr.

International Ladies' Garment Workers' Union, Boston, Mass.:

Officers and Delegates, greetings. Accept my heartiest congratulations to our 17th Convention. Judging by the great accomplishments in the past I hope your deliberations at the present Convention will mark a new epoch for final emancipation of the working class from wage slavery to industrial democracy.

I. S. FEIT.

International Ladies' Garment Workers' Union, Boston, Mass.:

At our meeting last night, Wednesday, May seventh, a motion was unanimously adopted to express hearty greetings and congratulations to the Officers and Delegates of the Jubilee Convention, International Ladies' Garment Workers' Union. The entire Joint Board, Cloak and Skirt Makers' Union, wishes a united Convention, which means strength to the organization and victory to all your deliberations.

B. ISRAEL, SECRETARY, JOINT BOARD, SKIRT AND CLOAK MAKERS' UNION.

International Ladies' Garment Workers' Union, Boston, Mass.:

Congratulations and best wishes. I am confident that the work and legislation of the Convention will further the solidarity and harmony within our ranks. I know that all the victories achieved up till now were won only by constructive work.

A. RUDIN, Local 26.

International Ladies' Garment Workers' Union, Boston, Mass.:

We, the workers of Panetta and Rosenberg, 110 West 26th St., congratulate the 25th anniversary of our union. We hope the Convention will recognize the importance of having unity within our ranks, seat all delegates who may share different views and reinstate all the expelled.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings and heartfelt congratulations to the Seventeenth Convention.

EXECUTIVE BOARD, PRESSERS' UNION, LOCAL TWELVE AND ALL PRESSER DELEGATES AT THE CONVENTION IN BOSTON. S. SPIZER, Secretary.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings. Heartiest congratulations to the Convention of the International. May all your deliberations for the welfare of your members be crowned with success.

RUSSIAN - POLISH BRANCH OF THE CLOAK MAKERS' UNION OF NEW YORK, I. AZARKO, Pres.

International Ladies' Garment Workers' Union, Boston, Mass.:

Congratulations on your 25th anniversary. Although we are unable to have a delegate present we are there in spirit and we hope your deliberations will be crowned with success.

JOINT BOARD, LADIES' GARMENT WORKERS' UNION, MORRIS ESSIG.

Mr. M. Sigman, President.

International Ladies' Garment Workers' Union, Hotel Wrentham, Boston, Mass.

Dear Mr. Sigman:

I was very glad to receive yesterday your letter of May 2nd and I appreciate your kind invitation to visit your convention and address your delegates. The spirit of those of your members with whom I have come in contact has impressed me deeply and I continue to be very keenly interested in the forward-looking and constructive attitude which your union shows and in all matters concerned with the improvement of the relations between those two great masses of workers in industry, the employers and the employees.

I wish it were possible for me to be with you not only on one day but throughout your convention. Unfortunately, however, it looks as though the stress of my duties will almost certainly make it impossible for me to get away. Will you be good enough to express to your delegates my regret at not being able to be with them, and will you convey to them my best wishes. When you return to New York, I should be glad to have you get in touch with me and tell me about your convention.

With personal regards, I am

Very sincerely yours,

WM. J. MACK.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings to the Officers and Delegates of the Jubilee Convention. May your constructive spirit prevail and your deliberations guide for greater achievements, always upward, always onward.

Downtown office,
CLOAKMAKERS' UNION, New York City.

International Ladies' Garment Workers' Union, Boston, Mass.:

Heartiest congratulations to the Delegates of this historic Convention. May the International Ladies' Garment Workers' Union's victorious achievements be greater.

J. GOLDSTEIN, Genl. Organizer.

International Ladies' Garment Workers' Union, Boston, Mass.:

It is a source of pride and joy to greet this Jubilee Convention that marks the twenty-fifth anniversary of our International.

SAM BEILINSON,

Business Agent, Joint Board, New York.

International Ladies' Garment Workers' Union, Boston, Mass.:

Patients of our sanitarium, many of them members of the International, and our board of directors, send greetings to Convention of the International Ladies' Garment Workers' Union. Grateful for your generous support in the past, we feel confident you will continue helping this institution which is also yours. We hope working conditions will improve so that the terrible ravages of tuberculosis will be conquered. Kindly present our best wishes to Convention.

LOS ANGELES SANITARIUM, JEWISH CONSUMPTIVE RELIEF ASSOCIATION OF CALIFORNIA, S. LUBARSKI DE-BALTA, Executive Secretary.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings to the Jubilee Convention.

KRIEGSTEIN, Member of Local 41.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings from the workers of the Keller Kohn Shop to the Officers and Delegates of the Jubilee Convention. Their heartfelt congratulations and most sincere wishes for prosperous deliberations.

NATHAN SOLOMON, Chairman.

International Ladies' Garment Workers' Union, Boston, Mass.:

Sorry can't be at Convention. My heart is with you.

BEN. FRISHWASSER, Ex-Vice-President.

International Ladies' Garment Workers' Union, Boston, Mass.:

To the President and Delegates assembled at 17th Convention, greetings. The membership of the Local No. 6 convey to you their sincere

appreciation for the good work that you have done on the Pacific coast and trust that this Convention will go on record to have a permanent Western department.

INTERNATIONAL L. G. W., LOCAL No. 8,
CHARLES M. SCHWARTZBERG, Secretary.

International Ladies' Garment Workers'
Union, Boston, Mass.:

Congratulations and best wishes at 25th anniversary of Convention.

M. LIBOW.

International Ladies' Garment Workers'
Union, Boston, Mass.:

Accept our heartfelt congratulations to the Seventeenth Anniversary of the International. Our hopes to you, delegates, are that harmony should exist, and with that spirit your work will be successful. We hope that the entire trade will be controlled by our International and that this Convention will be among the organized workers.

EMPLOYEES OF DORFMAN AND MILLER,
BENNY LEVINE, Shop Chairman.

International Ladies' Garment Workers'
Union, Boston, Mass.:

Congratulations. May the future prove still brighter for the great International. Good health to the officials and all delegates.

THE MEDICAL DEPT. OF CHICAGO

International Ladies' Garment Workers'
Union, Boston, Mass.:

To the Officers and Delegates, greetings. With pride in the work accomplished we wish you still greater success for the cause of labor. May your deliberations lead us from victory to victory, to the great improvement of the laboring class.

LOCALS 26 and 27. L. FRIEND, Chairman.

International Ladies' Garment Workers'
Union, Boston, Mass.:

Greetings to all Delegates and Officers of the Twenty-fifth Convention. May your deliberations and harmonious work lead our gigantic organization to bigger success and splendor.

LOCAL 37.

International Ladies' Garment Workers'
Union, Boston, Mass.:

Greetings. Accept my heartfelt wishes and appreciation for all the good work you did until now, being with you the last twenty-five years and hope to remain the same in the future. Hoping that all your undertakings will meet with great success. Fraternally,

ZANWELL REIDER, Member Local 26.

International Ladies' Garment Workers'
Union, Boston, Mass.:

Greetings on behalf of the members of Local No. 44. We wish to congratulate the Convention on the success attained by the present administration. May wise counsel and good judgment prevail at this gathering.

TONY MILANO, Chairman.

International Ladies' Garment Workers'
Union, Boston, Mass.:

Greetings. Wishing you success for all the undertakings.

B. D. HALKEL.

International Ladies' Garment Workers'
Convention, Boston, Mass.:

Greetings. We the membership of Local No. 52, at our meeting Tuesday, May 6, send greetings to the 25th Convention and hope that our International will do everything in its power to organize the unorganized, and also take into consideration the request of our local and establish a Pacific coast bureau.

NASH, Chairman; LENA GOODMAN, Secy.

International Ladies' Garment Workers'
Union, Boston, Mass.:

Greetings and heartfelt congratulations to the 25th anniversary of our International Union. May success crown your efforts in all deliberations in behalf of the workers you represent. I am sorry I can't be with you.

MORRIS ESSIQ.

April 23, 1924.

Mr. Morris Sigman, President,

International Ladies' Garment Workers'
Union.

Anniversaries in the trade union movement always prompt us to review past experiences and take additional courage from the knowledge of obstacles which the organization has been able to overcome. I cannot tell whether it is the peculiar problems which your organization has been forced to deal with, or the personality of its officers whom I have had the privilege to become acquainted with, which has led me for many years to carefully watch the progress which the International Ladies' Garment Workers' Union has made.

You have much to feel proud of on your 25th anniversary, because your organization has accomplished results. In addition to looking into the future, it has established the practical things which a trade union exists for. It has shortened the hours of labor in the industry. It has improved shop conditions. It has secured much higher wage rates. It has also established a foremost reputation in the American Trade Union Movement for its educational features. If all of the remarkable progress in improving the terms of employment for your membership was set aside, and your only accomplishment was what you have done in the field of education for your members, you would still have accomplished practical results which would place you in the vanguard of the American trade union movement, for, after all, material success must be of a temporary nature unless men are educated not only to understand their problems, but to know the practical steps which must be taken if they are to be solved. Trade union success does not depend altogether upon numbers; it rather depends upon unity of action. I sincerely hope that when your convention adjourns your membership will give unanimous support to the policies which the convention adopts. If they do, and I feel certain that they will, your organization will continue to maintain the reputation which it has so thor-

ongly earned, of being a practical, consistent and progressive trade union.

With kindest, personal regards,
Sincerely and fraternally yours,

JOHN F. FREY, Editor,
International Molders' Journal

President Sigman: The chairman of the Committee on Rules and Regulations will now present its report.

Report of Committee on Rules and Regulations

Your Committee on Rules and Regulations unanimously recommends the adoption of the following rules by which the convention shall be guided:

Rule No. 1. The Convention shall be called to order at 9:30 A. M. and remain in session until 12:30 P. M. It shall convene at 2 P. M. and remain in session until 5:15 P. M. except on Saturdays on which days the session shall be from 9:30 A. M. to 12:30 P. M.

Rule No. 2. If a delegate, while speaking, be called to order, he shall at the request of the chair, take a seat until the question of order is decided.

Rule No. 3. Should two or more delegates rise to speak at the same time, the chair shall decide who is entitled to the floor.

Rule No. 4. No delegate shall interrupt another in his remarks, except if it be to call him to a point of order.

Rule No. 5. A delegate shall not speak more than once on the same question without permission from the Convention.

Rule No. 6. Speeches shall be limited to ten minutes, but the time of speaking may be extended by vote of the Convention.

Rule No. 7. A motion shall not be open for discussion until it has been seconded and stated from the chair.

Rule No. 8. When a question is pending before the Convention, no motion shall be in order except to adjourn, to refer, or the previous question, to postpone indefinitely, to postpone for a certain time, or amend, which motions shall have precedence in the order made.

Rule No. 9. Motions to lay on the table shall not be debatable except as limited by other rules of order.

Rule No. 10. A motion to reconsider shall not be entertained unless made by two delegates who voted in the majority and shall receive a two-thirds vote of the Convention.

Rule No. 11. That the report of committees shall be subject to amendments, and substitutes on the floor of the Convention, the same as the other motions and resolutions.

Rule No. 12. It shall require at least fifteen delegates to move the previous question.

Rule No. 13. All resolutions shall bear the signature of the introducer and the name of the organization he or she represents and shall be in duplicate.

Rule No. 14. No debate shall be declared closed until the maker of the motion or one of the signers of the resolution shall have the privilege of the floor.

Rule No. 15. After previous question has been put and decided upon, the parties involved in the particular question shall be permitted to speak in their own behalf.

Rule No. 16. No resolution shall be received after Sunday, May 11, 1936, 6 P. M., without the consent of two-thirds of the Convention.

Rule No. 17. When a roll call ballot has been ordered, no adjournment shall take place until the result has been announced.

Rule No. 18. When a delegate addresses the Convention in any other than the English language, the main points of his remarks shall be interpreted by the chairman or any other delegate appointed by the chair.

Rule No. 19. Registration cards shall be furnished by the Convention of each session. Any delegate not registered within fifteen minutes after the Convention is called to order shall be marked absent and the list of absentees shall be printed in the daily proceedings.

Rule No. 20. Roll call may be called upon any question at the request of not less than fifteen delegates from five different locals.

Rule No. 21. Roberts' Rules of Order shall be the guide on all matters not herein provided.

Rule No. 22. The main body of the hall shall be reserved for delegates only.

Rule No. 23. The delegates shall retain the same seats all through the Convention, occupied by them during the first session of the Convention.

(Signed) FRED MONOSSON,
Chairman.

MAX COHEN,
Local 17, Secretary.

Local	Local
Meyer Skluth.....10	N. Costrovinci...48
M. Safer 6	O. Grossi .....89
Ch. Goldberg.....11	Jennie Bremer...62
H. Reingold .....14	Max Cohen .....35
Joe Rabinow ....22	H. Chancer' .....11
C. Landsberg.....23	Morris Stein ....27
J. Magazene.....24	A. Kushner .....39
Ella Kelki .....39	B. Rosenthal 1

The above report was voted upon seriatim and unanimously adopted.

Delegate Monosson: I move the adoption of the report as a whole.

This motion was duly seconded and unanimously carried.

President Sigman: The report is accepted, with thanks to the committee.

We have with us a representative of the Sacco-Vanzetti New Trial League. It gives me pleasure to introduce to you Miss Elizabeth Glendower Evans, who will address you.

Miss Evans: I feel it a very great honor to be allowed to address this convention. There are two Italians lying in prison under the shadow of death, men of spotless character, loyal, industrious workmen, partly through a combination of circumstances and partly through a frameup. They are accused of murder and carrying off a \$40,000 payroll. When the trial came up, more than three years ago, they were convicted on the flimsiest of evidence. Two of the strongest witnesses who undertook to identify them have now confessed that they committed perjury upon the witness stand. The foreman of the jury which found Sacco and Vanzetti guilty is claimed to have said just before the trial began, "I don't know whether these dagoes are innocent or guilty, but damn them, let them hang anyway." Another jurymen is alleged to have expressed himself even more plainly.

Fellow workers, these two Italians are entitled to a new trial. I am looking to their brothers for help. They are in danger of being railroaded to their death. I am asking you to stand by your fellow-countrymen and your fellow-workers. They are as innocent of the crime of which they are accused as anyone of you sitting here. The case of these men is known the world over, in Russia, in France, in Italy, in Spain, in South America, in Mexico. If these men are sent to the electric chair, it will be a blow to the good repute of the United States. I appeal to you to stand by them in their time of suffering, and help and support us in our demand for a new trial. (Great applause.)

Delegate Antonini: I move that the president appoint a committee to visit Sacco and Vanzetti in their prison at Charlestown. This motion was seconded and unanimously carried.

President Sigman: I shall now present to you a representative of the Young

People's Department of the Socialist party.

Brother Albert Weisbord will now address you.

Brother Weisbord asked for the moral and financial support of the International in behalf of his organization. He thanked the International for its support in the past and asked that the present convention contribute \$500 for continuing the work of his organization.

President Sigman: We have with us a representative of the Hebrew Sheltering and Immigrant Aid Society. I take pleasure in introducing to you Brother H. Bloch. (Applause.)

Brother Bloch thanked the International for the support it had given his organization in the past and asked that the delegates give it further financial support in the work that the "Hias" is doing for the immigrant.

President Sigman: Since the opening of this convention we have had the privilege of listening to many invited guests, many of them pioneers in the labor movement. We had first to become Americanized in order to understand and realize the importance of the service of some of these individuals to the labor movement. This afternoon we have with us one with whose educational work most of us came in contact from the first day we landed in this country. He needs no introduction. It seems to me that there is not a member in our International who does not know of his great work in the labor movement.

It gives me great pleasure, and I consider it a privilege to myself as well as to all those gathered here at the convention, to introduce to you Brother and Comrade Abraham Cahan. (Brother Cahan was given a big ovation.)

Brother Cahan: Mr. President and delegates to this glorious convention of the International Ladies' Garment Workers' Union: I wish to extend my hearty thanks and gratitude for your splendid reception. I am in the habit of being received cordially by you from year to year but this is a peculiar kind of reception. I am one of those who believe that too many speeches are being delivered at our conventions. As for myself, I would much rather have sent you my greetings so as not to intrude upon your time, but since you have been so kind to me in your welcome, I must avail myself of your hospitality and say a word or two as to the way

this glorious convention of yours looks to me as I view it through the eyeglasses of an observer of thirty-nine years' standing. When we speak of the twenty-fifth anniversary of the International Ladies' Garment Workers' Union, we are only applying a nominal phrase, an official way of formulating it. Really, the trade was organized as far back as forty years ago. Of course, it was only twenty-five years ago that we did finally settle down to a permanent form of organization and that permanent form of organization is your International Union.

When I look back on those early days of our struggles to become organized and I draw a parallel between its aspects of those days and what it looks like now, I am astounded at the tremendous success and the tremendous process of evolution that it has gone through.

It may not be fully known to everyone present that the cloak trade was really imported from Europe. The entire garment trade, with the exception of its domestic form, was imported from Europe. The first cloak, suit and the other forms of the garment trade originated in Germany and in France long before it became an American industry; and once America took hold of it it naturally went developing at a very lively pace, and it so happened that the European immigrants were the ones to introduce it both on the capitalistic and in the worker's end. Then it was almost exclusively Jews who worked in the trade, Jews from Russia and Poland, which at that time was a part of Russia. On the other hand, the merchants in the trade were German Jews. A peculiar feature of it was that a great majority of them did not know how to make a coat or a garment, but they knew how to sell one, and so the merchants went into it as a commercial proposition pure and simple. On the other hand, the workingmen in the trade also came from Russia, because at that time, in the early eighties, there was a great influx from Russia after the massacres in the south of Russia of that period.

We tried to organize your trade at that time. And at that time you saw none but Jewish faces at the meetings. Now I understand there are about fifty delegates of Anglo-Saxon origin who attend these meetings, some of them being able to trace their origin as far back as the Mayflower, and in the name of those who organized the trade I wish to extend congratulations and a welcome to

those Anglo-Saxon sisters of ours who now shake hands with us. (Applause.)

It also gives me great pleasure to convey similar greetings to our Italian friends, brothers and sisters who are also in the trade. So, you see, what a polyglot trade we have, some of them speaking Jewish, others Italian, but all having the same interests at heart. They are all congregated under the same banner of the International Ladies' Garment Workers' Union.

When I attended the session yesterday morning and heard some of the speeches that were delivered in excellent English by Jewish boys or girls, it certainly made me feel proud, because such a thing would be utterly impossible twenty years ago. Those poor immigrants have taken it upon themselves to learn English as well as they could, and when they come to a convention of this kind they prefer to speak the English language rather than Jewish or Italian, and in that respect I wish to congratulate this convention from the bottom of my heart, because we are all Americans, whether we speak the American language as Americans or as foreigners. That is what I call progress, and we can only progress along the path of learning.

There is one thing more that I want to say. I had the pleasure of visiting London a few weeks ago. What took me to London? The Labor party of England gained a tremendous vote and elected nearly two hundred members to Parliament. The result was that the King of England found himself called upon to invite the representative of English labor, Ramsay MacDonald, to form a ministry. (Great applause.) That was the occasion that took me to London. I took the first boat I could get and I made a flying trip to England. When I reached London I found the Labor Government in charge. I spent two weeks there and I saw a great many things, and I couldn't help at that time drawing a parallel between the days of thirty-five years ago when I used to visit London from New York and as I found things at present. At that time we imagined that Socialism must come by the way of Europe immediately to America, and, of course, things didn't move as rapidly as we had expected and we concluded that the American people were too slow. Of course, they may be fast in other respects, in commercial and technical development, but we thought that politically this country did not move quickly enough.

When addresses on Socialism were delivered in Christ's Church Hall in London, the English people did not respond. They didn't think that Socialism would gain a foothold in London. Compare the present state of affairs with that of a generation ago! Now in England they have the great Labor Party with a leadership that bids fair to take permanent hold of the reins of power, with Ramsay MacDonald as the Prime Minister of England, and the Liberal Party almost wiped out. All this came to pass in the course of thirty years only!

Those who are in despair of progress in the United States ought to take a lesson from the experience of England, because in England they used to say the same thing that they are saying in this country. The original colonies were started practically by emigrants from England. The same blood runs in them and they are all known as Anglo-Saxons. And you just bide your time and try to understand the meaning and the spirit of life in this country and you will understand that what took thirty years in England will take but a few years in this country; but it will take time. You cannot import Socialism from Russia, Germany, or France. It must be developed in an American way just as in England it has developed in a purely English way. (Great applause.)

There is a gentleman from England visiting this country now who is attracting a great deal of attention. All the newspapers of New York and other cities are giving him a great deal of attention, speaking highly of him, reporting his meetings and referring to him as one of the most important personages who has ever come to us from the other side. The man's name is Bertrand Russell. He is one of the leading scientists in England, a great mathematician and writer on social topics. To add a word or two, he belongs to the aristocratic set in London, his brother being a lord and his father having been a Prime Minister of England at one time. This gentleman delivered a lecture the other day in Washington and in his audience there was quite a number of senators and congressmen, gentlemen of the type who are fond of reading good books and thinking their own thoughts. And he got a tremendous ovation. He wound up his speech by a Socialist formulation of the political and economic situation, and he was applauded by a number of notable American senators.

I personally attended one of the lectures he delivered in Town Hall in New York about three weeks ago. The crowd was made up of American women and men. There were very few foreigners. And after having spoken for an hour and a quarter he received an ovation the like of which I have seen on only very few occasions. His lecture was purely socialistic and the spirit of the audience was with him. He was applauded over and over again, and that made me feel that the real spirit of progress is pretty well alive in this country but it is alive in an American way. And if we have not succeeded as rapidly as we desire, it is only due to the fact that we imagine we can import to this country Socialism just as we import ladies' garments. You cannot do it.

The psychology of the American people is a little different from the psychology of the people in Europe. Conditions are altogether different. The history of the country is entirely distinct and things that are alive in Europe are altogether non-existent in this country. For instance, what in Socialist literature is known as class-consciousness has never existed in this country and won't for some time, and so we must shape our ideas to suit the present psychology and the native atmosphere.

I thank you from the bottom of my heart for your kind attention. I hope you will proceed with your principal work in the union. The great thing is to mind the business of the union. The interests of the trade come first. When I made my first or second speech in the United States, I imagined that the trade union must first of all make a social revolution and then try to get a couple of dollars more for the workers. The result was we never succeeded. The important thing in a union is to improve the conditions of the members in the trade and when you show them that you are working for their interests and you are making progress in a practical way you will gain the confidence of the members and they will listen to you. And if you will talk common sense to them they will certainly join your ranks.

Great changes are coming over this country, among other things due to the great changes that have taken place in America immigration. I can imagine that in about ten or fifteen years the trade will be different from what it is today and I suppose that by that time the labor movement of this country will be more

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progressive than it is today, it will be closer to the Ramsay MacDonald type of leadership. At that time there will be full appreciation, respect and recognition of a gentleman like Mr. Gompers, whose honesty nobody has ever doubted and about whose sincerity nobody has ever raised the slightest question. But we expect to see a new situation develop in this country when your union will fall in line in the same way as the Mantle Makers' Union in London has fallen in line with the Ramsay MacDonald forces. The leader of the union in London is a bonafide and very active member of the Labor Party in England. He is a member of the MacDonald Club. And so all the members are joining them, and I hope and trust that the time is not very far off when you will all be in the same line as the working people of England are today. I thank you. (Great applause.)

Delegate Shenker: I move that the interesting speech delivered by Comrade Abraham Cahan be recorded in the minutes of this convention and that we extend a vote of thanks to him for his address.

This motion was seconded and unanimously carried.

President Sigman: We have here a committee of Textile Workers who are on strike. I take pleasure in introducing to you Mrs. Bertha Hayward.

Mrs. Hayward appealed to the Delegates for financial assistance in behalf of 1400 strikers who had been out on strike for the past six months in Dover, New Hampshire.

Delegate Langer: I move that this matter be referred to the General Executive Board for immediate action.

This motion was seconded and unanimously carried.

President Sigman: I have the honor now to introduce to you Sister Bertha H. Mailly, Secretary of the Rand School. (Applause.)

Comrade Mailly: The Rand School of Social Science sends through me its heartiest congratulations to your splendid organization and congratulates you on your wonderful accomplishments. One of the most important things in the labor movement is the question of education, and in the question of education no organization has achieved more, has

been more progressive than this International. And while I am speaking of your organization I should like to pay a tribute to one who has been most energetic, most idealistic in your educational work, Sister Fannia M. Cohn. (Applause.)

Besides wishing you the heartiest success in your work I am asking you also to consider in your appropriations some generous help for our institution. In conclusion I want to express the wish that our educational work in the United States may develop along as wholesome and thorough lines as in our sister country, Great Britain, and to urge you to take the lead in promoting that ideal of working class education which you have already so splendidly started. (Applause.)

President Sigman: The Credential Committee will now continue with its report.

Report of the Credential Committee Continued

Delegate Dubinsky: Our Credential Committee received a communication from Local No. 1 asking for the substitution of the following delegates to this convention:

J. Weinstein, S. Rothman, M. Nachlin, J. Warshafsky.

I move that these Brothers be seated as delegates to this convention.

This motion was seconded and unanimously carried.

President Sigman: Delegate Monosson desires to make an announcement.

Delegate Monosson: A sight-seeing tour will take place tomorrow at 1.30 p. m. The cars will assemble at Convention Hall. The convention picture will be taken on the trip. A luncheon will be served when we reach a certain place out of town. Tomorrow night a dance will take place in this hall to which every delegate is invited. It will last from 8 p. m. to 1 a. m. (Applause.)

President Sigman: I want every delegate to read the report of the General Executive Board which will be distributed tomorrow morning. I fear that we shall not be in a position to read the report as a whole before this convention.

Delegate Breslaw will now continue with the report of the Credential Committee.

Delegate Breslaw thereupon continued the report of the Committee on Credentials as follows:

The Credential Committee received an objection from Brother Wolf Seligman, member of Local 38, against Delegate Chazanoff of the same local.

Brother Chazanoff is objected to on the ground that his action and his policies, as well as his methods of enforcing them, were the actual causes of the reorganization of Local 3. Brother Seligman further claimed that Brother Chazanoff, as chairman of the Executive Board, worked against the interests of the "International"; he advocated the non-acceptance of the decisions of the General Executive Board, and was influenced and guided in his activities in the local union by outside groups.

The objector further stated that Delegate Chazanoff slandered the members and officers of the Union and that he is responsible for the present condition of that Local.

It has been proven, at the investigation, that Chazanoff was affiliated with the "league," the organization which caused so much trouble in the Union and in that Local in particular. It was further disclosed that Chazanoff was elected on a platform, issued in the form of a circular by the "league," and which is absolutely contrary to trade union ethics. Delegate Chazanoff's name appeared on this circular. The points that he was pledged to advocate and vote for are as follows:

1—The repeal of all rules in the International that limit freedom of discussion, or discriminate against members of revolutionary working class organizations inside our unions.

2—Against raising of dues.

3—The shop delegates' system of union control, in order to extend the control and influence of the workers in the shops over the affairs of the union.

After considerable deliberation, and after receiving additional information from Vice-President Lefkovits, who was manager of that local, as to the behaviour of Brother Chazanoff in the local and his continued interference in the work of the Union officers and his disloyalty towards the "International," the committee therefore unanimously recommends that he should not be seated as a delegate to this convention.

Delegate Chazanoff asked that he be given the privilege of being the last speaker on this question, which permission was granted by the chair.

Delegate Wishnefsky spoke against the recommendation of the committee, stating that the bringing of charges by Brother Seligman was merely a question of spite work. He denied that Brother Chazanoff was a member of the League or that he was in any way responsible for the reorganization of Local No. 3. He maintained that the charges were absolutely groundless.

Delegate Nagler: At the time when the order of the General Executive Board was sent to each and every local union and Brother Chazanoff spoke against the order and urged the membership to send a communication to the General Executive Board that the question be reconsidered, in what capacity was Brother Chazanoff acting in his particular local? Was he at that time in an official capacity or was he a lay member?

Brother Wishnefsky: Brother Chazanoff was then acting in the capacity of Chairman of the Executive Board.

Chairman Ninfo: Vice-President Lefkovits has the floor.

Vice-President Lefkovits in supporting the recommendations of the Credentials Committee pointed out that there were several charges against Brother Chazanoff. He stated that there is no reason why the members should not have differences of opinion, but that they must express those opinions not in the way Brother Chazanoff has but in a manner becoming a union man, without besmearing the character of any man and without trying to undermine the organization. With reference to another specific charge against Brother Chazanoff he said, if there be no other objection, there is one objection which is sufficient to unseat Brother Chazanoff and that is his report of the International convention held in Cleveland, Ohio. Chazanoff came back to the members of Local No. 3, to that part of that local which comprised the Ladies' Tailors and reported the proceedings of the convention in a manner entirely unbecoming a union man. He ridiculed the convention. He said that the delegates at the convention were dummies and voted by signal. He ridiculed the officers who were elected at that convention. I am a dreamer, and I believe if the ladies' tailors and the sample makers should come

together and work one season as ladies' tailors and the next season as sample makers they would need only one union and thereby strengthen their union and get better conditions for themselves. I finally succeeded in establishing that idea and the two branches were amalgamated into one. What happened? Some of the members of the ladies' tailors who were under the influence of the Shop Delegates' League tried to overthrow the organization. I did what I could to adjust matters and I appealed to Brother Chazanoff not to bring about any friction in the local, but Brother Chazanoff had meetings with the Shop Leagues; he was always the representative of Local 3 without the commission of Local 3. I can cite one instance of the dissensions created in the case of the settlement of a strike. Imagine the cloak makers accepting the report submitted to them and the ladies' tailors rejecting the report, because the Shop League said the settlement was not a good enough one! Under those circumstances we could not stand together.

I say that it is time that we give a lesson to such members of our International who think that they are above the law, that they are above the International. I tell you that Local 38 is always in as much uproar as Mexico because there is no discipline and no respect for the law of the International, and if this convention sends him back as a warning to the members of Local 38 so that they will realize that they must be responsible for their acts and that no man who is irresponsible, who is splitting the organization, can come here and make laws for somebody else to respect and uphold. Therefore, if the convention accepts the recommendations of the Credentials Committee it will be for the good of Local 38. (Applause.)

Chairman Ninfo: Delegate Schuchman has the floor.

Delegate Schuchman spoke against accepting the recommendations of the Credentials Committee, stating that the charges against Delegate Chazanoff were absolutely groundless.

The previous question was called for and unanimously carried.

Chairman Ninfo: Brother Chazanoff now has the floor to defend himself.

Brother Chazanoff in defending himself against the charges declared that

before a convention, a labor court or a court of law passes judgment against an accused man, it should know something of his past activities as a law-abiding man. He stated that there were a number of delegates who knew him for a number of years in this country and that there are others who know him from the other side for at least 18 or 20 years. He pointed that he had been a member of the Socialist Party since 1901 in Russia, and that in struggling for the success and welfare of that party he was imprisoned more than once. He went into a lengthy history of his activities in the labor movement since he was 14 years of age in order to prove his loyalty to the working class. He said in part, "when Delegate Breslaw asked me if I belonged to the Trade Union Educational League, I replied 'when we were members of Local 3 and we were with the Joint Board from time to time I used to attend meetings of the Shop Delegates League in the Cloak Makers Union. Since we are separated as a local from Local 3, I have not attended any meetings of the Shop Delegate League of the Trade Union Educational League.' When he asked me if I agreed with the contents of the leaflet I asked him to read it to me which he did and I said 'no, I am not in accord with the leaflet.' When I was asked 'do you agree with that clause in the leaflet whereby you pledge yourself to vote against the raising of dues,' I said 'no, I do not agree because I never decide a thing before I have heard the arguments pro and con.' As a matter of fact at the Chicago convention when the question of per capita tax came up I urged that the per capita tax be raised from 5c to 10c at a time when the New York delegates opposed it. When Brother Seligman was asked if he knew for a fact that I was a member of the League, he answered 'I cannot say so because I don't know.' When he was asked 'do you know that Chazanoff gave out the leaflets himself,' he answered 'I don't know.' When he was asked 'do you know whether Chazanoff authorized anybody to distribute the leaflets in his name,' his answer was 'I don't know anything of the kind.'

When you take into consideration my long record in the labor movement, you will be committing something of which you will be ashamed if you decide to reject me as a delegate to the convention." (Applause).

Chairman Ninio: Delegate Breslaw will now sum up for the Credentials Committee.

Delegate Breslaw summed up for the Credentials Committee as follows:

Delegate Breslaw: First of all I want to say that Chazanoff knows that I have no personal grudge against him. Delegates speaking in Chazanoff's behalf stated that the main objector was the man who nominated Chazanoff to the convention. Before I go any further, I want to say that Seligman denied that. However, assuming that he did nominate him, does that prove that Chazanoff is right?

There are two specific objections against Brother Chazanoff, the first objection that he, being a member of Local 3 at the same time belonged to the Sample Makers, and that he worked in such a destructive manner that the General Executive Board was compelled to separate this local because it was impossible for these two branches to work together. That is a fact.

Now, you admit being a member of the Trade Union Educational League. You were a member for the specific purpose of trying to destroy the work of the organization, trying that the local should not accept the communication of the International, and you made speeches at your local that you would rather go to the extent of having the local expelled from the International than accept the communication of the International. I will not discuss why the General Executive Board took a stand against the League. Delegate Perlstein went into that fully yesterday. It isn't sufficient for you to say that you are not a member of the League. You must prove that you are not a member of the League.

In his concluding statement Delegate Breslaw quoted the following paragraphs from a leaflet which he maintained was the platform on which Brother Chazanoff ran as delegate to the convention:

1. The repeal of all rules in the International that limit freedom of discussion or discriminate against members of revolutionary working class organizations inside our union.
2. Against raising of dues.
3. The shop delegate system of union control in order to extend the control

and influence of the workers in the shops over the affairs of the union.

Delegata Feinberg: Did Brother Chazanoff make a statement in the press, publicly, in the union press, in the labor press, that he does not agree with the contents of that circular?

Delegate Breslaw: He was asked that question by the committee and he answered "no."

Brother Chazanoff: I made a statement to the committee that I disagreed with some clauses in the leaflet. I was never asked by anybody whether the leaflet should be given out and I never gave anybody consent to give out the leaflet.

Upon being put to a vote the recommendation of the committee was adopted, 197 delegates for it, and 41 against.

Delegate Breslaw thereupon continued with the report of the Credentials Committee as follows:

The Credentials Committee received an objection against Barnet Soll, delegate of Local 5, from Brother Feltelson, chairman of the same Local.

The objector states that Barnet Soll disturbed the Local meetings and interfered with the work of the officers to establish order in Chicago. Due to lack of evidence, and to which charges the accused denied, the Committee recommends that this Delegate be seated at the Convention.

I move that the report of the Credentials Committee be adopted.

This motion was seconded and unanimously carried.

The following resolutions were introduced by the delegates and referred to the proper committees:

Resolution No. 1

Introduced by delegates of Local 38 and 90.

WHEREAS, the Custom Dressmakers' Union, Local No. 90, of the City of New York, has made many attempts to organize the 9000 workers engaged in that industry and did not meet with success, and

WHEREAS, the 600 workers who belong to the Union have the greatest difficulty in maintaining the conditions in some of the shops due to the fact that the greatest number of establishments in the City of New York are non-Union and conditions therein are much inferior to those in Union shops, and

WHEREAS, the inferior working conditions in the non-Union shop, the lower wages, the longer hours and the general treatment of workers is bound to have and has had an adverse and demoralizing influence upon the conditions of the workers in Union shops, and

WHEREAS, the ladies' tailors employed in the tailoring departments of the same employers cannot maintain union conditions due to the competition of the unorganized female workers and vice versa, and

WHEREAS, this unorganized mass of female and male workers may become a menace to the wholesale ladies' garment industry of New York City, and

WHEREAS, a Joint Executive Board meeting of both locals met for the purpose of carrying such an organization campaign, arrived at the conclusion that it is very difficult and almost impossible for these two small locals to carry such a campaign to a successful end, and

WHEREAS, the Convention assembled in Chicago, Ill., in May, 1920, and again in Cleveland, Ohio, in 1922, instructed the incoming G. E. B. to carry on an organization campaign in the custom dressmakers' industry, be it therefore

RESOLVED, that the Seventeenth Biennial Convention of the I. L. O. W. U. assembled in Boston, Mass., instruct the incoming G. E. B. immediately after the adjournment of the Convention to take proper steps to start an intensive campaign for organization of the above mentioned industry composed of Custom Dressmakers', Ladies Tailors and Theatrical Costumers, and be it further

RESOLVED, that this Convention authorize the incoming G. E. B. to appropriate the necessary funds to make such a campaign a success.

Referred to Organization Committee.

Resolution No. 2

Introduced by delegates of Local 50 and 76.

WHEREAS, our International Union and its Locals throughout the country have gone through great hardships during the past few years, as a result of severe injunctions which hampered our attempts to improve the living conditions of our workers, and

WHEREAS, because of these injunctions the legitimate exercise of the right to picket in time of strikes was taken away from us in an unwarranted manner, be it therefore

RESOLVED, that the International Ladies' Garment Workers' Union, assembled in Boston, Massachusetts, express its resentment most bitterly against such one-sided application of judicial power, which denies our fundamental rights in our industrial conflicts, and be it further

RESOLVED, that this Convention instructs our delegates to the next Convention of the American Federation of Labor to use all efforts for the launching of a forceful movement against such unwarranted acts on the part of our judges toward organized labor, and be it further

RESOLVED, that copies of this resolution be forwarded to all justices of the

Supreme Courts of the United States, and to all Federal Judges and to the members of the House of Representatives and the Senate of the United States.

Resolution No. 3

Introduced by delegates of Locals 50 and 76.

WHEREAS, after the general strike which was called by the General Executive Board of our International in 1921, in the waist and dress industry of Philadelphia, there remained a great portion of shops unorganized, and

WHEREAS, these unorganized shops are controlled by the Waist & Dress-manufacturers' Association of Philadelphia, and

WHEREAS, this Association is doing all in its power to undermine union conditions in the shops and is a menace to the welfare of our industry as a whole, be it therefore

RESOLVED, that this convention instructs the incoming General Executive Board to wage a forceful campaign in the waist and dress industry of Philadelphia, and be it further

RESOLVED, that this convention endorses a general strike for the said city and empowers the incoming General Executive Board to call it at the opportune time.

Referred to Committee on Resolutions.

Resolution No. 4

Introduced by delegates of Locals 50 and 76.

WHEREAS, the custom dressmaking industry in the city of Philadelphia has grown to an enormous size, in which 2,000 workers are employed, and

WHEREAS, these workers engaged in the custom dressmaking industry being unorganized are working practically under slavery conditions and are undergoing inhuman treatment on the part of the employers, be it therefore

RESOLVED, that this Seventeenth Biennial Convention, assembled in Boston, Massachusetts, instructs the incoming General Executive Board immediately after the adjourning of the Convention to assign a special organizer with the view of waging an organization campaign among the custom dressmakers in the city of Philadelphia.

Referred to Committee on Organization.

Resolution No. 5

Introduced by delegate of Local 181.

We, the Retail Ladies' Garment Sales people Union, of the International Ladies' Garment Workers' Union, Local 181, who have established and succeeded in maintaining our local for the last four years, with fairly good conditions at comparatively good salaries.

We have a section known as Division Street where salespeople work much longer

hours at comparatively smaller wages. Our employers are on the watch for an opportunity to re-establish the unfavorable conditions that had existed before our group was organized. We hereby call upon the International Ladies' Garment Workers' Union to assist us in organizing the above mentioned section and thus strengthen our own group and make its existence secure. At the same time this would help the other sales-people to reap the benefits and enjoy the privileges of our organization.

We hope that the Convention of the International Ladies' Garment Workers' Union will give this matter serious consideration and enable our delegate, Mr. Morris Goldowsky, to bring us a favorable reply.

Referred to Committee on Organization.

Resolution No. 6

Introduced by Russian-Polish Branch of New York.

WHEREAS, the morale of the Russian-Polish and affiliated Slavonic nationalities engaged in the cloak, suit and dress industry in Greater New York, is not at its best, and

WHEREAS, a great number of the workers of the aforementioned nationalities are working in sweat shops and under unsanitary conditions, resulting in many of the old members losing faith, pride and interest in the Union to its great detriment, and

WHEREAS, the active members of our branch attribute the above conditions to the fact that many of the members cannot take an active part in the work of the Union due to their inability to understand the language in which Union meetings are conducted, because of which the Russian-Polish and other Slavonic members are prevented from actively participating in the work of the Union, and consequently have no say in the decisions of any question of importance, and

WHEREAS, minutes of various meetings of the Union are not furnished to our branch for information and other purposes, thus keeping them in the dark as to the nature of the proceedings at the said meetings, and

WHEREAS, our branch as it is now constituted cannot make any serious attempts to organize a non-union element of the Russian, Polish and other Slavonic workmen who refuse to join the Union on the ground that they do not care to belong to an organization where active participation is impossible, due to their lack of understanding of the language in which the meetings are conducted, be it

RESOLVED, that the Seventeenth Bi-Annual Convention of the I. L. G. W. U. grants to the Russian, Polish and other Slavonic workers engaged in the cloak, suit and dress industry in Greater New York, a separate charter for a local union with the same rights and privileges as now enjoyed by No. 48 Italian local, to be formed as soon as the General Executive Board of the I. L. G. W. U. shall work out a practical plan for the transferring of all members of the Russian,

Polish and other Slavonic nationalities to the newly formed local from their present affiliations.

Referred to Committee on Resolutions.

Resolution No. 7

Introduced by delegate of Local 41.

WHEREAS, the Tuckers, Hemstitchers, Pleaters and Novelty Workers have recently organized in New York City, and

WHEREAS, due to the fact that their shops are small and numerous it is not possible to bring the workers of the entire trade into the organization which causes ruinous competition between Union and non-Union shops, and

WHEREAS, a label placed on each part can easily be introduced in this trade, which will eventually force the employers to demand the label and thereby force them to establish Union conditions, be it therefore

RESOLVED, that this Seventeenth Convention of the International Ladies' Garment Workers' Union assembled in Boston, Mass., adopt measures to enact a label for our trade, and be it further

RESOLVED, that the members of the International Ladies' Garment Workers' Union be instructed not to do any work on merchandise that is pleated, tucked or hemstitched and does not bear the Union Label.

Referred to Committee on Label.

Resolution No. 8

Introduced by Local 52, Los Angeles.

WHEREAS, there has developed a large industry of dress manufacturers in Los Angeles, and

WHEREAS, that industry is not organized, and

WHEREAS, after careful investigation we have found out that a great portion of the cloaks, when the season comes, are made in many of the dress factories, and

WHEREAS, we are unable to keep up the Cloak Makers' Union, Local No. 52, unless an effort by the International is made to organize the above dress industry, therefore be it

RESOLVED, that we ask the convention to instruct the incoming General Executive Board to establish a Pacific Coast Department with headquarters in Los Angeles so that we will be able to organize the dress industry in Los Angeles, San Francisco and other places on the coast.

Referred to Committee on Organization.

Resolution No. 9

Introduced by delegates of Local 33.

WHEREAS, the agreement between the Ladies' Tailors, Theatrical Costume & Alteration Workers' Union, Local No. 33, the Fem-

ployers' Association and the individual firms expires September 15, 1924, and

WHEREAS, the wages earned by 95 per cent. of our members cannot meet the incessant increase in cost of food, shelter and general commodities, and certainly does not correspond to the minimum wage rate established as essential by a government committee amounting to from \$2400 to \$3000 a year, and

WHEREAS, the workers employed in the ladies' tailors' trade are of the most underpaid in America considering their capacity for production, and the responsibility that this work demands of them, and

WHEREAS, many new shops spring up which are difficult to organize singly, unless a general organization campaign is launched, and

WHEREAS, an important large section of work has developed in our trade, namely, where workers are employed under terrible conditions because they are not unionized, with the exception of one shop, the Metropolitan Opera Company, and

WHEREAS, a forty-hour week and a guarantee for the workers to make a decent living is the general demand of all the workers engaged in the entire ladies' garment industry, be it therefore

RESOLVED, that this Seventeenth Convention endorse a general strike in the ladies' tailors' trade in order to completely organize the workers of the ladies' tailors, theatrical costumes and alteration workers' trade, so that we may secure a decent living for the workers engaged in this industry, and be it further

RESOLVED, that this Convention instructs the incoming General Executive Board to render to Local No. 28 all assistance possible to carry on this organization campaign for a complete victory for the workers.

Referred to Committee on Resolutions.

Resolution No. 10

Introduced by delegates of Local 38.

WHEREAS, a successful beginning has been made to organize the several thousand theatrical costume workers of New York, and

WHEREAS, organization work is being made difficult because of the existence of a rival union chartered by the American Federation of Labor which claims jurisdiction over the organization of sewers, dressers, wig-makers, wardrobe, mistresses, etc., and

WHEREAS, in order to organize this trade it is necessary that all workers working on theatrical costumes doing dressing, cutting, sewing, pressing, repairing, etc., must belong to one union, and

WHEREAS, our International has the jurisdiction over the ladies' garment industry, and

WHEREAS, the theatrical garment trade clearly belongs to that line of the garment industry, therefore be it

RESOLVED, that the incoming G. E. B. be instructed to take this matter up with the Executive Council of the A. F. of L. with a view to correcting what was ap-

parently a mistake, and merging the union in question with that local of our International which has a charter from the International to organize and is at present organizing the theatrical costume workers.

Referred to Committee on Resolutions.

Resolution No. 11

Introduced by delegates of Local 38.

WHEREAS, Local No. 38 went on record in accepting the "Expulsion" order of the G. E. B. under protest, and

WHEREAS, by its action of expulsion the G. E. B. has discriminated against some of the most active, devoted, militant and idealistic element in our union merely because they held different political views than that held by the G. E. B. and

WHEREAS, a union is naturally composed of members who have different political view points, different opinions about forms of organization that they deem best for the welfare of the membership, and

WHEREAS, the "expulsion" order issued by the G. E. B. is a direct contradiction to our constitution, to any moral law or conception of any working organization, and

WHEREAS, a union of workers must tolerate the creeds and beliefs of every member, because freedom of self-expression is the foundation upon which a labor union is built, and is the only sure guarantee for unity and progress, in the name of the loftiest principle upon which our union was built, and in the name of the inviolable sacred rights of men, be it

RESOLVED, that this Seventeenth Convention disapprove the action of the G. E. B. and immediately repeals the "expulsion" order and grant unconditional reinstatement to all members discriminated against because of this order, thus demonstrating before the members of the I. L. G. W. U. and the organized labor movement as a whole, that in our union there is no room for suppression.

Referred to Committee on Officers' Reports.

Resolution No. 12

Introduced by delegates of Local 45.

WHEREAS, about six years ago the designers of New York applied for a charter to the I. L. G. W. U. to be recognized as wage-workers after realizing that their conditions were grave and similar to those existing in the cloak, suit and dress industry prior to the general strike in 1916 before a strong union was organized, and

WHEREAS, the I. L. G. W. U. issued a charter to this organization in 1920 and helped to organize the United Designers of Ladies' Wear in the City of New York, known as Local No. 46, and

WHEREAS, conditions prevailing at present in the cloak, skirt, suit and dress industry of New York as far as the designer is concerned, are unbearable because of the fact that many of the manufacturers are doing their own designing and thereby depriving members of the Designers Union from earning a livelihood, and

WHEREAS, these conditions can only be changed and remedied by prohibiting manufacturers from making designs of cloaks, suits, skirts and dresses and thereby provide enough work for members of the Designers Union, be it therefore

RESOLVED, that this Seventeenth Biennial Convention decide that when signing the future contracts between the Joint Board of the Cloak, Skirt, Suit and Dressmakers' Unions of New York and the manufacturers collectively or otherwise, a clause be incorporated that no one of the firms or permitted to do the designing, and that members of Local No. 45 be employed for this work.

Referred to Committee on Resolutions.

Resolution No. 13

Introduced by delegation of Local 62.

WHEREAS, the white goods industry has recently gone through a period of changes which transformed this industry into a seasonal industry instead of one that has given steady employment in the past and which changes have also caused periodical unemployment amongst the white goods workers of greater New York, and

WHEREAS, the system of work in the white goods factories is at the present time week-work and piece-work, rendering control and adjustment of disputes in the shops more and more complicated and often times more and more difficult, and

WHEREAS, the agreement that we now have with the Cotton Garment Manufacturers' Association and with the independent manufacturers expires February 1, 1924, be it therefore

RESOLVED, that this convention endorse a campaign amongst the white goods workers of Greater New York for a change of system, which will establish week-work on a forty-hour basis all through the industry, and be it further

RESOLVED, that the incoming G. E. B. participate with Local No. 62 in future conferences and try to bring about an agreement with the manufacturers for a forty-hour week and also a week-work system.

Referred to Committee on Resolutions.

Resolution No. 14

Introduced by delegation of Local 62.

WHEREAS, there are numerous shops in the different cities and states other than New York who are employing thousands of workers for the manufacture of silk and muslin underwear, and the conditions that

prevail in these out of town shops are such that they are becoming an absolute menace to the existence of the union shops in the city of New York, and

WHEREAS, the International is maintaining an out of town Department for the purpose of organizing workers in the various branches of the Ladies' Garment Industry in every town, and while many of those out of town shops are owned and operated by employers who own and operate factories in the city of New York as well, some of whom are under contractual relations with our Union, be it therefore

RESOLVED, that the incoming G. E. B. instruct the Out of Town Department to give particular attention to those out of town shops now making silk and muslin underwear, that they organize locals of white goods workers, thereby helping Local No. 62 maintain its conditions and also prevent New York manufacturers from opening out of town shops for the purpose of evading dealings with our Union.

Referred to Committee on Organization.

Resolution No. 15

Introduced by delegation of Local 62.

WHEREAS, there are thousands of workers employed in the factories who are manufacturing silk and muslin ladies' underwear in the city of New York, and who are not yet under control of the Union in spite of the many efforts made by Local No. 62 to organize these workers, and

WHEREAS, the conditions under which the workers are laboring in the non-union shops are different from the working conditions in those shops now under control of our Union, therefore making the task of maintaining our Union conditions more and more difficult, and

WHEREAS, our experience in the past has definitely proven that an organization campaign against individual shops does not meet with the desired results regardless of how effective such campaign may be, be it therefore

RESOLVED, that this Convention instruct the incoming G. E. B. to immediately make arrangements with Local No. 62 for the purpose of carrying on an extensive General Organization Campaign in the city of New York which would alternately bring all the non-union workers in the ranks of Local No. 62, and thereby establish such working conditions in the non-union shops as prevail in the shops now under control of our Union.

Referred to Committee on Organization.

Resolution No. 16

Introduced by delegates of Local 59.

WHEREAS, at present every member of the International pays local or strike assessment, and

WHEREAS, a member being transferred from one local to another local of our International is forced to pay local or strike assessment again, and

WHEREAS, this condition of affairs is unjust to the members of all locals transferring from one local to another, be it

RESOLVED, that the incoming General Executive Board stand instructed by the convention to enact a law whereby members transferring from one local to another shall not be compelled to pay local or strike assessment twice.

Referred to Committee on Law.

Resolution No. 17

Introduced by delegation of Local 89.

WHEREAS, the Fascist terror rages in Italy with unabated virulence, suppressing the right of the workers to strike, harassing and besetting their organizations and impeding by governmental repression and private violence their normal and orderly functioning as free association of the producers, and

WHEREAS, hundreds of emissaries of the Italian Tyrant have been unleashed in the United States where they now operate under the protection of the Italian embassy, and consulates for the avowed purpose of terrorizing the American workers of Italian extraction into seceding and withdrawing from the ranks of the bona fide American Labor Movement, and

WHEREAS, by the impudent and boastful admission of one of the most notorious agitators of Fascismo in the United States, who was sent here by Mussolini himself, it is the avowed aim of these international marauders to wean the Italian workers away from the very ranks of our own International Ladies' Garment Workers' Union, an admission and a boast made in the presence of our Vice-President Sister Fannia Cohn at a public meeting in New York, and

WHEREAS, the only bulwarks which have been raised against the Fascista penetration of the American Labor Movement are the Italian Chamber of Labor and the Antifascist Alliance of North America with the aid and support of other local groups, be it therefore

RESOLVED, that the Seventeenth Biennial Convention of the I. L. G. W. U. assembled in the City of Boston goes on record as being irreconcilably opposed to the spirit, aims, purposes, methods and any and all manifestations of Fascism both in the United States and throughout the rest of the world, and that it does grant its fullest moral and financial support to the Italian Chamber of Labor of New York and its auxiliary organization the Anti-Fascist Alliance of North America, and be it further

RESOLVED, that the General Executive Board be, and is hereby instructed to continue this support indeterminately or until such time as the Fascista peril has been completely and definitely eliminated, and be it further

RESOLVED, that the delegates of the I. L. G. W. U. to the next Convention of the A. F. of L. be instructed to ask that body to corroborate once more by appropriate resolutions its firm stand against Fascism and all its ramifications and that it use its great influence to secure a Senate investigation into the

activities of Fascist emissaries in the United States.

Referred to Committee on Resolutions.

Resolution No. 18

Introduced by delegation of Local 89.

WHEREAS, the trial of Sacco and Vanzetti in Massachusetts is assuming the form and proportion of a veritable persecution, having been brought to no equitable conclusion after four years of suffering, and

WHEREAS, the defense of these hapless men is perhaps the most costly in the annals of American jurisprudence, owing to the interminable delay of the law and the evident indecision of the Court to adjudicate their case, and

WHEREAS, outside of the ranks of organized labor and its allied movements these men can expect no financial assistance nor any moral help to the end that they may obtain redress, be it therefore

RESOLVED, that the Seventeenth Convention of the I. L. G. W. U. assembled in the City of Boston, reaffirms its twice-expressed belief in the innocence of these men and respectfully urges the competent authorities to grant them a new fair and speedy trial so that the true end of justice may be effectively served, and be it further

RESOLVED, that a donation of 1,000 dollars be granted from the treasury of the I. L. G. W. U. towards the defense of these unfortunate workers.

Referred to Committee on Resolutions.

Resolution No. 19

Introduced by the Connecticut District Council.

WHEREAS, the membership of our locals in the small towns of the State of Connecticut is small, due to the fact that there are very few shops in our communities and in order to strengthen the influence of the numerous locals of our International Union through its representatives, a District Council was formed in the State of Connecticut, which brought the locals closer together, the benefits of which are already felt by them.

Therefore we express our appreciation to the General Executive Board for their consideration and attention which they so generously gave to our organization. We do hope that the incoming General Executive Board will continue to give us active support.

Referred to Committee on Resolutions.

Resolution No. 20

Introduced by the District Council of the State of Connecticut.

WHEREAS, the Connecticut District Council comprising the following locals of our International: Local 20, 23, 24, 42, 127, 127, 128, 141, is making an effort to co-ordi-

nate the efforts of the above mentioned locals in a campaign to organize the workers of our industry in the State of Connecticut, and

WHEREAS, the Council is giving every cooperation to Brother Schub, organizer of the I. L. G. W. U. in his attempt to bring unionism to the unorganized workers, therefore be it

RESOLVED, that this Seventeenth Convention in Boston assembled request the incoming General Executive Board to take up an energetic campaign of organizing work in the State of Connecticut and do whatever is possible to bring about the desired results.

Referred to Committee on Organization.

Resolution No. 21

Introduced by Corset Cutters, Local 34, of Bridgeport, Conn.

WHEREAS, the corset workers, a legitimate part of the industries controlled by the I. L. G. W. U., are employed in a most exploited industry due to the fact that there is a lack of organization, and

WHEREAS, by struggling we succeeded in retaining the organization of cutters, the only local of this industry in the city of Bridgeport, and

WHEREAS, this local of cutters feel the responsibilities for the other workers of the industry that comprise tens of thousands of men and women, therefore, be it

RESOLVED, that the Seventeenth Convention requests the incoming General Executive Board, as soon as possible to make arrangements to place organizers in the field, so as to organize this industry completely.

Referred to Committee on Organization.

Resolution No. 22

Introduced by the Corset Workers, Local 33.

WHEREAS, the corset workers industry is part and parcel of the industries that come under the jurisdiction of our International Union, and

WHEREAS, this industry is employing tens of thousands of men and women, and

WHEREAS, it was the destiny of the corset workers of the City of Bridgeport to be the pioneers in their successful effort to establish a local of this industry, therefore be it

RESOLVED, that the Seventeenth Biennial Convention instructs the incoming General Executive Board to make an effort to organize the workers in the corset industry for which purpose organizers be assigned and no efforts be spared to crown the organization of the corset workers with success.

Referred to Committee on Organization.

Resolution No. 23

Introduced by the Toronto Joint Board and the Executive Boards of the Toronto Locals.

WHEREAS, Toronto and Montreal are the two main cloak centres of Canada, and

WHEREAS, these two cities are so closely related to each other that it is impossible to have an influential union in our trades in Canada if one of these cities remains unorganized, which was amply proved to us by the experience of recent years, and

WHEREAS, it is our sincere conviction that a well organized and properly carried out attempt to organize the cloak trade in Toronto, is bound to produce desired results, be it therefore

RESOLVED, that the Seventeenth Convention of the I. L. G. W. U. in Boston assembled, instruct the incoming G. E. B. to appoint a staff of organizers and to launch a campaign preparatory to a general strike in Montreal and Toronto for the purpose of unbalancing the cloak and dress industry in those cities, and be it further

RESOLVED, that since there are in Toronto and Montreal about 5,000 unorganized dress makers employed under deplorable work standards, that the convention likewise authorize an effective organizing campaign in the dress trade of Canada.

Referred to Committee on Organization.

Resolution No. 24

Introduced by Delegate W. Wolkow, Montreal Joint Board.

WHEREAS, General trade depression, failures of many manufacturing establishments, reorganization of the cloak and dress industries, lockouts, and several injunctions issued against our union have had a demoralizing effect on our local organization, with the result that working conditions in our city have sunk to such a degree that can be compared only with the sweat shop conditions that prevailed 15 or 20 years ago, and

WHEREAS, it is in the best interests of the I. L. G. W. U. that the Montreal organization become strong and influential and helpful in ameliorating the work conditions in that city so that it might become a deciding factor in the lives and destiny of those employed in the manufacture of ladies garments both in Montreal and Toronto, and

WHEREAS, the assistance of the General Executive Board is absolutely necessary in order to accomplish this in shortest possible time, be it therefore

RESOLVED, that the Seventeenth Convention of the I. L. G. W. U. in Boston, Massachusetts, assembled direct and authorize the incoming G. E. B. to assist immediately after the Convention an organizer for Montreal for a period of at least three months for the reorganizing and strengthening of the local organizations, and be it further

RESOLVED, that the G. E. B. be directed to help in combatting the several injunctions

now pending in the courts against the Montreal Joint Board, its officers and members.

Referred to Committee on Organization.

Resolution No. 25

Introduced by Israel Feinberg for the Joint Board of the Coat, Dress, Skirt and Reefer Makers' Union of New York.

WHEREAS, the ultimate aim of the Trade Union Movement is to bring about social justice, liberty and democracy and to abolish all forms of oppression, political as well as economic, and

WHEREAS, the government of Soviet Russia has inaugurated and is continuing a policy of persecution and repression of every political opposition, including that of Socialists and organized workers, and is maintaining its reign of terror under the disguise of a proletarian dictatorship or rule, thus bringing into disrepute the lofty cause of labor and Socialism, and

WHEREAS, the heavy oppression practiced by the Russian Soviet Government at a time when it claims to have definitely and firmly established itself throughout the country is not even justified on the plea of revolutionary necessity and is bound to cause a hostile

attitude towards Russia on the part of foreign countries.

The International Ladies' Garment Workers' Union meeting in convention in the City of Boston, on this 8th day of May, 1924, solemnly protests against the policy of persecution and oppression of the Russian Soviet Government and joins with the Socialist and labor movement of the whole world in condemning its practices.

President Sigman: In the report of the General Executive Board, which will be read to you later during the sessions of the Convention, we make mention of the appointment of a constitution committee to meet the need of revising our constitution to conform more adequately to the needs of our organization. The General Executive Board has appointed a constitution committee for this purpose and this committee has done a big and thorough job. In order that the delegates might be able to familiarize themselves with all the revisions and changes made in our by-laws we print herewith this revised Constitution in full.

CONSTITUTION

OF THE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

ARTICLE I

NAME, OBJECT AND ORGANIZATION

Section 1. This Body shall be known as the "International Ladies' Garment Workers' Union."

Sec. 2. The jurisdiction of the I. L. G. W. U. shall extend to all branches of the ladies' garment industry in the United States and Canada, such as cloaks, suits, skirts, dresses, waists, wrappers, corsets, underwear, etc., and to all work and processes connected with the production of such garments.

ABBREVIATIONS

The following abbreviations when used in the Constitution of the International Ladies' Garment Workers' Union shall have the annexed meaning:

- (1) I. L. G. W. U.—International Ladies' Garment Workers' Union.
- (2) PRES.—President.
- (3) V. PRES.—Vice-President.
- (4) G. S. T.—General Secretary-Treasurer.
- (5) G. O.—General Organizer.
- (6) G. E. B.—General Executive Board.
- (7) L. U.—Local Union.
- (8) J. B.—Joint Board.
- (9) D. C.—District Council.
- (10) A. F. of L.—American Federation of Labor.

Sec. 3. The object of the I. L. G. W. U. shall be to obtain and preserve for all workers engaged in the ladies' garment industry just and reasonable conditions of work with respect to wages, work hours and other terms of employment; to secure sanitary surroundings in their places of work and humane treatment on the part of the employers; to aid needy workers in the

industry, to cultivate friendly relations between them and generally to improve their material and intellectual standards. Such objects shall be accomplished through negotiations and collective agreements with employers, the dissemination of knowledge by means of publications and lecture courses, through concerted efforts to organize the unorganized workers in all branches of the industry and through all other means and methods customarily employed by organized workers to maintain or better their standards of life.

Sec. 4. The membership of the I. L. G. W. U. shall consist of individual workers organized in Local Unions in the manner provided in this Constitution.

Sec. 5. A group of seven or more workers in any locality may organize themselves into a Local Union and affiliate with the I. L. G. W. U. subject to the provisions of this Constitution.

Sec. 6. The affiliation of a Local Union shall be evidenced by the issuance of a charter granted by the G. E. B. All charters shall be issued on the following conditions only:

The Charter and outfit granted to a L. U. shall always remain the property of the I. L. G. W. U. to be used by the L. U. as long as such L. U. and its members comply with the Constitution and By-laws of the I. L. G. W. U.

In case any L. U. or any of its members violate the laws of the I. L. G. W. U. or act in a manner detrimental to the interests of the I. L. G. W. U., the G. E. B. shall have the power to revoke its charter.

All funds and other property of L. U.'s shall be and remain the property of the I. L. G. W. U., but may be used by L. U.'s for their associate purposes as long as they remain affiliated with the I. L. G. W. U.

The charter granted by the I. L. G. W. U. to any L. U. shall remain in force

so long as seven (7) or more members remain in the L. U. and are willing to comply with the Constitution of the I. L. G. W. U. When the membership of any L. U. falls below the number of seven (7), or the local disbands, or is expelled or reorganized, its charter, books, funds and other assets revert to and become the property of the I. L. G. W. U. and the bonded officer of the L. U. must turn the same over to the General Secretary-Treasurer within ten (10) days.

Sec. 7. The I. L. G. W. U. shall affiliate with the American Federation of Labor and shall not withdraw from such affiliation unless the withdrawal is approved by a general vote of its membership. On a proper motion to that effect, the membership shall vote upon the question of such withdrawal in the respective local unions, and the affirmative vote of two-thirds of all members voting shall be necessary to effect such withdrawal. The balloting to be under the strict supervision of the G. E. R.

The I. L. G. W. U. shall also pay a per capita tax for each of its Canadian members to the Canadian Trades and Labor Congress.

Sec. 8. The I. L. G. W. U. shall not be dissolved so long as three (3) Local Unions desire to continue its existence.

Sec. 9. The General Office of the I. L. G. W. U. shall be situated in the City of New York, and shall not be removed therefrom except by a majority vote of the delegates present and voting at a regular convention or at a special convention called for that purpose.

ARTICLE II CONVENTIONS

Section 1. The I. L. G. W. U. shall meet biennially in general convention on the first Monday in May at ten o'clock in the forenoon. The G. E. R. shall at least six months prior to the holding of the convention designate the city in which the next convention is to be held.

Sec. 2. Special conventions of the I. L. G. W. U. may be called in the following manner:

(a) By a three-fourths vote of the G. E. R.

(b) By a referendum vote of the membership initiated upon the writ-

ten request of at least five local unions in good standing, no two of which shall be of one city.

A majority vote of the members participating in such referendum shall decide, but such vote shall be considered ineffective if less than 10 per cent of the membership participated in the referendum.

If a majority of members as provided for in this Article vote in favor of holding a special convention, such convention shall be summoned by the G. E. R. not later than 30 days after the tabulation of the vote.

The convention city shall be designated by the G. E. R. and announced at least 20 days prior to the holding of such convention.

The delegates to the preceding conventions, who retain their eligibility in accordance with the provisions of this Constitution, shall be delegates to the special convention.

Sec. 3. Representation at the convention shall be upon the following basis: Local Unions with a membership of not more than two hundred (200) shall be entitled to two (2) delegates; local unions with a membership of more than two hundred (200), but not more than five hundred (500) shall be entitled to three (3) delegates; local unions with a membership of more than five hundred (500), but not more than one thousand (1,000) shall be entitled to four (4) delegates; local unions with a membership of more than one thousand (1,000), but not more than five thousand (5,000) shall be entitled to four (4) delegates for the first one thousand (1,000) members, and one (1) delegate for each additional thousand (1,000) members or portion thereof; local unions with a membership of more than five thousand (5,000), but not more than eleven thousand (11,000), shall be entitled to eight (8) delegates for the first five thousand (5,000) members and one (1) delegate for each additional two thousand (2,000) members or portion thereof; local unions with a membership of more than eleven thousand (11,000) shall be entitled to eleven (11) delegates for the first eleven thousand (11,000) members, and one (1) delegate for each additional five thousand (5,000) members or portion thereof. The membership shall be computed upon the basis of the average number of members in good standing in the L. U. in the six

(6) months preceding the two months prior to the date on which the call for convention is issued. L. U.s in order to be entitled to representation at the convention shall have been affiliated with the I. L. G. W. U. for at least three (3) months prior to the holding of the convention, and shall have paid up in full all their per capita taxes, assessments and all loans and other liabilities to the I. L. G. W. U. up to the first day of the month preceding the holding of the convention. Secretaries of L. U.s shall send to the G. S. T. twenty days prior to the convention, a full report of the condition of the L. U. upon forms to be furnished by the I. L. G. W. U. which report must bear the seal of the L. U. and the signatures of its President and Secretary. Each J. B. and D. C. shall also be entitled to one delegate irrespective of the number of its members.

Sec. 4. Sixty (60) days before the holding of the convention, the G. S. T. shall by notice in writing call on each L. U. entitled to representation to elect its delegates to the convention. The L. U. immediately upon the receipt of such notice shall call a special meeting for the purpose of nominating candidates for delegates to the convention and fixing the date of election, which shall be at least 40 days prior to the day of opening the convention. Election of delegates shall be by ballots, and the persons receiving the highest number of votes shall be elected. In case of the death, resignation, disability or other disqualification of a delegate, or on his failure to serve, the candidate who has received the highest number of votes from among those who failed of election shall succeed to the vacancy. In case a delegate does not present himself or is not seated at the convention, the G. S. T. shall immediately mail a duplicate credential to the substitute entitled to the seat of the delegate barred from the convention, requesting him to present himself at the convention and to assume his duties.

Sec. 5. To be eligible as a delegate to the convention of the I. L. G. W. U., a candidate must be

(a) a member of the I. L. G. W. U. in continuous good standing for at least two years preceding the date of nomination in his L. U.

(b) a member of the Local which he is to represent in the convention.

(c) actually engaged in the ladies' garment industry for at least

six (6) months preceding the holding of the convention.

(d) a practical ladies' garment worker.

(e) Officers of L. U.s who assumed such office at least three months prior to the date of nomination, and general organizers of the I. L. G. W. U., are exempt from provision of sub-divisions (b) and (c) of this paragraph.

(f) Members who were expelled or suspended from the L. U.s are not eligible as delegates to the convention.

(g) Members who have acted as strike breakers are not eligible as delegates to the convention.

(h) Members who violated any of the provisions of the constitution of the I. L. G. W. U. or any of the working rules of the L. U. or J. B., and persons guilty of any dishonorable acts may be refused seats in the convention.

(i) Members representing L. U.s which have not been in existence for two years prior to the convention shall be exempt from provision of sub-division (a) of this paragraph, providing they were members of their Local since the time of its organization.

Sec. 6. Thirty days before the holding of the convention the G. E. B. shall appoint a Credential Committee consisting of seven (7) members, such members to be selected from the list of delegates to the coming convention.

The Credential Committee shall in the first instance decide upon the right of delegates to be seated in the convention in accordance with the provisions of this Constitution. The committee shall convene at least two (2) weeks prior to the holding of the convention. This Credential Committee shall also act for the purposes of a special convention, in which cases they are to convene at least seven (7) days prior to the holding of the special convention.

Sec. 7. Delegates shall present to the Credential Committee their credentials, signed by the Chairman and Secretary of the L. U., and under the seal of the L. U., and also their dues cards to be examined by the Credential Committee. The Credential Committee shall report its findings to the convention, and the latter

shall by a majority vote ultimately pass upon the qualifications and eligibility of delegates and their right to a seat in the convention.

The Secretary of each L. U. shall mail to the G. S. T. at least 30 days prior to the holding of the convention, a full list of the persons who were candidates for election as delegates with a statement of the number of votes cast for each of them respectively.

Sec. 8. The expenses of delegates to the convention shall be paid by the L. U.s represented by them. If L. U.s are financially unable to pay the expenses of their delegates, the G. E. B. shall have the power to pay the expense of one delegate of each such L. U. The President, First Vice-President and General Sec'y-Treas. of the I. L. G. W. U. shall by virtue of their offices be regular delegates of the convention. The traveling and other expenses of such officers shall be paid out of the general funds of the I. L. G. W. U.

Sec. 9. The proceedings of the convention shall be governed by this constitution, and the rules adopted at the preceding convention shall be in force from the opening of any convention until new rules shall have been adopted by the convention itself. Each convention may adopt rules for the conduct of its business not in conflict with the provisions of this section.

Sec. 10. A quorum for the transaction of business at a convention shall consist of two-thirds ($\frac{2}{3}$) of the delegates accredited to the convention.

Sec. 11. The following order of business shall prevail at each convention unless suspended by a two-thirds ($\frac{2}{3}$) vote of the delegates present and voting, a quorum being present.

1. Call to order by President.
2. Report of Credential Committee.
3. Roll call.
4. Reports of Officers.
5. Appointment or election of the following committees: Press, Resolutions, Law, Reports of Officers, Appeals and Grievances, Organization, Miscellaneous Matters, Label.
6. Reports of Committees.
7. Unfinished Business.
8. New Business.
9. Election of Officers and of Delegates to the A. F. of L. Convention.
10. Installation of Officers.
11. Good and Welfare.
12. Adjournment.

Sec. 12. None but members of bona fide trade unions or persons identified with the labor movement shall be permitted to address the convention, except by a two-thirds ($\frac{2}{3}$) vote of the delegates present and voting, a quorum being present.

ARTICLE III GENERAL OFFICERS

Section 1. The General Officers of the I. L. G. W. U. shall consist of a President, a General Secretary-Treasurer and 15 Vice-Presidents, 9 of whom shall be elected from the membership in the city of New York.

Sec. 2. The general officers shall be elected at each biennial convention, and shall hold office until their successors are duly elected and installed.

Sec. 3. The election shall be by ballot, and it shall require a majority of all votes cast to constitute an election. After every unsuccessful ballot, the name of the candidate receiving the lowest number of votes shall be withdrawn until a clear majority of all votes cast is received by one of the candidates. When there is but one candidate nominated, the election may be made by acclamation.

Sec. 4. The presiding officer of the convention shall appoint four (4) tellers who shall examine the ballots and keep a correct record of the votes, and the presiding officer shall announce the result.

Sec. 5. Upon installation each officer shall repeat the following obligation:

"I do hereby sincerely pledge my honor to perform the duties of my office as prescribed by the laws of this International Union, and to bear true allegiance to the I. L. G. W. U. I will deliver to my successor in office all books, papers and other property of the Union that may be in my possession at the close of my official term. I will also deliver all property of the I. L. G. W. U. to the G. E. B. upon demand."

Sec. 6. No member shall be eligible to hold a general office unless he or she has been a member of the I. L. G. W. U. in continuous good standing for at least three (3) years prior to the Convention, in addition to the other requirements for eligibility for office as provided for in this Constitution.

Sec. 7. THE GENERAL PRESIDENT shall call to order all conventions of the I. L. G. W. U., preside over their sessions, act as Chairman of the G. E. B., attend to disputes between employers and employes and adjust differences between and within the various affiliated and subordinate bodies of the I. L. G. W. U. personally or by a committee appointed by him for that purpose. In cases of emergency the President shall have the power to call meetings of L. U.s, J. B. or other subordinate bodies and preside over them in person or delegate a representative to preside over such meetings. The General President shall have the right to engage or dispense with the services of any general organizer subject to the approval of the G. E. B. He shall also have the right to suspend general organizers pending trial on charges against them. The President shall perform all necessary organizing and other work usually attached to the office of the President. He shall keep a record of the actions taken by him and shall make a detailed report of the same to the biennial convention. All actions of the President shall be under the direction of the G. E. B. The General President shall by virtue of his office be a delegate to the conventions of the American Federation of Labor. The salary of the General President shall be fixed and may be changed by the conventions of the I. L. G. W. U.

Sec. 8. All expenses incurred by the President in the performance of his duties, shall be paid by the I. L. G. W. U.

Sec. 9. In the event of the absence or disability of the President, the G. E. B. shall designate another General Officer to perform his duties.

Sec. 10. THE FIRST VICE-PRESIDENT shall be the Chairman of the Finance Committee and shall, by virtue of his office, be a member on all committees. He shall also perform such other duties as he may be directed to perform by the G. E. B.

Sec. 11. THE OTHER VICE-PRESIDENTS shall perform such duties in and about the business of the I. L. G. W. U. as they shall be directed to perform by the G. E. B. or by the President.

Sec. 12. THE GENERAL SECRETARY-TREASURER shall keep a correct record of the proceedings of each convention, and shall publish the same in pamphlet or book form. He shall act as Secretary of the G. E. B. He shall preserve and have custody of all prop-

erty, securities, documents, papers and books of the I. L. G. W. U. and shall preserve all letters received, and copies of letters sent by him pertaining to the business of the I. L. G. W. U. He shall conduct all correspondence of the I. L. G. W. U. and lay the same regularly before the G. E. B.; and shall have power, with the consent of the G. E. B., to hire such clerical help as shall be necessary to carry on the business of the I. L. G. W. U. He shall receive all moneys due to the I. L. G. W. U., giving his receipt therefor, and shall keep a correct account of all income and expenses of the I. L. G. W. U. He shall deposit all funds of the I. L. G. W. U. in such bank or banks as may be designated by the G. E. B. to be withdrawn by checks signed by such general officers as may be authorized thereto by the G. E. B. He shall be custodian of the seal of the I. L. G. W. U. and shall have charge of the distribution of union labels. He shall receive all applications for charters and shall issue the same when granted. He shall maintain a ledger card system for each member of the affiliated locals of the I. L. G. W. U., and such cards shall be accurately kept and posted from the duplicate sheet records of the members' payments, which are submitted by the locals to the General Office. He shall pay all claims approved by the G. E. B. and he shall submit an itemized quarterly report to the G. E. B. and a biennial report to the convention. He shall give a bond of a reliable surety company in an amount fixed by the G. E. B., which shall be not less than Ten Thousand Dollars (\$10,000), for the faithful performance of his duties and the premium thereon shall be paid by the I. L. G. W. U. He shall cause his accounts to be audited monthly by a reputable certified union accountant to be appointed by the G. E. B. All expenses incurred by the G. S. T. in the performance of his duties for the I. L. G. W. U. shall be paid by the I. L. G. W. U. He shall issue quarterly report blanks to each L. U. with instructions for filling out and returning the same, the quarterly periods comprized in such reports to end on the last days of March, June, September and December. He shall perform all his duties under the direction of the G. E. B.

The salary of the General Secretary-Treasurer shall be fixed and may be changed by the conventions of the I. L. G. W. U.

Sec. 13. The salaries of all general organizers and all other officers and em-

ployees of the I. L. G. W. U. shall be fixed by the G. E. B.

Sec. 14. If a vacancy should occur in any of the general offices, the G. E. B. shall fill the vacancy until the next general biennial convention.

ARTICLE IV

GENERAL EXECUTIVE BOARD

Section 1. The General President, General Secretary-Treasurer, and the fifteen Vice-Presidents, shall together constitute the G. E. B.

Sec. 2. The G. E. B. shall have general supervision over all the affairs of the I. L. G. W. U. and shall have power to authorize strikes and boycotts in accordance with this Constitution, issue charters, reprove and punish subordinate locals for violations of this Constitution or for misconduct; adopt regulations not inconsistent with this Constitution for the government of the I. L. G. W. U. and alter, mend or repeal the same; establish, print and supply all charters, constitutions, official receipts, books of accounts for the I. U.s, withdrawal cards, transfer cards and traveling cards for the I. L. G. W. U.; levy such assessments for necessary revenue, as provided in this Constitution and do all things necessary to promote the welfare of the I. L. G. W. U. It shall have the power to revoke charters or to reorganize I. U.s found guilty of violating any provisions of this Constitution, or of failure to comply with the orders of the G. E. B. The G. E. B. shall also have the power to adjust disputes between employers and employees and to make contracts with employers. It shall decide all questions involving the interpretation of this Constitution and all points of law arising under the jurisdiction of the I. L. G. W. U. and shall also pass upon all claims, grievances and appeals from the decisions of subordinate organizations in the manner provided by this Constitution. All decisions rendered by the G. E. B. shall be binding on the subordinate locals and the members and must be complied with. Any local or member feeling aggrieved by a decision may, after complying with the same, appeal from it to the next regular or special convention of the I. L. G. W. U. The G. E. B. may issue referrals to the members of the I. L. G. W. U. on any question whenever it may find it necessary.

It shall also be the duty of the G. E. B. to issue an official journal in as many languages as it shall deem necessary, and to appoint editors of such publications.

Sec. 3. The G. E. B. shall be authorized to enter into relations, by way of affiliation or other form of cooperation, with other labor organizations including those in the needle industry operating in this country or organized on International scale, and to appoint delegates or other representatives to represent the I. L. G. W. U. at conventions, conferences or other delegated bodies of such organizations.

Sec. 4. At all regular meetings of the G. E. B. nine (9) members shall constitute a quorum. Upon the written request of three (3) Vice-Presidents, the General President shall call a special meeting of the whole G. E. B.

Sec. 5. The New York members of the G. E. B. shall constitute the Executive Committee of the Board and shall have and possess all the powers and duties of the G. E. B. between sessions of the latter. The Executive Committee shall meet at least once a month. Special meetings of the Committee may be called by order of the General President and shall be called at the request of any two members of the Committee.

Sec. 6. The G. E. B. shall elect or appoint from its members the following additional standing Committees: Finance Committee, Grievance and Appeal Committees, Educational Committee, Press Committee and such other special committees as may be necessary to carry on the work of the G. E. B.

(a) The Finance Committee shall consist of 5 members of the G. E. B. who shall meet not less than once in two weeks. It shall be the duty of this Finance Committee to examine and audit all books, vouchers, receipts, expenditures and all other financial records of the I. L. G. W. U. The Finance Committee shall approve all vouchers before they are paid out, and shall prepare the budget provided for in this Constitution.

(b) The Grievance and Appeal Committee of the G. E. B. shall consist of 5 members and shall meet at least once a month. The Grievance and Appeal Committees shall pass on all appeals of members or I. U.s and decide all grievances referred to it.

in accordance with this Constitution. The decisions of the Grievance and Appeal Committee shall, when approved by the G. E. B., be carried out and compiled with. After compliance with such decision an appeal from the same may be taken to the convention only, except in such cases where this Constitution permits appeals to the G. E. B.

(c) The Educational Committee shall consist of 5 members. It shall have the power to engage a director to carry on the work of education among the membership of the I. L. G. W. U. and other employees, and to dispense with their services; to pass upon the subjects and methods of instruction, and have general supervision over all matters pertaining to educational activities of the I. L. G. W. U. The Educational Committee shall visit the schools established by the Union at least once a month and report to every quarterly meeting of the G. E. B. The Educational Committee shall meet at least once a month.

(d) The Press Committee shall consist of three members of the Board to include the President, G. S. T. and one additional member. This Committee shall have general supervision over the publications of the I. L. G. W. U., and direct the policies of such publications. The editor of the Union's papers shall be subject to the directions of the Committee in all matters. The Committee shall report about the condition of our publications to the quarterly meetings of the G. E. B. It shall be the duty of this Committee to see to it that the cost of the publication does not exceed the amount allowed for this purpose by conventions or by the G. E. B.

The G. E. B. shall have the right to appoint any sub-committees which it may deem necessary to perform special functions. Such Committees shall meet immediately after their appointment and render complete reports of their actions to the G. E. B.

Sec. 7. Discipline of L. U.s. The G. E. B. shall have the right to suspend or revoke the charter of any subordinate L. U. for the following reasons:

- (1) Improper conduct.
- (2) Refusing or neglecting to conform to the Constitution and general rules and regulations of the I. L. G. W. U.

(3) Refusing or neglecting to make returns and reports.

(4) Refusing or neglecting to install a successor to any officer removed by the G. E. B. or any authorized subordinate body of the G. E. B.

(5) Refusing or neglecting to bring a member to trial when directed to do so by the G. E. B.

(6) Failing to enforce penalties imposed by a proper tribunal within the I. L. G. W. U. or resorting to a civil or criminal court against the I. L. G. W. U. or any subordinate body or officer thereof before exhausting all remedies provided by this Constitution.

The charter shall, however, not be suspended or revoked until the L. U. has been given proper notice of charges and an opportunity to be heard in its defense. In case the G. E. B. decides to suspend or revoke the charter of any L. U. it shall allow the L. U. a period of thirty (30) days to comply with its decision.

Sec. 8. Interpretation of Laws: The provisions of this Constitution and the general rules and constitutions of subordinate bodies shall be interpreted and construed according to their plain and obvious meaning, and should any doubt arise as to the proper construction of any part thereof, it shall be referred to the G. E. B. for interpretation, whose decision shall be final until the next convention.

Sec. 9. Any and all business may be transacted at any regular or special meeting of the G. E. B., and the Board may adopt rules of procedure for the conduct of its meetings and transactions of its business not inconsistent with this Constitution.

Sec. 10. If a member of the G. E. B. leaves the trade or accepts an office in another labor union, not a part of the I. L. G. W. U., his office shall automatically become vacant, and the G. E. B. at its next quarterly meeting shall fill the vacancy.

Sec. 11. The G. E. B. at its last meeting before the date of a biennial convention, but not less than 30 days prior to such date, shall appoint a Credential Committee to consist of seven (7) delegates to the convention, four (4) of whom shall be from Greater New York

and the others from other localities. This Committee shall meet two (2) weeks prior to the holding of the convention and shall examine all credentials and membership books of the delegates. The Credential Committee shall remain in office until the following biennial convention and shall serve at all special conventions that may be held during the interval. Vacancies on the Credential Committee shall be filled by the G. E. B.

Sec. 12. The G. E. B. shall have power to fill all vacancies in its own body and in any standing and special committees of its appointment.

Sec. 13. The G. E. B. may appoint as many General Organizers as it may deem necessary and fix their salaries or compensation. It shall be the duty of the General Organizers to organize new locals, visit existing locals, adjust internal differences, assist local unions in the conduct and management of strikes and lockouts and in adjusting threatened strikes and lockouts, cause to be audited the accounts of locals and generally supervise the conduct of affairs by the L. U.s in accordance with this Constitution and under the direction of the G. E. B. Each General Organizer shall render a report to the General President at least once a month.

ARTICLE VI

LOCAL UNIONS

Section 1. A L. U. may be organized by not less than seven (7) workers engaged in the same branch of the ladies' garment industry, provided they are individually qualified to become members of the I. L. G. W. U., in accordance with Article I. The organizers of a proposed L. U. shall apply to the G. S. T. for a charter and shall pay to him with their application, the sum of twenty-five (\$25) dollars for charter fees and supplies.

Sec. 2. A charter shall not be granted to a L. U. in a branch of the trade in which there is another L. U. in existence in the same city or locality, except with the consent of such existing L. U.

Sec. 3. No L. U. shall withdraw from the I. L. G. W. U. or dissolve so long as at least seven (7) members, at a special meeting called for that purpose on notice to all members object to such withdrawal or dissolution, and go on record as desiring to retain the charter. A

withdrawal from the I. L. G. W. U. shall in no event become effective until after six (6) months' notice thereof shall have been given to the G. S. T.

Sec. 4. Each L. U. shall have power to enact and enforce such local by-laws as it may consider necessary, provided, however, that such by-laws shall not conflict with the provisions of this constitution.

Sec. 5. L. U.s may maintain labor bureaus alone or in conjunction with other L. U.s and may conduct libraries, reading rooms and lecture courses for the enlightenment of its members, and shall join central labor unions and maintain friendly relations with bona fide organizations and do all in its power to strengthen and promote the labor movement.

Sec. 6. L. U.s shall hold regular meetings of members at least once in each month. Any L. U. which fails to hold regular meetings for two consecutive months may be suspended from the I. L. G. W. U.

Sec. 7. Each L. U. shall promptly pay its per capita tax and assessments upon demand. Any L. U. which fails to pay its per capita tax or assessments within thirty (30) days after a demand for payment by the G. S. T. shall stand suspended from the I. L. G. W. U. If a L. U. is unable to make prompt payment, the G. E. B. may, upon application and for good cause shown, grant an extension of time.

Sec. 8. Due stamps of the I. L. G. W. U. shall be used by locals as receipts for dues to the exclusion of all other forms of receipts. Any L. U. violating this rule may be suspended or expelled from the I. L. G. W. U. by the G. E. B.

Sec. 9. The regular revenue of the L. U. consisting of initiation fees, dues, assessments and fines, shall be considered a trust fund of the I. L. G. W. U. to be held by the L. U. for the members of the I. L. G. W. U. belonging to the L. U. and shall be administered by the L. U. in accordance with the provisions of this Constitution.

Sec. 10. The regular revenue of the L. U. shall be used only for the payment of the per capita tax and other legitimate expenses of the L. U., for the payment of strike benefits, and for the purpose of assisting bona fide labor organizations and other organizations

friendly to the I. L. G. W. U. and to the labor movement. Any special funds which may become mixed with regular revenue shall be considered as part of the regular revenue and shall be subject to the same restrictions as the regular revenue. Any L. U. officer or member of a L. U. who makes or authorizes payments out of regular revenue, contrary to the provisions of this section, shall be liable to removal from office and expulsion from the I. L. G. W. U.

Sec. 11. L. U.s immediately after the first meeting in each month, shall cause a monthly report to be filled out, signed by its proper officers and forwarded to the G. S. T. After the first meeting following the end of each quarter year, shall cause a quarterly report to be similarly prepared, signed by the proper officers and forwarded to the G. S. T. Any violation of this provision shall subject the L. U. to a fine or punishment imposed by the G. E. B. The officers of the L. U. shall produce the books of the L. U. whenever demanded by the G. E. B., or by any officer designated by the G. E. B. Failure to produce such books upon demand of the G. S. T. within thirty (30) days after demand, shall render the L. U. liable to suspension from the I. L. G. W. U.

Sec. 12. L. U.s violating decisions, rules or orders of the convention or the G. E. B. are subject to expulsion according to Article I of this Constitution.

Sec. 12. No L. U. shall be or become incorporated under the laws of any state, territory or country without the consent of the G. E. B. The incorporation of a L. U. without such consent shall be considered a dissolution of the L. U. and the G. S. T. shall thereupon become entitled to the possession of its charter and property, as provided herein in case of a dissolution.

ELECTION OF OFFICERS

Sec. 14. L. U.s shall have yearly elections of officers, which shall include a President, Vice-President, Financial, Recording Secretary, members of the Executive Board and such other officers as it may deem necessary, including Business Agents if the L. U. is not affiliated with a J. B. The manner of voting shall be the same as above provided for the election of general officers.

(a) Local by-laws may provide for the election of Recording Secretary

and Vice-President by the Executive Board, provided such elections are made from among members to the Executive Board.

Sec. 15. Nomination of officers and Executive Board members of L. U.s shall take place at a special meeting called for that purpose at least three (3) weeks prior to the date of election. The Executive Board of the L. U. shall report to the Membership at such special meeting the date and place of the election. Further notice shall be given to the members through the press or by letter of the date and place of the election at least three (3) days prior to the holding of the same. At the special nominating meeting the L. U. shall proceed with the nomination and election of an Election and Objection Committee of not less than three (3) good standing members. Candidates receiving the highest votes shall act as the Election and Objection Committee at the election. In case the election of an Election and Objection Committee has not been held at such special meeting for any reason, such election shall be held at the next meeting of the L. U. which shall be called for a date prior to the election.

Sec. 16. The Election and Objection Committee shall examine the dues book of each candidate, his record, eligibility and general qualifications for the office. All candidates must appear before that Committee on written notice and request. Candidates failing to appear for examination before the Objection and Election Committee shall be removed from the ballot by that Committee. The Election and Objection Committee shall have the power, subject to appeal to the L. U. or its Executive Board, to remove any candidate who was or is proven guilty of violating the by-laws of the L. U. or constitution of the I. L. G. W. U. or who, in their opinion, is not qualified for that specific office. The Committee shall possess such other powers as may be conferred on it by the L. U. if not inconsistent with the Constitution of the I. L. G. W. U. The Election and Objection Committee shall meet at least two (2) weeks prior to the date of election.

Sec. 17. The qualifications for office in any L. U., J. B. or D. C. shall be the same as those herein provided for delegation to convention of the I. L. G. W. U. No member shall be eligible for the office of member of the Executive Board unless he has been a member of the particular local at least one year.

Sec. 18. The Election and Objection Committee shall conduct and supervise the election; it shall pass upon the right to vote of members presenting themselves to vote if such right is challenged, and keep records of the members voting; it shall cause the due books of members who have voted to be stamped in a manner to indicate that they have voted in the election; it shall canvass the vote in the presence of all candidates desiring to be present at such canvass, and shall keep proper tallies of the count. The Committee shall report the result of the election at the next meeting of the Executive Board or L. U.

Sec. 19. All officers shall be elected by a ballot, except when they may be elected by acclamation according to this Constitution. Elections shall not continue more than one day. The votes cast for the candidates shall be counted immediately after the close of the polls and the candidate receiving the highest number of votes shall be declared elected.

Sec. 20. No L. U. or any official or committee of such L. U. shall in his or its official capacity discriminate in favor of one candidate or set of candidates as against the other, or advocate the election or the defeat of any candidate or candidates by means of circulars, advertisements, publications or other printed matter purporting to emanate from such official or committee in an official capacity. No electioneering shall be allowed in the election.

Sec. 21. The official term of office of the outgoing Executive Board or officers expires at the date of the installation of the newly elected Executive Board of officers. Such installation shall take place not later than two (2) weeks after the election or appointment. If a L. U. is dissolved, reorganized or expelled, the term of its officers and Executive Board automatically expires on the date of such dissolution, reorganization or expulsion, unless extended by the G. E. B.

ARTICLE VII JOINT BOARDS AND DISTRICT COUNCILS

Section 1. Whenever there are two or more L. U.s located in the same city or locality and engaged in various branches of the same trade, they shall organize a Joint Board. The meaning of the term "same trade" shall be interpreted by the General Executive Board with due re-

gard to the condition and development of the industry.

Sec. 2. The Joint Boards shall be representative bodies consisting of an equal number of delegates from each L. U. affiliated with them.

Sec. 3. Joint Boards shall have the right

(a) to pass upon the qualifications of their own members and to discipline their members for misconduct upon conviction thereof by fine, suspension or expulsion from the body, and to declare such member disqualified to hold office in any Local Union for a specified period of time;

(b) by majority vote of their delegates, representing a majority of affiliated locals, to fix the amount of per capita tax to be paid by the locals affiliated with it to defray the expenses of the Board, and the minimum dues and assessments to be paid by the members to the locals.

(c) by a majority vote of their delegates to admit representatives of national or language branches, and to define the rights of such representatives,

(d) to adopt by-laws for the regulation of their affairs, not inconsistent with this Constitution; to elect or appoint such officers, managers, business agents and committees as they may deem necessary, and to fix their salaries, functions, powers and terms of office. Such terms of office shall, however, not exceed one year.

Sec. 4. They shall have such other powers as are conferred upon them by the provisions of this Constitution.

Sec. 5. The main object of the Joint Boards shall be to attend to complaints of members against employers, to supervise and control union shops, to organize non-union shops and to see to it that harmony prevails among the local unions affiliated with it. Adjustments by the Joint Boards of disputes with employers shall be binding upon the local unions.

Sec. 6. Each Joint Board shall elect a Grievance Committee and an Appeal Committee. The Grievance Committee shall have jurisdiction over trials on charges provided for by Article XII, Section 2. The Appeal Committee shall hear and pass upon appeals from the decisions of the said Grievance Committee and of Local Grievance Committees.

Sec. 7. Joint Boards shall meet not less than twice a month.

Sec. 8. All of the Local Unions of the I. L. G. W. U. of any one city or locality, not represented in a Joint Board, may organize a District Council, which shall consist of an equal number of delegates from each Local Union.

Sec. 9. It shall be the duty of the D. C. to organize all of the branches of the ladies' garment industry in its city or locality and to make propaganda for the union label. In cities or localities in which there are no J.B.s, the D. C. shall be vested with the rights to discharge the functions above provided for J. B.s.

Sec. 10. Special meetings of the Joint Board or the District Council shall be called whenever requested by the president, secretary or manager of the body, or in any other manner provided in the Constitution of the body.

ARTICLE VIII

STRIKES AND LOCKOUTS

Section 1. Whenever any difficulty arises between members of any L. U. and their employers, the members shall lay the case before the Executive Board, or officers designated for that purpose, who shall make every possible effort to settle the dispute peacefully.

Sec. 2. In localities where there is only one L. U. in the trade, the L. U., before declaring a strike or the existence of a lockout, shall notify the G. E. B. about the controversy. L. U.s affiliated with a J. B. or D. C. shall submit all disputes with employers to their J. B. or D. C. before declaring a strike. The G. E. B., however, may demand that it be consulted by the J. B. or D. C. Controversies which may lead to a strike involving 2-3 of the industry in a locality must in any event be first reported to the G. E. B. The G. E. B. may veto any proposed strike and such veto shall be binding and conclusive. Whenever any branch of the trade is involved in a strike or lockout, the G. E. B. shall have the power to order a strike in such other branches as it may deem necessary in order to assist the members on strike.

Sec. 3. No strike shall be financially assisted by the G. E. B. unless it has been notified officially of the dispute prior to the calling of the strike and has sanctioned the calling of same.

ARTICLE IX

MEMBERSHIP

Section 1. A worker, male or female, desiring to join the I. L. G. W. U. must apply for membership to the L. U. of his or her branch of the trade in the city or locality, of his or her employment. The applicant must be a practical worker in the line of work over which the L. U. has jurisdiction, or actually employed in such work at the time of making application for membership.

Sec. 2. A person who has been suspended, expelled, stricken from the membership or rejected by any L. U. shall not be eligible for membership in any other L. U. until all differences between him and the first L. U. shall have been settled.

Sec. 3. All applicants for membership in any L. U. of the I. L. G. W. U. shall fill out an official application provided for that purpose by the Local or the I. L. G. W. U., answering all questions contained in such application, and sign a promise to abide by all laws, rules and regulations of the Constitution of the I. L. G. W. U.

Sec. 4. The application shall bear the applicant's signature, and shall be accompanied by such part of the initiation fee as may be required by the L. U. Each candidate shall be examined by a special committee of the Local or Executive Board concerning his competency as a worker and qualifications for membership.

Sec. 5. No applicant shall be entitled to the rights and privileges of membership until his initiation fee has been paid in full and he has obtained his membership book.

Sec. 6. No member may hold membership in more than one L. U. of the I. L. G. W. U., or any other organization of the trade, at the same time.

Sec. 7. All members of the L. U. are primarily members of the I. L. G. W. U. and subject to the orders, rulings and decisions of the I. L. G. W. U. and the properly constituted authorities of the same.

Sec. 8. No member of the I. L. G. W. U. shall accept employment in the ladies' garment industry in any capacity in which he would have authority to hire and discharge employees, or any

position which would require him to perform any duties inconsistent with membership in the I. L. G. W. U. or with the principles of organized labor, or detrimental to the interests of any L. U., J. B. or D. C. or the I. L. G. W. U.

Sec. 9. Membership shall date from the first day of the month of admission. Except when such admission takes place after the 25th of the month, membership shall date from the first day of the ensuing month.

Sec. 10. L. U.s having special sick, tubercular or other relief benefits, may require a medical examination of all applicants for membership. Those rejected on account of health may be admitted in the L. U. as non-beneficial members. L. U.s having special benefits may likewise require medical examinations from members who transfer from other L. U.s.

Sec. 11. The regular initiation fee for new members shall be \$15.00 for male members, and \$10.00 for female members. This, however, shall not preclude any L. U. from charging an applicant with a special assessment to be paid in full before a membership book is issued to him.

Sec. 12. Persons working in localities in which there are not enough workers to organize a L. U. or in which an organized L. U. has been suspended, expelled or dissolved, may apply for membership in the nearest L. U. of the same branch of the trade.

Sec. 13. Members shall pay in advance all dues and general and local assessments fixed or assessed by the L. U., J. B., D. C., G. E. B., and conventions of the I. L. G. W. U. Any member who is three months in arrears, shall be suspended from all rights and privileges of membership. In the event of illness of a member and in other extraordinary cases, the Executive Committee of a L. U. shall have the power to remit dues and local assessments only.

Sec. 14. Members shall immediately notify the Financial Secretary of their L. U. of any change of address and they shall attend all meetings of the L. U. and of the employees of the shop in which they are employed. The L. U. may prescribe fixed fines or penalties for a violation of this section.

Sec. 15. Each member shall be furnished with a due book on which all dues and assessments shall be entered. The

Due Book is the property of the Union and shall be delivered by the member to the Union upon the request of any authorized official.

Sec. 16. No member of the I. L. G. W. U. shall work for lower wages, longer hours, or inferior conditions, than those fixed by his L. U. or J. B.

Sec. 17. Any member desiring to leave the country or to leave the ladies' garment industry, shall be allowed to withdraw from membership in the I. L. G. W. U. on giving written notice of such withdrawal and paying all dues, assessments, fines and other charges against him up to the date of his withdrawal and surrendering his membership book or card. A member who leaves the trade must withdraw from his L. U. upon request of the L. U. or the G. E. B. If a member shall fail to withdraw within ten (10) days after the mailing of such request, he shall stand suspended from membership.

Sec. 18. Any member who has withdrawn or been suspended according to the provisions of Section 17 of this article, who wishes to return to his former trade, may be reinstated to membership under the following conditions:

(a) If the application for re-admission is made within six months of the withdrawal, the member shall be required to pay all dues and assessments since the date of his withdrawal and shall thereupon be reinstated to his previous standing in membership.

(b) After six months and within two years after the withdrawal, the member shall be admitted as a new member without initiation fee, but he shall pay all current assessments of his L. U., J. B. or I. L. G. W. U.

(c) After the lapse of two years from the date of withdrawal the member can only be readmitted as a new member.

Sec. 19. Any member of the I. L. G. W. U. who quits work at the trade and engages in business on his own account or becomes a member or partner in a co-operative shop, or who accepts a position which involves the right to hire and discharge workers, or engages in an occupation which involves business dealings with a manufacturer in the women's wear industry, such as salesmen, shall be deemed to have withdrawn from membership of the I. L. G. W. U. and all his rights and privileges in the organization shall cease. If such

member shall thereafter give up business and rejoin the I. L. G. W. U. he shall be ineligible for any office within the I. L. G. W. U. for a period of five years. Such member upon rejoining the I. L. G. W. U. shall be considered and treated as a new member. Employment in any organization or enterprise connected with the labor movement shall not be considered as business within the meaning of this provision.

Sec. 20. Members who have been suspended or expelled, may be readmitted as new members only upon approval of the Membership Committee or the Executive Board of the L. U. Such reinitiated members shall pay, in addition to all other sums imposed upon the new member by the Executive Board or Membership Committee, all dues, assessments, fines and other charges which they owed at the time of suspension.

ARTICLE X

TRANSFERS AND WITHDRAWALS

Section 1. A member of the I. L. G. W. U. who leaves one branch of the industry for another, as f.i. when an operator becomes a tailor, or vice versa, may transfer his membership to the appropriate L. U., and in such case he shall retain his standing as a member of the I. L. G. W. U. and not be considered a new member. A member in good standing of the I. L. G. W. U. may, moreover, work for not more than fourteen (14) days in a branch of the industry under the jurisdiction of another L. U. without transferring his membership.

Sec. 2. A member desiring to transfer his place of employment from the locality of his L. U. into another locality, shall apply to the proper officer of his L. U. for a transfer card. The transfer card shall be valid for a period of time stated thereon, which shall not exceed three (3) weeks. Within seven (7) days if the arrival of the member in a new city or locality, he shall deposit his transfer card with the L. U. of that locality, provided there is such a L. U. A member failing to so deposit his transfer card within seven (7) days after his arrival in a new locality or within the time limited on the transfer card, shall forfeit his rights under his transfer card.

Sec. 3. If a member has paid in full all dues, assessments and other indebtedness, and is not under charges, the secretary of the L. U. shall grant him a transfer card upon application.

Sec. 4. No L. U. shall exact from a member dues for the months receipted for on the transfer card. Upon the acceptance of the transfer card by the member, the L. U. issuing the same is relieved from any obligation to the member, and the latter becomes attached to the L. U. with which the card is deposited, provided he passes the necessary local examinations. Members of more than one year's standing in the I. L. G. W. U. are exempt from trade examinations.

Sec. 5. A L. U. upon admission of a member holding a transfer card, may charge such member the difference between its initiation fee and the initiation fee paid by the member to his original L. U., unless he has been a member of the L. U. issuing it for at least one (1) year.

Sec. 6. Members of a union in a foreign country affiliated with the International Tailors' Secretariat, on producing a transfer card from their unions showing that they have been members in good standing for not less than one year, shall be admitted to membership in any L. U. of the I. L. G. W. U. on the same terms as any member of the I. L. G. W. U. transferring from one L. U. to another.

ARTICLE XI

OFFENSES AND PUNISHMENT

A member may be fined, suspended or expelled for the following reasons:

Section 1. For making false statements on his application for membership, or giving false answers at his medical examination.

Sec. 2. For misappropriating or attempting to misappropriate money or property of the I. L. G. W. U., J. B., D. C. or L. U.

Sec. 3. For failure to pay a fine imposed by the L. U., J. B., D. C. or G. E. B., or for disobeying or failing to comply with any order or decision of the G. E. B., J. B., D. C. or L. U. within the time provided in such order or decision.

Sec. 4. For working as a strike breaker or violating the standards as

to wages, hours or working conditions established by the union.

Sec. 5. For any action or conduct detrimental to the interests of the I. L. G. W. U. or its subordinate bodies, and for slandering the organization or its officers.

Sec. 6. For entering into individual contract of employment with an employer, giving security to an employer, or disclosing to an employer or any person other than a fellow-member any of the decisions, or proceedings of the Union.

Sec. 7. For resorting to the courts for redress of an alleged wrong done him by the organization or any officer of the same before exhausting all rights and remedies guaranteed him by this Constitution.

Sec. 8. For calling meetings of the Union or its members without authorization.

Sec. 9. For violating any provision of the Constitution of the I. L. G. W. U. or of the Constitution or By-laws of any L. U., J. B. or D. C.

Sec. 10. Members shall stand automatically expelled if they fail to pay dues for 39 weeks.

Sec. 11. Members who are proven by a certificate of a physician to suffer from a contagious and loathsome or dangerous disease shall resign from membership in the I. L. G. W. U. If such members fail to resign within ten days after the mailing of a request to that effect, they shall stand suspended from membership.

Sec. 12. Members who have been suspended or expelled from the Union by the action or order of the G. E. B. cannot be readmitted in the Union without the approval of the G. E. B.

Sec. 13. For holding membership or office in a dual Union or in any other organization not constituted or functioning within the framework of this Constitution and attempting to shape the policies, determine the choice of officers or influence the actions of the I. L. G. W. U. or any subordinate body of the same, or otherwise to usurp or interfere with the legitimate functions and rights of the I. L. G. W. U., its subordinate bodies and its officers, or for active support of such an organization. The trial of charges under this

Section shall be held before the Appeal Committee of the G. E. B. in the manner provided by Sec. 10 and 11 of Art. 12. except that such charges may be preferred by any member of the I. L. G. W. U.

ARTICLE XII

TRIALS AND APPEALS

Section 1. Except as elsewhere provided in this Convention for automatic suspension or expulsion or for fixed fines or penalties, no member of the I. L. G. W. U. shall be fined, suspended or expelled; no L. U. shall be reorganized or suspended and no officer of the I. L. G. W. U. or of any J. B. or D. C. or L. U. shall be removed from office without proper notice of charges and a fair opportunity to be heard in defense; but an officer under charges, under Section VI of this Article, may be suspended by the Executive Board of his organization, the J. B. or the G. E. B., pending trial.

Sec. 2. All charges made by a member of one L. U. against a member of another L. U., or charges by a member against the administrative body of a L. U., and all charges involving violations of working rules established by the J. B. by agreements with employers or otherwise, shall be heard in the first instance by the J. B. Grievance Committee. Charges preferred by a member of a L. U. against another member of the same L. U. not involving a violation of working rules, shall be tried by the Local Grievance Committee.

Joint Board Grievance Committees or Local Grievance Committees, where there are no Joint Boards, may try members of another L. U. if such member is working in a shop under their jurisdiction or their control.

Sec. 3. Charges must be submitted in writing to the Secretary of the J. B. or the L. U. as the case may be. The Secretary shall refer such charges to the respective Grievance Committee, and shall give notice in writing of such charges to the accused and accuser at the time and place of the hearing upon the same, which hearing shall be held between five days and one month after the receipt of such charges.

Sec. 4. Charges involving a member of the Executive Board or an officer of a L. U. shall be tried by the standing Grievance Committee of the L. U. or by a special committee appointed for that

purpose by the Executive Board of the L. U.

Charges involving an officer of a J. B. or an Executive Board of a L. U. as such, shall be tried by the standing Grievance Committee of the J. B. or a special committee appointed for that purpose by the J. B.

Charges involving a J. B. as such shall be tried by the standing Appeal Committee of the I. L. G. W. U. or by a special committee appointed for that purpose by the G. E. B.

Charges involving the G. E. B. as such, shall be referred to the Convention of the I. L. G. W. U.

Sec. 5. If the accused shall fail to appear at the time and place designated for the trial without presenting a good and sufficient reason for his absence, the trial body shall proceed to take testimony in the same manner as if the accused member were present. The trial body shall have the right to impose a fine, suspension or expulsion or other penalty, in accordance with the provisions of this Constitution. Judgments of suspension or expulsion from membership shall become effective on ratification by the Executive Board of the L. U., J. B., or G. E. B. as the case may be.

Sec. 6. Any elective or appointive officer of a L. U., J. B., D. C. or G. E. B. may be removed from office for any violation of this Constitution or of the By-laws of the body of which he is an officer, or because of the commission of any act which may be calculated to impair the usefulness of the organization or which is unbecoming to the dignity of the office held by him.

Sec. 7. Charges against an officer of a L. U. shall be presented and the trial conducted in the same manner as charges and trial against a member of the I. L. G. W. U.

Sec. 8. Charges against a delegate or officer of a J. B. or D. C. or against any member serving two or more L. U.s in an official capacity, shall be tried by a committee of the J. B. or D. C. of which such member is an officer or to which the several L. U.s of which he is an officer, belong. The decision of this Trial Committee shall be submitted to the J. B. or D. C. and shall become effective if approved by a majority vote of the delegates present at the meeting of the J. B. or D. C. If the L. U.s served by the accused member shall not be af-

filiated with the same J. B. or D. C. then the trial shall be conducted by the combined Executive Boards of all the L. U.s directly interested or by a special trial committee composed of an equal number of members from each of such L. U.s.

Sec. 9. Charges against an officer of the G. E. B. shall be filed with the Secretary of the Appeal Committee, and shall be tried in the manner provided for in the next section of this Article. Such charges can be preferred only by a L. U. or other subordinate body of the I. L. G. W. U.

Sec. 10. Any general officer of the I. L. G. W. U. who is slandered or libeled by a member of the I. L. G. W. U. may prefer charges against such member by delivering a copy of same in writing to the Secretary of the standing Appeal Committees of the G. E. B. The Secretary of the Appeal Committee shall call a special session of that Committee not later than 15 days after the receipt of the charges for the trial of the same after due notice to the accused. The decision of the Appeal Committee shall be subject to appeal to a full session of the G. E. B. The G. E. B. shall have the power to order such trial to be had before the L. U. or J. B. of which the accused is a member.

Sec. 11. The accused member or officer shall at all trials have the right either in person or by an attorney, who shall be a good standing member but not a General Officer of the I. L. G. W. U., to question all witnesses who may testify against him and to call such witnesses and present such evidence in his defense as he may deem necessary. The accuser shall have the right to be represented by attorney in the same way as the accused.

Sec. 12. A member of the G. E. B. or of an Executive Board or a Grievance Committee of a L. U., J. B., or D. C. who has charges preferred against him, shall be disqualified from sitting on the Board or Committee in his own trial.

Sec. 13. The G. E. B. and any Committee or person authorized by it shall have power to direct the production of books or papers by any subordinate or affiliated body or any officer thereof, and shall likewise have the power to direct any member of the I. L. G. W. U. to appear before them to give testimony in connection with any pending charges or investigation and shall be authorized to pay the expenses of witnesses out of the general funds of the I. L. G. W. U.

Sec. 14. If a member or officer shall knowingly prefer false charges against any other member or officer of the I. L. G. W. U., the accuser may be placed on trial for having brought the false charges and such trial shall be conducted in the same manner and before the same body as the trial of the charges made by the accuser.

Sec. 15. No member or officer of the I. L. G. W. U. shall be tried twice by the same body on the same charge.

Sec. 16. The Secretaries of all Trial and Appeal Committees provided for in this Constitution shall file the minutes of all trials and appeals in the offices of the bodies that dealt with them.

Sec. 17. Any member of the I. L. G. W. U. feeling aggrieved at the decision of the L. U. shall have the right to appeal to the J. B. or D. C. with which such L. U. is affiliated. Such appeal must be taken within thirty (30) days after the rendition of the decision by the L. U.

Sec. 18. Any member feeling aggrieved by the decision of a J. B., or D. C. either upon appeal or upon a trial in the first instance, shall have the right to appeal from such decision to the G. E. B. Such appeal must be taken within thirty (30) days after the rendition of the decision by the J. B. or D. C.

Sec. 19. Any member feeling aggrieved by the decision of the G. E. B. shall have the right to appeal to the next convention of the I. L. G. W. U. Notice of such appeal must be filed with the G. S. T. not less than 30 days before the holding of such convention.

Sec. 20. All decisions of trial and appeal bodies shall be binding as soon as rendered until reversed by a higher tribunal. In urgent cases, however, the G. E. B. or its Appeal Committee may in its discretion, suspend action on any decision until after the hearing and decision of the Appeal therefrom or for such other length of time as it may deem proper.

ARTICLE XIII FINANCES

Section 1. Each L. U. shall pay the I. L. G. W. U. a weekly per capita tax of fifteen (15) cents per member, which shall include a subscription to Justice, Glustizia or Gerechtigkeit to be mailed

by the general office to each member of the I. L. G. W. U.

Sec. 2. Each L. U. shall pay to the I. L. G. W. U. \$1.50 of the initiation fee of each new member.

Sec. 3. The above two sections shall not be repealed or amended except at a convention and by a two-thirds vote.

Sec. 4. The I. L. G. W. U. shall issue uniform weekly due stamps in payment of the per capita tax, which stamps shall be paid for by the L. U.s in advance to the general office of the I. L. G. W. U. The due stamps shall be affixed by the locals in the weekly space of the due book of each member, and shall constitute a receipt for the dues paid by him. The same provision shall apply to the initiation fee of \$1.50.

Sec. 5. The G. E. B. shall have the power to levy an assessment of 25 cents per week per member on all affiliated unions for a period of not more than 20 weeks in any one year for the purpose of assisting subordinate organizations engaged in a strike or lockout. Such assessments shall be collected by each L. U. from its members and be evidenced by a special assessment stamp issued by the I. L. G. W. U. Assessments shall be levied on the basis of the membership shown in the Record Department of the I. L. G. W. U. at the time of the decision to levy the assessment, but subject to correction based on the average sale of dues stamps between the date of such decision and the next convention.

Sec. 6. L. U.s shall pay the assessments to the I. L. G. W. U. within 90 days after the same have been levied. Any L. U. failing to pay within such time may be suspended from the I. L. G. W. U.

Sec. 7. All moneys paid by L. U.s to the I. L. G. W. U. shall be remitted by post office or express money order or by check.

Sec. 8. The G. S. T. shall furnish to the G. E. B. at its first quarterly meeting a statement of the income and expenses for the preceding year. The Finance Committee of the G. E. B. shall carefully examine such statement and shall prepare and submit to the G. E. B. a budget of expenditures for the year for each department in the I. L. G. W. U. The budget shall include a margin of reserve for emergency requirements.

After such budget has been approved by the G. E. B. it shall be strictly adhered to by the general officers and at no time shall it be exceeded by them. Funds may, however, be transferred from one department to another with the approval of the Finance Committee.

ARTICLE XIV

PROPERTY

Section 1. All initiation fees, dues, assessments and fines paid by the members are so paid for the ultimate uses and benefit of the I. L. G. W. U. as such and the body of its membership, and the L. U.s and other subordinate bodies hold the same as trustees for the I. L. G. W. U. All local or general officers shall deliver to their successors all property in their possession received by them from their predecessors or from members of the I. L. G. W. U. or any of its affiliated bodies, and they shall not be released from their bond until they have fully accounted for and delivered such property. Any officer or member who misappropriates any funds of the I. L. G. W. U. or any of its affiliated organizations or who retains for his own use or fails to deliver to his successor any property of the I. L. G. W. U. or any of its affiliated bodies, shall be expelled from the I. L. G. W. U. No settlement with any person who misappropriates funds shall be made by any L. U. without the consent of the G. E. B.

Sec. 2 L. U.s, J. B.s, and D. C.s owning real estate or other property and forming corporations for the convenience of holding such property shall proceed in the following manner: The corporation so formed shall be a stock corporation and all of its stock shall be issued in the name of the L. U., J. B. or D. C., except for such qualifying stock as may have to be issued to the individual directors of such corporation under the law; all such stock whether issued to the organization or individual directors shall be endorsed by the holders in blank and delivered to the G. S. T. to be held by the G. E. B. in trust for the members of the organization under the provisions of this Constitution. The Board of Directors of such corporations shall be appointed by the Executive Boards of the L. U., J. B. or D. C. Upon every new election the stock standing in the names of the outgoing directors shall be transferred to their successors and be endorsed and deposited by the latter as above provided.

ARTICLE XV

AMENDMENTS

The provisions of this Constitution may be repealed or amended at any general convention of the I. L. G. W. U. or at a special convention called for that purpose by a majority vote of the delegates, a quorum being present.

Such amendments or repeals shall take effect thirty (30) days after the date of the convention.

**Fifth Day—Morning Session
Friday, May 9, 1924**

The fifth day, morning session, of the Convention was opened at 9.45 a. m., Friday, May 9, 1924, with President Sigman in the chair.

Secretary Baroff read the following telegrams and communications, which were received with applause:

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings to the Jubilee Convention. May unity and harmony prevail in our ranks and through united action march to victory.

EXAMINERS OF REISSMAN, ROTHMAN AND BIEBER.

International Ladies' Garment Workers' Union, Boston, Mass.

To the delegates and officers of the Seventeenth Convention, greetings. Twenty-five years of the existence of our International and its remarkable growth were possible, through the devotion and spirit of unity of the most active forces in our ranks, therefore let no effort be spared at this Jubilee Convention to perpetuate this spirit, so that the International become bigger, stronger and more influential in its efforts for the betterment of conditions of the workers of our industry and for the benefit of the labor movement at large.

Employees of STEIN & BLAINE.

International Ladies' Garment Workers' Union, Boston, Mass.

Congratulations and earnest hope for continued success through all time hereafter.

DAVID SILVERSTEIN,

Chairman, Finegold, Sletta Shop.

International Ladies' Garment Workers' Union, Boston, Mass.

Our heartfelt congratulations to all officers and delegates. May your deliberations result in closer solidarity, stronger unity and greater achievements and accomplishments for the members of our great beloved International.

Workers of the Sunshine Cloak Co.

L. ZIEMAN, Chairman.

International Ladies' Garment Workers' Union, Boston, Mass.

It gives me great pleasure to have this opportunity to send greetings and congratulations to the Jubilee Convention of the International Ladies' Garment Workers' Union. I had the pleasure of being with you at the first and second Convention when only ten or twelve delegates were in all. Now I have the honor of extending greetings to more than two hundred delegates. May this amazing growth continue in the future as it has in the past.

MORRIS DOMSKY,

Member of Local No. 40.

International Ladies' Garment Workers' Union, Boston, Mass.

Heartiest congratulations to your Convention. May all your determinations be for the good of your membership and labor in general.

W. JOSEPHSON.

President, Hebrew American Typographical Union, Local No. 83.

International Ladies' Garment Workers' Union, Boston, Mass.

Heartly greetings to your delegates and guests at the great holiday of the International Union. Am sure that all these years experience in the organization will enable you to adopt resolutions which will bring joy in every home in this country wherever Ladies' Garment Workers are.

MEYER WEINSTEIN,

Cleveland.

International Ladies' Garment Workers' Union, Boston, Mass.

We greet the International Ladies' Garment Workers' Union at its Twenty-fifth Anniversary Convention. We send our message of cheer to our good old fighting International. With you together we will march on to victory.

The Pressers of

REISSMAN, ROTHMAN AND BIEBER.

International Ladies' Garment Workers' Union, Boston, Mass.

Our heartiest greetings to the Jubilee Convention of International Ladies' Garment Workers' Union. May the work of this Convention strengthen our organization.

Executive Board Local No. 71,

MAX LEVY, Chairman.

International Ladies' Garment Workers' Union, Boston, Mass.

To the officers and delegates of the Convention: Our sincere congratulations and best wishes for a successful completion of the outlined work. May our old Veteran Brother Sigman as our president lead us to success to celebrate our Golden Anniversary.

FELIX M. REIN,

HYMAN SALZBERG,

Members of Local No. 9.

International Ladies' Garment Workers' Union, Boston, Mass.

We, the workers of T. Klipstein's Shop, send our hearty greetings to the Twenty-fifth Anniversary Convention of the International Ladies' Garment Workers' Union. We hail the great International for its glorious achievements and urge it onward on the road to the attainment of our aims. Let the spirit of unity prevail in our midst. Long live the International Ladies' Garment Workers' Union.

The Workers of T. KLIPSTEIN.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings to the Officers and Delegates of the Jubilee Convention. Accept our heartiest congratulations. We regret the fact that we

cannot be with you. We assure you that although we are not with you in person, our soul and spirit and thoughts are with you. We hope that this holy gathering will give no thoughts to personalities or strife. The International Ladies' Garment Workers' Union that has so loyally stood for the protection of its membership will now, we are sure, after such glorious battles, devote its entire time for the good and welfare of the organization only. With all good wishes for the successful convention, we are fraternally yours.

N. SOLOMON, L. FRIEND, S. NOUR,
Members Local No. 23.

International Ladies' Garment Workers'
Union, Boston, Mass.

The people of William H. Davidow's Shop, members of the International Ladies' Garment Workers' Union, Local No. 23, congratulate the International on the Twenty-fifth Anniversary, who guarded the interests of her members especially and added strength to the just cause of the working class in general. We hope and wish her success for the future in the struggle to come.

Chairman, SAM GOLDBERG,
and Committee

WM. FREID, MEYER JARMILOFSKY.

International Ladies' Garment Workers'
Union, Boston, Mass.

Greetings and best wishes to our delegates, and long life to the International Ladies' Garment Workers' Union at its celebration of the Twenty-fifth Anniversary. May your every undertaking toward further progress be crowned with success. We hope to emerge victorious in the struggle of the near future which our International may undertake and earn for ourselves more universal respect for our past and future victories and achievements.

Officers of the Dress Department,
Joint Board Cloak, Suit, Dress and
Reefermakers' Union.

International Ladies' Garment Workers'
Union, Boston, Mass.

To the Officers and Delegates of the Convention: We wish to congratulate the delegates of this Convention and wish them success in all their future undertakings in the interest of our workers. Brotherly yours,

Ladies' Tailors Local No. 104,

L. LYBRET, Secretary.

International Ladies' Garment Workers'
Union, Boston, Mass.

Heartiest greetings to the Convention of International Ladies' Garment Workers' Union. May this Jubilee Convention accomplish all it has gone out to do and bring back victory for all workers.

The Workers of the Westchester Dress Co.

ANNA PARZILLE.

International Ladies' Garment Workers'
Union, Boston, Mass.

To the Convention of International Ladies' Garment Workers' Union: Accept our heartiest greetings. May this Jubilee Convention

of our mother organization march forward forever, carrying the banner for the elevation of our workers and lead us from victory to victory.

Mt. Vernon Ladies' Garment Workers'
Union, Local No. 113,

SARAH HOFFMAN, Secretary.

Morris Sigman.

President International Ladies' Garment
Workers' Union, Boston, Mass.

On behalf of the general executive board of the International Fur Workers' Union, I am extending to you and the delegates of your Convention, our hearty greetings and good wishes for a successful Convention. We are celebrating with you the great event of the Twenty-fifth Anniversary Convention of your International Union. The history of your organization, your endeavors, your struggles and accomplishments is also the history of many other organizations in the needle industry. Great multitudes of men and women were lifted from a stage of misery, poverty, helplessness and the sweating system because of your existence and militant spirit. Your courageous deeds and sacrifices revolutionized an industry, created a new type of workers that could fight for their rights and are imbued with a spirit of idealism and lofty human ideals; it raised the conditions of hundreds of thousands of workers to a higher plane of life and raised the prestige of the Jewish labor movement in the eyes of the American labor movement and brought them to the forefront of the forward marching vanguard of the toiling masses in the struggles of our organization and many other Labor Unions for the creation and upbuilding of organization. You have always, with a warm heart and outstretched hand, rendered the greatest and most generous support, and to you is due the credit for the birth, existence and achievements of the organization of fur workers and of many others. The achievements of your twenty-five years endeavors for the labor movement will be written with golden letters in the history of organized labor and we take great pride in the consciousness that we are part and parcel of your great organization. We send you the greetings and blessings of the many, many thousands of our members, expressing the fervent and ardent hope and wishes that you may go on and on to further progress and achievements for the great movement of ours. We regret that because of the fact that our Board meets now in Chicago in preparation for our Convention to be held next week we are not able to greet you in person. Our hearts and minds are with you. May your organization be successful in all future undertakings and continue to be the great stimulant for the rest of our movement. Yours for the cause and lofty ideals of our movement.

MORRIS KAUFMAN,

President, International Fur Workers' Union.

Hotel Hamilton, Washington, D. C.

Morris Sigman, President,

International Ladies' Garment Workers'
Union.

Dear Brother Sigman:

Your invitation sent to me at Quincy, Mass. to be at the opening of your convention in Boston, was forwarded to me at Washington and I regret my inability to be with you.

I congratulate you all on the splendid growth of your organization, and I trust it will increase in numbers and in influence to the credit and satisfaction of officers and of your membership. Yours has been a great experience and with excellent results, yet there remains much to be done and with team-work between members and officers greater accomplishments are possible. Freedom through organization is the prospect and with nothing to lose but distress.

Respectfully and Fraternally,

JAMES DUNCAN,

1st. Vice-Pres., American Federation of Labor.

The following resolutions were introduced and referred to proper committees:

Resolution No. 26

Introduced by the delegates of Local No. 32:

WHEREAS, the Button Workers' Union, Local 122, though in control of a large percentage of shops in that industry have still to contend against non-union shops in Greater New York and New Jersey, and

WHEREAS, the unorganized state of these shops in creating cut-throat competition is reacting unfavorably upon the welfare of the organized workers in this industry, and

WHEREAS, the buttons made in the shops controlled by Local 122 are made exclusively for the cloak, suit and dress industry, and

WHEREAS, the Union label on buttons to be used in the shops of the women apparel trade would greatly eliminate the evils mentioned above, facilitate the exercise of greater control of the industry and safeguard the interests and welfare of the button workers, be it therefore

RESOLVED, that this Seventeenth Convention instruct the incoming General Executive Board to introduce right after the adjournment of this Convention, the Union label on buttons, and be it further

RESOLVED, that a clause demanding the Union label on buttons shall be incorporated in the agreements with all manufacturers of women's garments.

Referred to Committee on Label.

Resolution No. 27

Introduced by the Joint Executive Council of Miscellaneous Trades, by delegates of Local No. 6, Local No. 90, Local No. 91, and Local No. 132:

WHEREAS, the Conventions in Chicago, Ill., in May, 1920, and in May, 1922, in Cleveland, Ohio, instructed the General Executive Board of the International Ladies' Garment Workers' Union to organize an Eastern Organization Department under the supervision of the General Executive Board for the purpose of organizing the workers employed in the making of cloaks, suits, dresses, waists, children's dresses, housedresses, white goods, embroidery, raincoats and all other workers employed in the making of ladies' garments, and

WHEREAS, such an Eastern Organization Department has been established by the G. E. B. of the I. L. G. W. U., and

WHEREAS, the activity of this department has been up to the present day limited only to the cloak, suit and dress industries, therefore be it

RESOLVED, that this Seventeenth Convention assembled in Boston, Mass., in May, 1924, instructs the incoming G. E. B. to see to it that the Eastern Organization Department embrace in its activities all the workers employed in the making of all ladies' garments, without exception.

Referred to Committee on Organization.

Resolution No. 28

Introduced by delegates of Local 82:

WHEREAS, the Examiners, Squarers, (Re-graders) and Finishers Union is affiliated with the International Ladies' Garment Workers' Union as Local No. 82, since May 15, 1917, and

WHEREAS, this Local Union, in accordance with the decision of the Fourteenth Convention of the International Ladies' Garment Workers' Union, is affiliated with the Joint Board, Cloak, Skirt and Reefer Makers' Union since September, 1918, and

WHEREAS, we have not, up to this date, succeeded in obtaining full recognition in all agreements, which condition hinders us to a great extent, in the organizing of a number of workers, and practically interferes with the possibilities of protecting our members in other shops, and

WHEREAS, the Sixteenth Convention already approved our resolution, that the General Executive Board and the officers shall use all efforts in securing full recognition for our local union in all new agreements made in the cloak industry in the city of New York, and

WHEREAS, the said resolution was not carried into life during the last two years for various reasons, particularly because no new agreements were made, and the old agreement was continued for another two years, and

WHEREAS, the General Executive Board and the officers of the I. L. G. W. U. participate in conferences now held with various groups of manufacturers to work out a new agreement for the cloakmakers' unions of New York, be it therefore

RESOLVED, that the Seventeenth Convention instructs the incoming General Executive Board and officers to see to it that full recognition is secured for our local union in all future agreements made in the cloak industry of the city of New York.

Referred to Committee on Resolutions.

Resolution No. 29

Introduced by the Joint Executive Council of Miscellaneous Trades, and by Delegates of Locals Nos. 6, 90, 91, and 132:

WHEREAS, the General Executive Board of the International Ladies' Garment Workers' Union has recommended to the locals of New York outside of the Joint Board of the Cloak and Dress Industry to organize a Joint Executive Council, and

WHEREAS, such Joint Executive Council of Miscellaneous Trades in New York has been organized, and

WHEREAS, the aim and object of this Council is to bring about a closer and more harmonious relationship between the various miscellaneous locals and to jointly carry on organization campaigns for all its affiliated locals, and

WHEREAS, such campaigns and activities can only be met with success providing all locals of Greater New York not affiliated with the Cloak and Dress Joint Board join this Council, therefore be it

RESOLVED, that this Seventeenth Convention of the I. L. G. W. U. approve the formation of this Council and instructs the incoming General Executive Board to see to it that all locals of the miscellaneous trades of Greater New York which are not affiliated with the Joint Board of the Cloak and Dressmakers' Union immediately after the adjournment of this convention affiliate with the existing Council of the Miscellaneous Trades, and be it further

RESOLVED, that the incoming General Executive Board stands instructed by this convention to give to the Joint Executive Council of Miscellaneous Trades all its financial and moral support in order that the council may be able to successfully accomplish the object for which it was organized.

Referred to Committee on Resolutions.

Resolution No. 30

Introduced by the Baltimore delegation, Local 4:

WHEREAS, in accordance with a resolution adopted by the last convention held in the City of Cleveland, May, 1922, the General Executive Board of the International Ladies' Garment Workers' Union launched a campaign of organization in the City of Baltimore, beginning April, 1923, under the leadership of Vice-President Jacob Halpern for the purpose of establishing union conditions in the City of Baltimore in the cloak and suit industry, and

WHEREAS, after a general strike in the City of Baltimore in the month of June, 1923, which brought about a change of conditions only in part of the cloak and suit industry, and

WHEREAS, Union conditions were established only in about 50 per cent. of the shops, scattered in and around the City of Baltimore while the rest of the shops remained unorganized and their doors closed to the members of our union, and

WHEREAS, in some of these open shops the old piece-work system has been re-established and as a result a sub-contracting system has been revived by which one skilled mechanic employs a set of unskilled workers on a section-work basis, paying them wages much lower than those which prevailed in the cloak industry prior to the 1910 general strike, and

WHEREAS, the revival of the sub-contracting and piece-work systems in the cloak shops of the City of Baltimore endangers the very existence of our locals in that city and threatens to wipe out the achievements accomplished by our members through so many struggles, if rational action will not be taken by this Convention, therefore be it

RESOLVED, That this Jubilee Convention of the I. L. G. W. U. assembled in the City

of Boston decide that immediately after the adjournment of this Convention a new move to organize the unorganized part of the cloak and suit industry in and around the City of Baltimore be started with a view of bringing about a change and improvement in the conditions which exist in that city, and be it further

RESOLVED, that should the employers in the cloak and suit industry refuse to cooperate in bringing about such change in conditions in a peaceful manner, the incoming General Executive Board shall then stand instructed to declare a general strike in the cloak and suit industry in the City of Baltimore, and to conduct that strike under their supervision and to use all of their power, morally and financially, to bring about a change of conditions in the City of Baltimore similar to those prevailing in the City of New York.

Referred to Committee on Organization.

Resolution No. 31

Introduced by delegates of Local No. 49:

WHEREAS, the Charter of Local No. 49 is named the Ladies' Waist Makers' Union of Boston, and

WHEREAS, Local No. 49 is composed about 95 per cent of dressmakers, and

WHEREAS, there is another Local in Boston named Skirt and Dressmakers' Union, Local No. 24, composed mainly of skirt-makers in the suit industry, thereby causing unnecessary jurisdictional friction, be it therefore

RESOLVED, that the Charter of Local No. 49 be changed to Dress and Waistmakers' Union.

Referred to Committee on Resolutions.

Resolution No. 32

Introduced by delegates of Local No. 49:

WHEREAS, the following members of the International Ladies' Garment Workers' Union, namely,

	Local
A. M. Kaniewsky	5
J. Goldman	5
H. Fosal	5
I. L. Davidson	21
Clara Gabin	100
Dora Lipshutz	100
Jennie Swartz	100
S. Cohen	104
I. Litwinsky	18
J. Terry	18
N. Bosen	18

were expelled from their respective locals by the International for alleged misconduct towards their respective locals, such as, belonging to an organization, which is supposed to be detrimental to the best interests of the International, and

WHEREAS, it has been proven that the Trade Union Educational League is not a dual Union, but an organization which is aiming to bring about a class-conscious and educated rank and file that will be ready and able to carry on the class struggle in the future, and

WHEREAS, it has been proven during the strike of their respective locals in Chicago, that the above-named members were actively engaged in helping the strikers to the best interests of the International, thereby proving their loyalty to their respective locals and fellow members, notwithstanding the fact that the said expelled members had no voice nor vote in the calling of the strike, and

WHEREAS, there is no rule in the constitution of the International forbidding its members to belong to any organization they may choose, be it therefore

RESOLVED, that the expelled members be reinstated in their respective locals with full rights as members.

Referred to Committee on Resolutions.

Resolution No. 33

Introduced by delegates of Locals Nos. 1, 10, 11, 14, 17, 22, 23, and 35:

WHEREAS, the I. L. G. W. U. has established an education department to carry on its educational work amongst its members, and

WHEREAS, musical training is recognized as an essential factor in education and is in great demand amongst the members of our I. L. G. W. U., and

WHEREAS, a chorus and a staging class have been organized by the members of the I. L. G. W. U. which have been very beneficial to the members of the I. L. G. W. U., and have already received the recognition of the critics through the press, and

WHEREAS, the chorus has reached a stage where it can no longer carry on the work without the support of the I. L. G. W. U., be it therefore

RESOLVED, that the Seventeenth Convention of the I. L. G. W. U. goes on record as recognizing choral singing and vocal training as part of the program of the Educational Department, and be it further

RESOLVED, that a budget should be set aside for the purpose of making this work successful.

Referred to Committee on Resolutions.

Resolution No. 34

Introduced by the Ladies' Garment Workers' Union of Mt. Vernon, No. 113:

WHEREAS, the ladies' garment workers of Mt. Vernon have been doing intensive organizing work during the past few years which campaign has proven that the industry could be thoroughly organized if proper means were at our command, and

WHEREAS, there are still a great number of unorganized shops in the City of Mt. Vernon and vicinity, which are a constant menace to the organized shops in that vicinity, be it therefore

RESOLVED, that the incoming General Executive Board be instructed by this Seventeenth Biennial Convention in Moscow assembled to endorse a strike in Mt. Vernon, and all of Westchester County for the purpose of unorganizing the unorganized shops.

Referred to Committee on Organization.

Resolution No. 35

Introduced by delegates of Locals Nos. 26 and 29.

WHEREAS, at the Conventions in Chicago and Cleveland it was decided to establish the 40-hour work week in our industry, and

WHEREAS, it is very essential that the workers in our industry should not work more than 40 hours, be it therefore

RESOLVED, that the incoming General Executive Board be instructed to enforce the 40-hour work week in all the centers where ladies' garments are being made.

Referred to Committee on Resolutions.

Resolution No. 36

Introduced by the delegates of Locals Nos. 26 and 29:

WHEREAS, our Union believes in one scale of wages for men and women doing the same work, be it therefore

RESOLVED, that the incoming General Executive Board be instructed to enforce this principle in all centers where ladies' garments are being made.

Referred to Committee on Resolutions.

Resolution No. 37

Introduced by the delegates of Locals Nos. 26 and 29:

WHEREAS, there are hundreds of unorganized workers in the city of Toledo, and

WHEREAS, these workers work under the most miserable conditions, and

WHEREAS, such a state of affairs is a menace to the welfare of the organized centers of our International Union, be it therefore

RESOLVED, that this Convention instruct the incoming General Executive Board to launch an organization campaign in the city of Toledo until all the workers will be organized.

Referred to Committee on Organization.

Resolution No. 38

Introduced by the delegates of Locals Nos. 26 and 29:

WHEREAS there are a great number of ladies' garment workers in Cleveland and vicinity who are not organized, and

WHEREAS, the mid-western organization district as organized now has not the means of organizing the workers in the ladies' garment centers of Cleveland and vicinity, and

WHEREAS, it is very important that all the workers in the ladies' garment centers in that vicinity should be organized, be it therefore

RESOLVED, that the incoming General Executive Board should be instructed to organize the mid-western organization department so as to be able to organize all the unorganized workers in Cleveland and vicinity.

Referred to Committee on Organization.

Resolution No. 39

Introduced by the delegates of Locals Nos. 26 and 29:

WHEREAS, a number of manufacturers in the city of Cleveland are buying ready-made garments from Porto Rico, and

WHEREAS, the garments made up there are made under the most miserable conditions, and

WHEREAS, these conditions if permitted to develop, will endanger the conditions of all organized centers of our International Union, be it therefore

RESOLVED, that the incoming General Executive Board make an investigation of the above territory, and launch a campaign for the purpose of organizing the workers engaged in the making of ladies' garments there.

Referred to Committee on Organization.

Resolution No. 40

Introduced by delegates of Local 56:

WHEREAS, our International has grown very big on the economic field, second to none of any organization in the American Trade Union Movement, and

WHEREAS, we recognize that in order to become strong politically as well we must all be equipped with the ballot and exercise our rights of citizenship, be it therefore

RESOLVED, that a Naturalization campaign be started at once among the members of our International Union so that every worker will be in a position to fully exercise his political rights and to protect his own interests and the interests of his class.

Referred to Committee on Resolutions.

Resolution No. 41

Introduced by Fannia M. Cohn, representing Local 135:

WHEREAS, the figures of the 1920 census show that while there were at that time about three million five hundred thousand women engaged in industry in America, while the number of women belonging to unions is about two hundred thousand, and

WHEREAS, greater numbers of women are invading the mills and factories and are joining the army of wage-earners, but the organization of women into trade unions is not following suit, and

WHEREAS, while it is recognized that the organization of working women is much more difficult than is the organization of men, it is also recognized of equal importance, so if left unorganized the danger is great that the unorganized working women will lower the standard of living of working men, and

WHEREAS, it is certain that most working women are either the wives, daughters, sisters or friends of men who are members of trade unions, therefore be it

RESOLVED, that four delegates to the A. F. of L. Convention stand instructed to introduce resolutions and work for their adoption that the A. F. of L. in cooperation with all international and national unions formulate a plan of the organization of working women that should include an

educational campaign among women directly and through the organized men indirectly.

Referred to Committee on Resolutions.

Resolution No. 42

Introduced by delegates of Local No. 90:

WHEREAS, the Custom Dressmakers' Union, Local 90 of the City of New York, has made many attempts to organize the 6,000 workers engaged in that industry and has not met with success, and

WHEREAS, the 600 workers who belong to the Union have the greatest difficulty in maintaining the conditions in some of the shops, due to the fact that the greatest number of establishments in the city of New York are non-union and conditions therein are much inferior to those in Union shops, and

WHEREAS, the inferior working conditions in the non-union shops, the lower wages, the longer hours, and the general treatment of workers is bound to have and has an adverse and demoralizing influence upon the conditions of the workers in the Union shops, and

WHEREAS, the convention in Chicago, Ill., in May 1920, and again in May 1922, in Cleveland, Ohio, instructed the General Executive Boards to carry on an organization campaign in the custom dressmaking industry, be it therefore

RESOLVED, That the Seventeenth Convention of the I. L. G. W. U. assembled in Boston, instructs the incoming General Executive Board, that immediately after the adjournment of the Convention, proper steps shall be taken to start a campaign for the organization of the thousands of girls in the custom dressmaking trade, and be it further

RESOLVED, that this Convention authorize the incoming General Executive Board to appropriate the necessary funds for making such a campaign a success.

Referred to Committee on Organization.

Resolution No. 43

Introduced by the delegates of Local No. 90:

WHEREAS, Members of Custom Dress Makers, Local 90, and the Ladies' Tailors Union, Local 28, are working together in thirty-five ladies' tailoring establishments, and

WHEREAS, in some of these establishments ladies' tailors are organized and have signed agreements with the employers, and the girls are unorganized and their conditions are inferior to those in the ladies' tailoring departments, therefore be it

RESOLVED, That the incoming General Executive Board be instructed by the Seventeenth Convention to see to it that the Ladies' Tailors Union, Local 28, shall in the future not sign any agreements with the ladies' tailors employers who have ladies' tailors in the majority until these employers will also agree to give the same union conditions to the custom dress makers in the custom dressmaking departments.

Referred to Committee on Resolutions.

Resolution No. 44

Introduced by the delegates of Locals Nos. 31, 51, 85, 93, 115, 136 and 140:

WHEREAS, the International Ladies' Garment Workers' Union has, within the last two years conducted energetic organization campaigns in the various towns and cities in the State of New Jersey, and

WHEREAS, these campaigns were very successful and more shops have been organized in New Jersey during these campaigns than ever before, and

WHEREAS, there are still shops in New Jersey where ladies' garments are made under non-union and inhuman conditions which are in great need of organization, therefore be it

RESOLVED, that the Seventeenth Biennial Convention assembled in Boston, instruct the incoming General Executive Board to continue this organization campaign amongst the ladies' garment workers in the State of New Jersey.

Referred to Committee on Organization.

Resolution No. 45

Introduced by delegations of Locals Nos. 6 and 66:

WHEREAS, all the previous conventions of the I. L. G. W. U. held in the cities of Philadelphia, Boston, Chicago, and Cleveland have endorsed the principle that the embroidery from union women's apparel shops shall be given to union embroidery shops only, and

WHEREAS, the greatest bulk of embroidery we are making in our shops is for the cloak, suit, skirt, dress, and other women's trades, in the City of New York, be it therefore

RESOLVED, that the incoming General Executive Board stands instructed to see that a clause safeguarding the interests of the embroidery workers shall be incorporated in the agreements which will be concluded with all the manufacturers of women's garments in the City of New York, and that Locals No. 6 and 66 shall be made a party to such contracts in order to insure that embroidery work from all these shops be given to union embroidery shops exclusively.

Referred to Committee on Resolutions.

Resolution No. 46

Introduced by delegations of Locals Nos. 6 and 66:

WHEREAS, the hand embroidery industry has in recent years grown to such a proportion that it now numbers over 10,000 workers in the City of New York, and

WHEREAS, the working conditions and standards in these shops are much inferior to those prevailing in other embroidery trades which are under union control, and

WHEREAS, the inferior working conditions in these shops are bound to have and already have an adverse and demoralizing influence upon the conditions of the workers in our union shops, be it therefore

RESOLVED, that the Seventeenth Convention of the I. L. G. W. U. assembled in Boston

instructs the incoming General Executive Board that immediately after the adjournment of the Convention, proper steps shall be taken to start a campaign for the organization of the thousands of girls in the hand embroidery industry, and be it further

RESOLVED, that this Convention authorizes the incoming G. E. B. to appropriate the necessary funds for the making of such a campaign a success.

Referred to Committee on Organization.

Resolution No. 47

Introduced by delegations of Locals Nos. 6 and 66:

WHEREAS, the Embroidery Locals, No. 6 and No. 66, though in control of a large percentage of shops in that industry have still to contend against the ever-increasing number of new and unorganized shops in New York, and against unorganized shops in New Jersey, where strenuous and costly organizing attempts have been made without appreciable success, and

WHEREAS, the unorganized state of these shops is a cause of constant irritation, creating a cut throat competition and reacting unfavorably upon the welfare of the organized workers in this industry, and

WHEREAS, the bulk of embroidery in the shops controlled by these two locals is done exclusively for the women's apparel trade in all its branches, and

WHEREAS, the union label on embroidery to be used in the shops of the women's apparel trade would greatly eliminate the evils mentioned above, facilitate the exercise of greater control of the industry and safeguard the interests and welfare of the embroidery workers, be it therefore

RESOLVED, that this Seventeenth Convention instructs the incoming General Executive Board to introduce right after the adjournment of this convention the union label on all embroidery, and be it further

RESOLVED, that a clause demanding the union label on embroidery shall be incorporated in the agreements with all the manufacturers of women's garments.

Referred to Committee on Resolutions.

Resolution No. 48

Introduced by delegates of Local No. 25:

WHEREAS, Waists and dresses are two closely related trades, production of both garments, to a very large extent, being carried in one and the same factory by the same group of workers, and

WHEREAS, the tendency of manufacturers to engage in the production of waists during one season and dresses during another, depending on the demand for the particular garments, and the transfer of shops from one local to another tend to have a demoralizing effect on the workers in both trades, and

WHEREAS, Every waistmaker is a potential dressmaker, continually going from one trade to the other, thereby increasing the difficulties of both locals in exercising a proper control in the industry, and

WHEREAS, The existence of two separate and independent locals in trades that overlap each other, is bound to lead to serious jurisdictional disputes and will eventually be a repetition of the old conflict between Locals No. 22 and No. 23, therefore be it

RESOLVED, That this Convention instructs the incoming General Executive Board, immediately after the Convention to take steps toward the merging of Local 25 with the Dreamsmakers' Local, No. 22

Referred to Committee on Resolutions.

Resolution No. 49

Introduced by some delegates of Locals Nos. 22, 25, 38, 49, 81 and 100:

WHEREAS, Our Union, as an economic organization, consists of workers of all shades of opinion, and

WHEREAS, The General Executive Board of our Union has issued a ruling against the Trade Union Educational League and as a result of this ruling a number of members have been expelled or suspended from their rights of membership in the I. L. G. W. U.

WHEREAS, The disfranchised and expelled members have by their deeds proven their loyalty and devotion to the labor movement and the aims and purposes of the I. L. G. W. U., therefore be it

RESOLVED, That this Seventeenth Convention goes on record against the approval of the above mentioned ruling of the General Executive Board or any other measure to the same effect introduced at the Convention, and be it further

RESOLVED, That we instruct the incoming General Executive Board and Local Unions, to reinstate unconditionally with full rights of membership all members expelled or abridged in their rights on the ground of the above order of the General Executive Board.

Referred to Committee on Resolutions.

Resolution No. 50

Introduced by delegates of Local No. 82:

WHEREAS, the Examiners Union, Local No. 82, was chartered by the I. L. G. W. U., on May 13, 1917, under the name of Examiners, Squarers and Bushelers Union, and

WHEREAS, our experience in many instances had proven to us that the term "examiner" did not cover all the various work that the said "examiner" is doing on a garment, particularly pinning and marking, hindering us in organizing a number of non-union men specially employed for the aforementioned work, be it therefore

RESOLVED, that the charter of the Examiners' Union, Local No. 82, be amended to read "Examiners, Pinners, Markers, Squarers and Bushelers Union, Local No. 82."

Referred to Committee on Resolutions.

President Sigman: We have with us this morning a representative of The General Defense Committee, of New York, who will speak to us in connection with their work. I take pleas-

ure in introducing Mr. James H. Manning, representing that organization.

Mr. Manning, in outlining the work of the General Defense Committee, called the attention of the Convention to the ex-political prisoners who are being held by the Labor Department for deportation. He appealed to the Convention to go on record as disapproving of the action of the Labor Department and asked for the financial support of the International.

President Sigman: The Credentials Committee will now continue with its report.

Secretary Dubinsky of the Credentials Committee continued reading the report as follows:

The Credentials Committee received the following objection against the delegation of Local No. 9:—

The delegates of that local were elected at a secret meeting which was held under the auspices of the Trade Union Educational League, an outside organization—in no way connected with our Union.

This secret meeting was attended by all the delegates of Local No. 9 with the exception of Cooper and Hyman, and was held in the Workers' Hall, 105 Eldridge street, New York City, on March 20, 1924. This meeting was attended by a group of especially invited persons. At that meeting the elected delegates, Lizzie Resnick, Eva Pasha, Tillie Ritter, Abe Zirlin, Abe Goldberg, Morris Yanowitz, Nathan Yashinovsky and Solomon Goldstein, were nominated and elected as delegates to represent Local No. 9 at the Boston Convention. Cooper and Hyman were also nominated and elected, but they were not present at that meeting. At this outside meeting also watchers were elected for the so-called regular election and passed upon a resolution condemning any member of Local No. 9, who would dare either to accept or nominate anyone else as delegate to the Convention. This meeting also appointed a committee to see to it that the regular meeting should carry through the election of those persons slated by it when the local meeting will take place.

A few days after this meeting, namely, March 22nd, these ten nominated and already elected delegates of the secret outside meeting, were re-elected

at the regular meeting of the Union through the concerted pressure of all those who had attended the secret meeting.

From the above stated facts you will conclude that the Trade Union Educational League, through the control of the Executive Board of Local No. 9, is actually dictating the policies of the Local as to who should or should not be its officials. This clique actually deprives the members of Local 9 of the right to run for office unless they are approved by the League. Your Committee is therefore asked to disqualify the delegates of Local No. 9 for having been unlawfully nominated and elected at a gathering controlled by a group which is not a part of our Union and which is in violation of every rule and law of the Constitution of our "International and detrimental to its welfare and interests."

In addition to the charge against the delegation of Local No. 9, it is important to acquaint the Convention with additional facts which will clearly illustrate the attitude of the administration of that Local towards our "International." One of the members of this Union, Julius Shapiro, who has for the last three or four years been one of the leading spirits of the administration of that Local, came two days after the election of the delegates to the Convention, to President Sigman in the General Office of the "International," and confessed the above mentioned charge, in which he was a participant, claiming that under the present system in that Union the question of democracy and election have become a joke and a farce; that the official meetings of the Union and the elections merely serve to cover up the domination of a conspiring clique.

This brother was threatened, at that outside meeting not to accept any nomination, but to support those who have been chosen at that outside meeting, for the reason that he had received a small number of votes, which, in comparison with the number of votes received by the others was not sufficient for him to be the choice of that meeting. He informed President Sigman that at that meeting it was decided that one of the members of this group should sit in front of the membership and raise his hand signifying the vote and this served as a signal for all the others to follow. This was done in order to make the

election safe for the group and in order that the people who attended that outside meeting, should know for whom to vote as watchers for the elections at the official meeting of the Local.

Brother Shapiro advised the President of the "International" of this situation and, as a Union man, asked for his advice as to how this situation could be remedied, and the President of the International informed Brother Shapiro that since his complaint contains very serious charges that therefore the only thing to do is to submit this in writing to the Credentials Committee. And upon the President's advice he drew up these charges and presented them to the Credentials Committee. At this time an unheard of and scandalous thing occurred.

Members of that Local, knowing that Shapiro is active in the movement, and realizing that his confession would hinder and threaten their continued domination over the Local, resorted to the meanest and most unscrupulous tactics, even to the extent of delving into his private family life, and terrorized him to the extent of compelling him not to testify further in this matter. When summoned before the Credentials Committee in New York, Brother Shapiro refused to testify on the matter. A day after the arrival of your Committee in Boston, Brother Shapiro appeared before the Committee with a typewritten copy of the charges, signed by himself and in which he repeated the above mentioned charges.

At the time of the investigation, the Committee received other objections. Some of the delegates, while in their official capacity as officers of the Local Union, slandered the officers of the Cloakmakers' Joint Board, as well as the officers of the "International," making insinuating remarks against them in a way which is unbecoming to Union officers or members, and no union man should have any connection with any organization, whose members speak of its officers in the terms in which these delegates at times expressed themselves.

Additional instances were given to the Credentials Committee where not only officers were slandered, but plain members who did not adhere to their tactics and who dared to accept office against their wishes, were called fakers, job-holders and grafters. This was done as a means of poisoning the minds of

the membership, thereby prejudicing the members against each other and against their officers.

The attention of the Committee was also called to the fact that after the communication which was sent by the General Executive Board on August 18th to Local Unions and Joint Boards—in which they were directed to order all their members who belonged to "leagues" to immediately cease all their activities in such "leagues," and that those members who persisted in the objectionable activities, as mentioned in that communication, should be brought to trial on a charge of conduct detrimental to the organization, and in which communication the Local Unions and Joint Boards were informed that they will be held accountable for the enforcement of that decision—the Joint Board of the Cloak, Skirt and Dressmakers' Unions of New York expelled one of the members of Local No. 9, who was at that time the chairman of the Local, as a delegate of the Joint Board, for defying the decisions of the "International" and for agitating for the non-acceptance of the rules and decisions of the General Executive Board.

This Brother Zirlin, who is at the present time one of the delegates to the convention, ran as a candidate for reelection to the Executive Board and was removed from the ballot by a special committee of the "International" appointed for the purpose of examining the eligibility of the candidates running for office at that time. In spite of the decisions of the Joint Board and the Committee of the General Executive Board, which ruled that member off the ballot for his disloyalty to the "International" and for his defiance of its decisions, rules and regulations, the administration of that local placed him on the ballot and permitted his election, which should be considered as an act of disobedience and defiance to the accepted rules of our Union.

It was also disclosed by the Credentials Committee that the entire attitude of this local and the behavior of the administration during the past two years, were those of defiance and disloyalty towards the "International" Union. When the above mentioned communication of the "International" was received by the local, the officers of this administration time and again agitated for the defiance of the decisions of the "International." When, finally, they agreed to accept this communication, which calls

for trial and punishment of all those members who participated in these "leagues," the administration of this local acquitted and sheltered all those disloyal elements in spite of the warning they had received. (Shapiro, Zirlin and others were acquitted.) They considered their local as an international union of their own, with their own rules and decisions dedicated not to the best interests of the vast majority of the membership of that local, but to the interests of a small group which has been dominated and influenced by a power outside of the ranks and channels of the union. The decisions and policies adopted and practiced by this local union were not according to the desires and wishes of the majority of its members, but were the result of the decisions of outside groups conducted by outside elements and influenced by outside motives, which cannot be tolerated in any democratic organization. The irresponsibility of the officers of that local went so far that they considered that there was no limit to the unscrupulousness which should be resorted to in order to defy the "International."

Not only do the officers of this Local participate in outside meetings and accept orders from outside groups, but those who do not participate make it their policy to defend every violation and each and every act of disloyalty of some of the members and their officers towards the "International."

Your Committee, after taking into consideration and after looking into this matter from all angles, unanimously recommends that brothers and sisters who participated in this secret meeting and who are responsible for the above mentioned demoralized situation in that local should not be seated at this Convention; and at the same time that Delegate Zirlin, who is in the same category as the four unseated members of Local No. 1, was also illegally placed on the ballot by that Local and that, instead of Zirlin, the substitute should be seated at this Convention.

Your Committee furthermore is unanimously of the opinion that there is only one way of settling the unbearable and intolerable situation in that Local, and recommends that the Convention should place this Local under the direct supervision of the incoming General Executive Board for at least one year.

And it is the opinion of your Committee that this Convention should empower the incoming General Executive

Board to reorganize that Local if necessary, so that there should be no more place in one of our important locals for enemies of our Union to supervise, manage and lead an organization upon which the welfare of thousands of our members is dependent.

I move that the report of the Credentials Committee be adopted. This was seconded.

Delegate Hyman rose in defense of his co-delegates. He maintained that the charges were without any foundation, no evidence having been produced. He claimed that Brother Shapiro, who had brought the charges, was an irresponsible man, and that Shapiro himself was one of the worst violators of the order given by the General Executive Board prohibiting membership in the League, stating that Shapiro had denounced the officers of the International as crooks and gangsters who ought to be in jail, and he had even threatened that if he were a younger man he would have stabbed Sigman. Furthermore, he claimed that Shapiro had advocated the taking out of an injunction against the International in an attempt to put the officers in jail.

He maintained that all arguments were useless in view of the facts that he knew that the minds of the delegates were made up in caucus meetings prior to the Convention to prevent the seating of the brothers in question, and that it would be a simple act of justice and tolerance as well as a proof to the world of the honesty of the delegates if they were to defeat the recommendation of the Credentials Committee and seat the brothers in question.

He denied that Shapiro had the intelligence to frame the charges and claimed that he was being used merely as a tool by those who disagreed with the policies of the members in question. He concluded by exhorting the delegates not to abuse their power by arbitrarily denying a seat in the Convention to these brothers and urged them again, in the name of justice, to defeat the recommendation of the Credentials Committee.

President Sigman cautioned the delegates to observe the ten-minute time limit in their discussions and to stick to the subject instead of going off on a tangent, for the sake of brevity and clearness.

Delegate Biell, of Local 52, of Los Angeles, was granted the privilege of the floor and spoke in defense of the accused members of Local 9. He pleaded for justice and stated that from his investigation in touring the country he had been informed through unprejudiced sources that the members of Local 9 are among the best and most loyal members of the organization. He urged that the policy of the International should not be destruction, but the uplifting of the morale of the members. He pointed that the Credentials Committee has only one witness in their favor and that if the accused members were unseated on that slim evidence alone an injustice would be committed.

Delegate Nagler, of Local 10, spoke in behalf of the recommendation of the Credentials Committee. He accused Delegate Hyman of appealing to the emotions of the delegates instead of appealing to their common sense and in trying to befuddle the issue. He claimed that the members under charge had constantly violated the orders of the General Executive Board and that they were a menace to the organization. He concluded by saying: "We in the city of New York cannot be fooled. We know that time and again they have defied the General Executive Board. The General Executive Board has tried to reason with them. They have taken no cognizance of the General Executive Board but instead have listened to outside forces who have dominated them—sources that have nothing to do with this organization. It is high time that we should realize that these irresponsible people have no standing whatsoever in the city of New York. They should not be seated in this Convention and the report of the Credentials Committee should be approved. (Applause.)"

Delegate Cooper, Local 9, spoke against the recommendation of the Credentials Committee. He denied that these brothers had been chosen by their Local as delegates at a secret meeting, and denied that they had at any time disobeyed the order of the General Executive Board.

Delegate Yanowitz, of Local 9, one of the members under consideration, made a general denial of the charges. He maintained that he had never attended any secret meeting at which he was nominated as a delegate to the Convention, and that it would be unfair to take the statement of a single man as evidence

sufficient to condemn him. He urged that only after a fair trial should a decision be rendered.

Delegate Reisberg upheld the report of the Credentials Committee maintaining that the members under charges were a constant menace to the International. He said in part, "You did not give the membership of Local 9 an opportunity to become delegates to this Convention, but you elected your delegates at a secret meeting. When the order of the General Executive Board was issued, you defied the order and besmirched the officers of the International. You have persisted in giving moral and financial support to the Trade Union Educational League and in associating with the members of the League, and by your actions you stand indicted. The committee has found you guilty and you must accept their decision. Any one who tries to create dissensions amongst the members becomes an outlaw. You have violated all ethics and principles upon which our great organization is built. We must accept the recommendation of the Credentials Committee and deny these people the privilege of sitting as delegates at this convention. (Applause.)"

Delegate Eva Pasha, one of the members under charges, flatly denied that she had ever disobeyed an order of the General Executive Board. She claimed that a committee of vice-presidents, under whose auspices an election for the delegates to the executive board had been held, had permitted the very same people to be on the ballot who were now under charges, and she saw no reason why they should be permitted to become executive board members and not be permitted to become delegates to the Convention.

Delegate William Cohen rose in behalf of the recommendation of the committee. He stated he was convinced that the Trade Union Educational League was doing its utmost to destroy the union and because of the connection of these persons with the League, they should not be granted a seat.

Delegate Sol Seidman maintained that the recommendation of the Credentials Committee should be accepted. He said that the previous bad conduct of the delegates on the executive board of Local 9 is well known to the New York members, and that it is such that they cannot represent the workers at this Convention. He said: "Those delegates who spoke in defense of the accused mem-

bers claimed that, while you take the statement of a man who is not responsible for what he says, yet you are here to take the statement of a man who has always besmirched the character of the officers of the International. The executive board of Local 9 has been continually defying the order of the International and it was only when the local was threatened with reorganization that they decided to obey the order of the General Executive Board. I therefore hold that they are not eligible as delegates to sit at this Convention.

Previous question was called for, and upon being put to a vote, was carried.

President Sigman: I shall grant the floor to one more member of Local 9, whose case is now before the house, and then the Credentials Committee will sum up.

Brother Goldberg of Local 9 rose in his own defense. He stated that Brother Hyman and Sister Pasha had already stated the case clearly. He denied that they had at any time financed the groups that are trying to break up the international. He maintained that the charges were a conspiracy to frame up Local 9. He said in part, "You have the majority here. As to how you got the majority, I haven't the time to explain."

President Sigman: I would rather extend your time five minutes to give you an opportunity to explain.

Brother Goldberg: No, I won't explain.

Brother Goldberg concluded by stating that the minds of the delegates have been poisoned, and accused his objectors of having secret or caucus meetings themselves at which delegates to the convention were chosen.

President Sigman: Secretary of the Credentials Committee, Brother Dubinsky, will now sum up.

Delegate Dubinsky: I was surprised to hear the statements of some of the members against whom these charges have been preferred, and whom the committee recommends should not be seated, in challenging the accusations that have been made against them. In my judgment, we have sufficient evidence to substantiate our charges completely.

We claim that outside people who have no relation with this Union whatsoever are managing and dominating the policies of Local 9. We mentioned that a certain individual, Mr. Schwartz, who

has been found guilty not only by the local union, but whose appeal has been rejected by the highest tribunal of this Union, is the leading spirit of that Local; his word is law. He was also found guilty of violations that he has committed in the shop, and yet you permitted him to be your leader.

You are trying to make out your case on the basis that the man who has preferred charges against you is crazy. He was not crazy when he was a party to these leaflets that made history in New York. He was not crazy when he practically devoted all of his time in advocating and promoting your aims and your aspirations to dominate that local for the Trade Union Educational League. He certainly was not crazy then, was he? You claim that Shapiro should not be taken seriously because Shapiro said that "he is going to take a gun and shoot that gangster Sigman." What did you do to discipline him when he expressed himself that way against the highest official in this organization? You claim that that same Shapiro at the meeting where the question of the order of the General Executive Board was discussed, advocated and agitated that a new union should be organized. What did you do to discipline him for advocating that? This is what you did, as it is contained in our report: "Not only do the officers in this local participate in outside meetings and accept orders from outside groups, but those who do not participate make it their policy to defend every violation and each and every act of disloyalty of some of the members and their officers towards the International." This is what you did with that same Shapiro that you are now trying to make out as a lunatic and as a violator. You defended him when he was on trial before your committee. You threw out the charges against him, and you sheltered him. Why? Because during the entire period of the existence of your local you made it a policy to defend each and every violator and each and every disloyal member to the International, and Shapiro is only one of those violators which you have defended. There isn't one local that had so many members in the Trade Union Educational League as your local; the others withdrew from the League when ordered to do so by the General Executive Board, while you defied their order.

You claim that the charges were framed up against you by the Credentials Committee. You certainly ought to have more decency than to make such a statement. You claim that Shapiro was

unable to frame up such charges, and that it was the work of the Credentials Committee. That is an absolute untruth.

Charges were brought against you heretofore, and you promised that you would be loyal to the International, and the General Executive Board decided to give you ten days to comply with its order, and, if not, that the local would be reorganized; but you ignored this order, you defied it; not only did you defy it, but you encouraged each and every member in Local No. 9 to be disloyal to the International.

In your remarks in defending yourself you state that it is of no use talking to the delegates, that a majority of them are supporting the Credentials Committee. Is that a crime? Why shouldn't they support the Credentials Committee?

Delegate Dubinsky further charged that these people were constantly ignoring the orders of the General Executive Board. He stated that they were giving their financial support to the "Freiheit," an organ that was constantly attacking our organization. He brought out the fact that on May Day, instead of inviting the officers of the International to address their meeting, they had invited a certain woman who was notorious for slandering our Union.

As an evidence of the tolerance of the officers of the International and as an evidence that the Credentials Committee was unbiased, he stated that the same committee served at the sixteenth convention of the International held in Cleveland, Ohio, in May, 1922, and quoted the following report from the record of the Credentials Committee, as follows.

"The committee received objections against Delegates Rubin Tempkin, Abe Zirlin, Morris Yanowitz, Harry Hendler in particular, and against the entire delegation of Local 9 (Rose Kaplan, S. Silverman, Louis Hyman, Benny Adler, Eva Pasha, R. J. Furman, Rubin Tempkin, Abe Zirlin, Morris Yanowitz, Harry Hendler), which is, in substance, that the local officially, through its general organization committee, participated in and advocated the election of certain individuals, a duty with which it was never authorized, thereby discriminating against other members; and, also, that they used the funds and the postage of the organization in

these unlawful campaigns. In the course of the examination by this committee, it was brought out that the official general organization committee, which is responsible to the local, is under the influence of an outside organization and is guided by their instructions to the extent that a deal was made that \$125. should be drawn from the treasury of the local for an advertisement to be published in "Freiheit," from which sum \$50 was to be refunded to this group for the purpose of the campaigns conducted by them. The committee, in going over this matter, found it impossible to make a thorough investigation, as a charge of this kind requires an investigation of the entire local, since it implicates the Executive Board and the officers of the local. We therefore recommend that the entire delegation of Local No. 9 be seated, but we also recommend that the incoming General Executive Board should stand instructed to make a thorough investigation of this entire matter. He concluded by saying, "We gave you all the chances in the world, but it was of no avail."

How long do you think you can fool us and how long do you think we will be fooled by your colleagues? Our stand was not strong enough in the past. It is time that you get the lesson that you need. (Applause.)

Delegate Hyman asked for the privilege of asking several questions, which was given him, but instead of asking questions he persisted in making a statement similar to the one he had made before and was ruled out of order.

Delegate Morgenstern: The recommendation of the committee is in the first place that these delegates of Local 9 be not seated. It also recommends that Local 9 be placed under supervision of the General Executive Board. These are two separate questions.

President Sigman: We shall vote on them separately.

Delegate Hyman: I ask for a roll call.

Inasmuch as there were at least fifteen delegates from five different locals who were in favor of a roll call, the roll call was taken, the result of which was as follows: Two hundred and twenty-five for the report of the Credentials Committee, forty-seven against, five voting present.

President Sigman: All in favor of that portion of the report which proposes that the incoming General Executive Board takes supervision of Local No. 9 will signify so by raising one hand.

Upon being counted, the vote showed two hundred and fourteen delegates for this part of the report of the committee and forty-three against.

President Sigman: We have with us a leader of labor representing a sister organization also engaged in the ladies' garment industry, the only difference being that they make garments out of furs. Our relations have always been of the friendliest, and up to this time we have not had even one case of a jurisdictional dispute between us.

It gives me great pleasure to introduce to you the Secretary-Treasurer of the Furriers' Joint Board of New York, Brother Rosenthal.

Brother Rosenthal: I see that the delegates are tired and I myself have to take a train to attend a meeting in Chicago. I just want to bring the fraternal greetings of the New York Joint Board of the Furriers' Union to your International and to express the assurance that whenever your great struggle may come in the near future, as we all expect it, our Joint Board will certainly come across with anything that it can possibly do to help win that strike. I wish you all success.

President Sigman: I want now to really give you a treat, in stating that we have with us one of the beacon lights of the labor movement, one who owes our International Union very much and, on the other hand, one to whom we owe also a great deal. We made our acquaintance with this young man during the year of 1913, when the Joint Board of New York was seeking someone to take care of its affairs under the then existing protocol of peace with the employers. We then made his acquaintance, and I suppose it was because of his connection with our organization that another organization of workers came around and drafted him. It so happened that the organization which did the drafting is the one representing a trade in which he had been engaged for many years previous to his affiliation with our International Union.

When this brother assumed the great office of organizing the workers in his own trade, the Joint Board of New York did all it possibly could to help him in his efforts. But, somehow or other, we

never had the privilege to have him with us at our conventions as a guest. I suppose duty never permitted him to comply with our invitations. But on this occasion of the Twenty-fifth Anniversary of the birth of our organization I insisted that he be with us, and if it weren't for the fact that his own organization is commencing its convention in Philadelphia next week, I know that he would remain with us a few days.

I take great pleasure in presenting to you now President Sidney Hillman of the Amalgamated Clothing Workers of America.

President Hillman was given an ovation.

President Hillman: Brother President and delegates to this convention. It is not with the spirit of the usual complimentary preface that I say to you that I consider it a real privilege to have the opportunity at this time to greet you in person in behalf of the tens of thousands of members of the Amalgamated Clothing Workers of America. (Applause.) Not only do I express my own opinion, that the General Executive Board of the Amalgamated, now in session in Philadelphia, has unanimously agreed with me that there is no greater service for our movement at this time, that nothing that the General Executive Boards of the Amalgamated could do at this time would be of greater moment than permitting me to come here and bring their greetings to you; so we adjourned the session. Now, let me not keep you very long. I know that you have been through a long session, and I know enough not to want to test your patience too much and I am going to try to be as brief as possible. But, frankly, delegates to this convention, the temptation is too great and I must convey a few thoughts to you.

I want to say to you, delegates, that I do not know anything more important that is taking place in the country today than these conventions, which have become in recent years the parliaments of the clothing industry.

It is here that we legislate, not only for the members directly involved but we legislate for all those who are indirectly affected. As one who represents another large organization in the needle trades, I want to say that we look upon your conventions in such a way as though they were our own and therefore we are very

much concerned as to what is being transacted here.

President Sigman, in introducing me, referred to me as a young man. I know that I am quite a young man, but I have reached an age where I like it. It is just the border line and I feel rather flattered when I am referred to as "our young friend." I am not very long in the industry, but you know that the last ten or fifteen years will go down in the history of the clothing industry as the stormy days of our movement.

It is the joint effort, the joint struggle, the struggle that you have been privileged to start against the sweat shop that has made it possible for the clothing industry to become today an organization as strong and probably stronger than most industries in this country, and I want to take this opportunity to express the appreciation of the clothing workers for the great contributions, not merely in money that were made by the men and women in the cloak industry and the dress and waist industry, that have brought hope to the unorganized workers still under the yoke and heel of an oppression but for every other form of cooperation and brotherly assistance.

As a guest I am sure I am not expected to make reference to any divisions that may exist in your organization—our convention starts Monday and I suppose we shall have our differences, but I just desire to say that I am sincerely appreciative of the opportunity of attending a convention for a few days without having any direct responsibility, and where I may just listen to all these argumentations. Nevertheless, I should like to say to you that all these differences are after all, merely an incident in the labor movement, that fundamentally the labor movement is one, that the labor movement goes back even further than your twenty-five years; and I want to say to you here today that I see before me complete unity between the Amalgamated and the International, because there is one and the same struggle that we are concerned with. (Applause.)

I want to say to you this, and I am speaking for the Amalgamated—I can assure you that in any of your efforts where the cooperation of the Amalgamated will be needed, you will not need to call upon us for it. There are great problems ahead of us. You are probably confronting a situation where you may be involved in a strike or a lockout. Our

organization is not at this time confronted with such a situation, but you know that after all the real struggle is going on from day to day, and there are problems that must be solved if our organizations are to maintain the prestige and the power that we have gained in the past and make further progress in the future.

And these problems, delegates, are common problems, they are problems that confront all of us. And the most effective way in which we can meet those problems is by having a real unity amongst our organizations, so that we can confront those who oppose us and face them in the same determined spirit as we met them in the past. (Applause.) And here I wish to assure you that there is nothing, as far as we can see, that can possibly sway the Amalgamated from complete and absolute cooperation with your organization, from which we have benefited so much in the past.

I want to express to you again my appreciation for the opportunity granted me. I want to reaffirm our anxiety to be able to cooperate together. I want to bring you once more the greetings of our organization. It is a wonderful chapter in the industry that your organization has written for the last twenty-five years. The results are here and I hope that this convention and other conventions will make it possible to write even more glorious chapters for the clothing industry, for the labor movement, and that we will march onward and forward jointly to our common goal, and that is, a greater freedom, and a nobler life for the workers in our industry and for the workers in every other industry.

I want, delegates, to express in the most emphatic terms, our greetings, our good-will to you and I want to express, Brother Sigman, to you, my appreciation for giving me the opportunity to express in person the good-will of the Amalgamated Clothing Workers of America. (Prolonged applause.)

Delegate Cinamon: I move that the convention go on record as thanking Brother Hillman for coming to address us and that his speech be spread upon the minutes.

This motion was seconded and unanimously adopted.

At 1.50 p. m. the session adjourned to reconvene the following morning at 9.30 a. m.

Sixth Day—Morning Session Saturday, May 10, 1924

The sixth day, morning session, of the convention was opened at 9.45 a. m., Saturday, May 10, 1924.

President Sigman in the chair.

Secretary Baroff read the following telegrams and communications which were received with applause:

International Ladies' Garment Workers' Union, Boston, Mass.

Congratulations. Hope you will be successful in all your enterprises.

ISRAEL WEISS,
Local 12, Boston, Mass.

International Ladies' Garment Workers' Union Boston Mass.

Official obligations make it impossible for me to personally attend your Jubilee Convention. May I through this means convey my congratulations and felicitations upon the deservedly high success attained, together with good wishes for continued prosperity, a greater, a better and, a more glorious future.

G. W. PERKINS.

International Ladies' Garment Workers' Union, Boston, Mass.

Please accept my heartiest congratulations and sincerest wishes upon your Seventeenth Convention. May your work in the future as in the past be crowned with success.

A. ROTHSTEIN.

Former Business Agent of Boston Joint Board

International Ladies' Garment Workers' Union, Boston, Mass.

With deepest feeling I extend to you my heartiest greetings and felicitations.

JULIUS HOCHMAN.

International Ladies' Garment Workers' Union, Boston, Mass.

Brothers, congratulations. Your services for a quarter of a century to the workers in the industry and to the labor movement at large justly earn for you the admiration and best wishes of all true friends of labor and its cause.

ELIAS LIEBERMAN.

International Ladies' Garment Workers' Union Boston, Mass.

A message of cheer and fraternal greetings to the officers and delegates of the Twenty-Fifth Anniversary Convention. We rejoice with all of you present at the contemplation of the vast growth and the splendid achievement of our great international. With hearts and souls in unison let us dedicate ourselves to the further work that is before us.

The Relief Committee of Local 25.

R. SHNAPPER, Chairman,
M. SLAVIN, Secy.

International Ladies' Garment Workers' Union, Boston, Mass.

We send our heartiest congratulations and best wishes to the officers and delegates of the Jubilee Convention. May fair judgment guide all your actions.

Workers of Max Fisher's Cloak Shop
T. GREENBAUM, Chairman.

International Ladies' Garment Workers' Union, Boston, Mass.

The workers of Gamson Cloak shop extend their heartiest greetings and best wishes to the Jubilee Convention. May this Convention be the means of obtaining additional victory for our organization.

B. ISRAEL, Chairman

International Ladies' Garment Workers' Union, Boston, Mass.

The Cloak and Skirt Finishers, Local 69, extend their heartiest congratulations and best wishes for a successful Convention. May all the work of this Convention bring happiness to the members of our international.

LOCAL 69.

Mr. Morris Sigman,
President International Ladies' Garment Workers' Union, Boston, Mass.

My dear Sir and Brother:

This is to acknowledge your kind communication of April 23rd signed by yourself and Secretary Barod, which was received upon my arrival at the Home office today after six weeks' absence giving attention to official business in the Northwest; the contents of your letter have been carefully read.

Be assured of my appreciation of the thoughtfulness of yourself and Secretary Barod in extending to me an invitation to attend the opening of your Seventeenth Convention, which is to mark the twenty-fifth year of the existence of the International Ladies' Garment Workers' Union. There is nothing that would give me greater pleasure than to have complied with your generous invitation but my absence from the Home office made it impossible for me to do so. I am now transmitting to you and through you to your delegates my hearty congratulations upon the growth of its twenty-fifth year of genuine usefulness to the men and women associated with it.

It is, of course, impossible for me to know of the intimate and detailed successes of your union but I do know in a general way what has occurred and I am glad to be able to say that I believe there is no organization of working men and women which has progressed so rapidly and constructively, possibly with the exception of The United Mine Workers of America, than has the International Ladies' Garment Workers. It has contributed to the well-being of those who follow the trade in a manner little conceived of, I am sure.

Please be good enough to say to your delegation that I wish for their continued growth numerically, financially and as an effective instrumentality in the development of the industry in which you are engaged. It would indeed have given me great pleasure to have personally delivered this message.

With all good wishes for a successful convention believe me to be

Sincerely and fraternally yours,

GEO. M. HERRY,
President.

International Ladies' Garment Workers' Union, Boston, Mass.

The National Women's Trade Union League of America send hearty and fraternal greetings to your officers and delegates assembled in your Jubilee Convention. Your international has cause to be proud of its accomplishments in the past quarter of a century of its existence. May the delegates to this Convention be inspired by the accomplishments of the past to even greater activities and devotion to the cause, in order to be ever ready to meet the problems which are so vital to the welfare of your members and the workers in the garment industry. We have asked Mrs. Maud Foley Vanvaerenwyck to visit your convention as our representative.

ELIZABETH CHRISTMAN,
Secretary-Treasurer.

International Ladies' Garment Workers' Union, Boston, Mass.

Brothers and sisters delegates the undersigned wished the best success for your convention. Protest against the resolution introduced by the delegation of Local 69. I assure you that the Italian Sindicalist Fascist are not against your international, neither against the American Federation of Labor. Wishing success and better understanding between us, we remain

JOSEPH GARICI,
DR. ORNELLO SIMONE.

Representing the Italian Sindicalist Fascist Federation.

Vice-President Ninfo: I move that the telegram from the Italian Sindicalist Fascist Federation be tabled and a vote of contempt be given to their movement.

This motion was seconded and unanimously carried amidst applause.

President Sigman: We will have a few guests here who have just arrived from New York, amongst them being ex-President Schlesinger, Morris Hillquit, Judge Jacob Panken, B. C. Vladeck, and Philip Kaplowitz. I will appoint a reception committee to go to the railway station and welcome and escort them to this Convention.

On that reception committee I will appoint delegates Ninfo, Ancel, Lipaky, Pinkofsky, Langer, Levy, Ashbea, Mollisani, Mollie Freedman, and Yetta Malofsky.

We have with us a representative of the Naturalization Aid League who wishes to address you. I take pleasure in introducing to you Comrade Henry Fruchter representing that League.

Comrade Harry Fruchter discussed the question of immigration and stated that the laws affecting immigration are

becoming more and more severe. He pointed out the tragic cases that come to the attention of the Naturalization Aid League where the children of workers in this country are not permitted to enter the country because the workers have not become citizens as yet. He stated that the Naturalization Aid League during the past 15 years has specialized in education and assistance in citizenship to those belonging to the labor movement and that the largest percentage of their applicants come from the International. He pointed out the necessity for taking out citizenship papers and concluded by saying that the Naturalization Aid League would be only too glad to be of whatever service it can in that respect to the members of this organization.

President Sigman next introduced Comrade Morris Novick representing the publication "Free Youth."

Comrade Novick extended greetings to the Convention from "Free Youth." He stated the goal of that publication represents the same as that of this organization and expressed the hope that the International would render such aid as it can to that publication.

President Sigman: We have with us now one who is very well known to you; in fact he has been connected with our movement since after the great general strike of the cloak industry in the city of New York. The activities that he is engaged in have been of very great service to our organization and to our industry. It gives me great pleasure to present to you at this time Dr. George M. Price.

At this point Justice Jacob Panken arrived and was given an ovation.

President Sigman: Judge Panken came here himself. He didn't need the assistance of the reception committee. (Laughter and applause.)

Dr. Price: Mr. President, Delegates, Comrades and Friends: I am very glad that my name is not listed among those guests that need assistance from the reception committee. The telegram asking me to come to the convention stated, "please come to the convention; many delegates are sick." I immediately came here and asked what was the trouble. I was told that some delegates noted queerly, some putting their hands to their ears, and that others were depressed, etc. (Laughter.) I immediately

diagnosed the case and put it down as a case of speech-itis. (Laughter.) You are having so many speakers that is no wonder that many of the delegates are sick.

Many years ago one of your leaders was asked by Chairman Walsh of the Industrial Commission what his functions in the union were. He said that he was Secretary of War. When my turn came and they asked me what my functions were, I said that I was Secretary of Health. This is a new job in a labor organization. It is to the credit and glory of the International that it was the first to get from employers and from the industry not only a raise in wages and shorter hours, but also better living and working conditions and better sanitary conditions. The Joint Board of Sanitary Control was then organized, and it was really the unions that supported that organization, the workers themselves, for the employers are not very much concerned about sanitary conditions. Then, there is also the Union Health Center, an institution organized by the workers, for the workers and managed and controlled by them. During the last 10 or 12 years it has examined not less than fifty-six thousand workers and it has done a great deal of good and is at present serving the union to its fullest capacity. Institutions of this kind indicate that the trend in our labor movement, and the International has contributed its part in blazing the trail. The labor movement is gradually getting out of its narrow trail. In England it has not only taken hold of the economic situation but also the political reins, and it is not far distant when the American movement will reach the same stage. (Great applause.)

President Sigman: We have with us a representative from Poland who will speak to you about the labor and labor education movement in Poland. I take pleasure in introducing to you Comrade Mikhalevich.

The speaker told of the conditions of the workers in Poland and stated that the labor movement of Poland is now charged with the task of educating the children of the workers in that country, and he called upon the International to continue its educational work and extend its support as it has done in the past, and on a scale commensurate with its resources and ability. (Applause.)

President Sigman: We have with us another comrade who represents

the committee to help Comrade Mikhalovich in his mission. He also represents another organization in the labor movement and he is one of our invited guests. I will now call upon our comrade and friend, Alexander Kahn, who will speak to the delegates on the same subject. It gives me great pleasure to introduce him to you.

Comrade Kahn congratulated the organization on its splendid progress, wished it success in its deliberations and asked for its moral and financial support in behalf of the educational work amongst the workers in Poland.

President Sigman next introduced Brother Schutz representing the Kropotkin Literary Society, who delivered an appeal for moral and financial support of that institution.

At this point the arrival of Mr. Morris Hillquit was greeted with an ovation.

President Sigman: We have with us an invited guest who only two years ago was a delegate at our Convention. He is a member of the cloak-makers' union, an operator by trade, for many years the financial secretary of the Joint Board of Cloak Makers, and today the cashier of the International Union bank.

It gives me great pleasure to introduce Brother Phillip Kaplowitz. (Applause.)

Brother Kaplowitz: It is gratifying to be here with you to celebrate your 25th anniversary. We have a good deal to be proud of in addition to the bank. The depositors in our bank number a good deal more than the number of members we had in 1909. We have over two thousand members who have intrusted their money to us, amounting to over \$700,000. We have business men and other individuals who have over \$1,200,000 on commercial accounts. This bank was organized through the efforts of the International, which was practically the first organization to call together the other labor unions when the movement for labor banks was started. We are going along rapidly and have done more in the four months of our existence than other private banks have accomplished in two or three years. The New York delegates are fully conversant with our bank and its facilities. I want to bring a message particularly to the country delegates to tell them we can accept their deposits by mail. The money

in their locals can also be deposited with us. I don't want to take up any more of your time and I hope that when we celebrate our 50th anniversary we will have a good deal more to turn over to our successors than was turned over to us. (Applause.)

Delegate Perlmutter, Local No. 10, at this point introduced a resolution asking for the membership of the International to deposit their funds with the International Union Bank and moved for its adoption right then and there.

Delegate Heller: I think if this resolution was referred to the proper committee, the effect on the action would be better than by acting on it at this moment. I therefore amend the motion to the effect that this resolution be referred to the proper committee and acted upon during this Convention.

This amendment was seconded and unanimously carried.

President Sigman: We have with us the former editor of the New York Call, who is now editor of the New Leader. It gives me great pleasure to introduce to you Comrade James O'Neal. (Applause.)

James O'Neal. I bring you the greetings of those who are associated in the publication of the New Leader. The last six or seven years we have seen arise in this country the old racial and national hatreds that have afflicted Europe for many generations. Organizations such as the National Security League, the American Defense Society and the Ku Klux Klan have been endeavoring to stir up racial and national antagonisms within the labor movement itself. And yet the organizations in the needle trades, largely composed of Jewish working people, have set an example to the native American workers that they might well follow. They have contributed not only towards raising the income and shortening the working hours and improving sanitary conditions, but, furthermore, they have been the pioneers in the cultural advancement of the American labor movement. It is this contribution that we, who represent the New Leader, would like to bring before the American working class in general. We know no racial, religious or color lines, as we have one common interest and that is the emancipation of the working class in this country and all countries of the world. (Applause.)

We want you to call the attention of your membership to this 12-page weekly that preaches each and every week the necessity of labor solidarity, the necessity of mobilizing our political power in the interests of the working people so that the day may come when all the phases of the labor struggle in this country, economic, political, cultural, co-operative, may be combined in one mighty army of the workers marching to one universal goal and that is the conquest of power in order that we may transform American institutions on the basis of democratic co-operation and industrial freedom and be a part of the world hosts that are marching onward to the ultimate, the final liberation of all humanity.

President Sigman: I now take great pleasure in introducing to you Comrade Joseph Cohen, editor of the "Freie Arbeiter Stimme."

Comrade Cohen congratulated the International on its exceptional success and achievements in the last 25 years. He said it was all the more remarkable because of the almost insurmountable difficulties it has been confronted with. He stated that of the various movements that have been started in the past hundred years to emancipate the workers, none has accomplished as much or been of greater service to the worker or humanity as a whole than the labor movement. He concluded by wishing the International greater success in the future than it has had in the past.

A motion was made, seconded and unanimously carried that this Convention go on record as participating in the 25th anniversary of the birth of the "Freie Arbeiter Stimme."

President Sigman: We have with us now a comrade, a friend who no doubt has never been an actual cloak maker or dress maker. When I first arrived in this country I did not know what his real activities were in the labor movement. However, I later found out that while he never may have been a cloakmaker or a dressmaker, he has, for a long time past, been engaged heart and soul in the success of the labor movement. So much so, that later we decided to send him to take care of the scales of justice, and during the years that this burden has been placed upon him he certainly has fulfilled our highest expectations. He has handed out justice as no other judge has. With him justice is not blind.

It is a great honor indeed to present to you our good comrade and friend, Judge Jacob Panken.

Judge Panken was given a great ovation.

Judge Panken: Mr. President, Comrades and Friends: If justice sometimes is blind, I fear it isn't the fault of justice but it is the fault of the concept we have of justice. No man, great as he may be, is capable of giving justice, or doing justice to all. The working people of the United States will have justice just as soon as they understand what justice is. The working people will be able to get the justice that they understand and the justice that they want just as soon as they have the power to enforce their concept of justice. (Applause.)

I don't know whether I am a guest, friend or a comrade. I kind of feel myself a part of the International Ladies' Garment Workers' Union; and I think that I have the right to make this statement to the delegates at this Convention. In 1899 I organized one of the locals which was necessary to make possible the International Ladies' Garment Workers of America. (Applause.) I don't know whether any of those folks who were part of the organization of the Ladies' Waist Makers' Union in 1899 are present at this Convention, except that I see Brother Baroff, who is now Secretary-Treasurer of the International Union. In 1902 under the leadership of Benjamin Schlesinger I was a national organizer. (Applause.) And even before that I worked, if I remember correctly, under the presidency of Herman Grossman. I remember the days when we had to go to little towns in Connecticut, New York, and elsewhere, where we were often received by committees with sawed-off guns and knives in their hands; but we—not only I, but a great many others—did this work in the early life of the International Ladies' Garment Workers' Union, and now we are able to get together on this Twenty-fifth Anniversary and recount those difficult days with joy in our hearts, with happiness in our souls.

I can go back a little bit beyond 1899; probably, I can go back to 1895 and 1896, when meetings of the Cloak Makers' Union of New York City were not even one-third as large as this delegated body sitting in Convention representing local unions throughout the United States. When I look back upon the history of

the International Ladies' Garment Workers' Union I conjure up in my mind a picture of the strike of Local 17, of a large mass of men in the streets of the New York East side and on Broadway with bandages around their heads, with broken arms, and the victims of that particular strike which was actually the beginning of a great mass movement upon the part of the garment workers in the city of New York towards organization. I can conjure up a picture of the strike of 1909 of the Waist and Dress Makers' Union; I can see the girls by the hundreds on the picket line. I can see them bundled into the police wagons and taken to police courts; I can see them thrown into cells and made to hobnob with all sorts of contemptible characters; I can see these girls come before what is known as courts of justice and some of them fined, and some of them sent to jail; I can see not only the girls but I can see the men by the hundreds, yea, by the thousands almost, who have been dragged into the police courts and have been fined and sent to jail; I can see all of the victims that made possible the organization of the International Ladies' Garment Workers' Union. I can see more than that; I can see the men that have been shot, I can see the men that have been maimed, I can see the men that have died so that the International Union may live. (Applause.) And, comrades, what was that motive force? What was it that actuated those men and women to make these sacrifices? What was it that actuated these very fine and genteel girls to brave the storm, to brave the rain and the frost, to brave the club of the policeman, the insults of the mobs, what was it? It wasn't a question of dollars; it wasn't a question of pennies. Was it a question of shorter hours? I deny that it was. Not one of these girls, and not one of these men then were on the firing line who had a thought of greater wages or shorter hours. What actuated them was a spirit; what actuated them was a dream; what actuated them was a hope, the hope, the dream of a better world, the hope, the dream of organizing the working people of the world. (Applause.)

I refuse to count the achievements of the International in dollars or in cents or in hours. The International was the soul and the spirit of the American labor movement. When you organized your International in 1899 there was organized across the Atlantic the British Labor Party and I can see the parallel between the two organizations. The

things and the hopes and the vision which actuated the British workers to organize the British Labor Party, actuated you men and the women to organize the International. When they organized the British Labor Party it was for the purpose of revolutionizing the social conditions under which the workers of Great Britain lived. They wanted to obtain that power which would ultimately give to the workers of the world, justice. They organized for the purpose of getting control of the seat of power.

When you organized your International your leaders, whether it was Schlesinger or Grossman or Sigman or Baroff or Ninfo or Seidman or Perlstein or Halpern or any others—were actuated not merely by the purpose of obtaining for you better conditions momentarily but they always had an objective in view and that objective was to prepare the workers in the ladies' garment industry for a better world, for a changed world. More than that they had in view the opportunity for the workers to find the path for American labor.

Unfortunately, American labor has not marched in step with the rest of the human race,—the working class movement of Germany, of Great Britain, of other nations. And it is to the credit of your International that always your leaders, your organization, were blazing the path for American labor. Way back in 1899 an International congress of the workers of the world was called, and one of the things which that congress set for itself was the establishment of the 8-hour day. In America for fifty years we were talking about the 8-hour day. It took the International to establish it throughout the industry. Not only did you have a soul, not only were you the spirit, but you also took care of the needs of everyday life. While you wanted a better world you still insisted that until that better world comes, the people in the shops and in their homes shall live better and better.

The delegated body of the International is the legislature for the industry in the United States. What you decide here is carried out in your shops and that is very significant for you to consider. Always throughout the entire course of your life you have participated in every progressive movement. And when the Socialist movement needed your support, you have given it.

When the conference for Progressive Political Action was organized the International was a part of it, and in the report of your national officers your executive committee recommends that the International participate in the coming conference for Progressive Political Action. You cannot possibly rest your oars upon what you can do on the economic field, for your achievements are often nullified by the political situation in our country. In Chicago where you have a strike at the present time, you are confronted with the political power that is exercised against your striking Dress Makers. The injunction is made use of by the employer against your union as well as against other unions. Not only is the court often used against you, but sometimes even the executives and often the legislative departments of our government are used against you in the interests of the master class. It behooves us to be mindful of the fact that the majority of the American people are the workers, that the wealth of America is the result of the labor of American workers. It behooves us to take cognizance of these facts and to resolve that we should not only devote ourselves to our economic problems but that we should also participate in the movement for the conquest of the political power of our nation.

There will be a Convention on the fourth of July in Cleveland. There will be millions of organized workers represented. I am hopeful that at that Convention a new Declaration of Independence will be declared there. A declaration which will declare the independence of the workers from the master class. (Great applause.)

We cannot be blind to the filth which has accumulated in the city of Washington. We cannot agree with the President of the United States when he says, "The wonder is that there were not more grafters and much more stolen." We cannot be blind to the fact that the national government is sanctioning that serpent, the Ku Klux Klan. Just turn your eyes to the immigration law. They claim that unless this restricted immigration law is enacted this country will be flooded with inferior races, people from the Southern countries. The Ku Klux Klan takes exactly the same position.

We cannot be blind to the raid that is going on upon the national wealth. They have not only made a raid on the wages

of American workers and the products of your toil, but they are raiding day in and day out the wealth that belongs to the people of this country. The time has come for American labor to tell the master class, "You have gone far enough, not another step will we permit you to go!"

They have stolen the oil, they have depleted the forests and now they are perpetrating a raid upon the water power of the nation. The only power that was left is that power which is generated by water which results in electric currents. Congress today seeks to transfer for private exploitation Muscle Shoals. The American government does nothing in the direction of developing that water power and generating electricity for the people of this nation. \$800,000,000.00 can be saved annually if the railroads of the United States were electrified. Our shipping industry can be put on a smaller cost of operation if oil is used instead of coal. But the national government has done nothing in this direction. We owe a duty to our children and to posterity not to permit this raid.

You must get together and organize and do the same thing that British labor has done. Jack Lawson told me in London, "We want to get the seat of power." I say to you this morning, "We want to get the seat of power." We want the judges, the congress, the President, and the legislatures in every state. We want to run this nation in the interest of the American people and not in the interest of a few capitalists. (Applause.) There is no hope in any direction but in the direction of the working class.

Let me tell you a little story which illustrates how people are regarding these things. There were two gentlemen in the smoker talking about the presidential election, and one said: "It is a mighty good thing that Mr. Ford is out of the question of being President." And the other fellow said: "What difference does it make to you?" He said: "Well, if Ford were elected President he would turn the White House into a garage." (Laughter.) The other fellow said: "What are you kicking about, you have an oil station already in Washington, you might as well have a garage too." (Laughter and applause.) Puns, jokes, but no serious consideration applied to the condition that exists in our country.

My friends, I express to you my heartfelt gratitude for the opportunity given me of addressing you this morning. I express to you my heartfelt hope that you men and women will march onward upon the same path that you have trodden in the past. I hope, friends, that always, always, there will be one objective for you, the deliveration of the workers from their masters. (Prolonged applause.)

Delegate Landoli: I move that this Convention go on record as thanking Judge Panken for addressing us and also that his speech be printed in the minutes.

This motion was seconded and unanimously carried.

President Sigman: I am informed that a delegation of Local 35 has come here to address this Convention. Brother H. Isenstadt will say a few words.

Brother Isenstadt: In behalf of Local 35 I extend our greetings. Local 35 recognizes the great achievements which the International has gained for the members of our local as well as for the entire industry. I take pleasure in presenting you with this basket of flowers (presenting the Convention with a beautiful basket of flowers) and also it gives me pleasure to present this gavel to our beloved President. Our Brother Sigman, by good fortune, is a member of our Local No. 35. (Applause.) We feel proud of that fact and are therefore presenting this gavel to him. (Great applause.)

Delegate Langer: I want to call your attention to a letter in yesterday's proceedings (page 47) sent by Brother Martin Klein, who is one of the oldest members of our International. I move that a telegram of greeting be sent him and that the letter be referred to the incoming General Executive Board. Brother Klein has been pensioned by the members of Local 35.

This motion was seconded and unanimously carried. President Sigman took this opportunity to thank the delegation from Local 35 for their beautiful basket of flowers as well as the gavel presented to him.

President Sigman: Now, delegates and friends, I have the great privilege of introducing to you one more of our friends. He needs no words of in-

roduction to you. He has been of the greatest service to us since our general strike of 1910. Whenever something is not clear, whenever we need advice we call upon him. There has not been a leader of our union who has not called upon him time and again. We call him our legal adviser, but he is more than a legal adviser. It gives me great pleasure to introduce to you our good Comrade and Brother, Morris Hillquit.

Brother Hillquit was given an ovation.

Mr. Morris Hillquit: Brother President, Delegates and Friends: I always feel at home at a gathering of the International Ladies' Garment Workers. Brother Sigman in his first double introduction referred to Comrade Panken and myself as semi-members of your organization. I feel myself as a full-fledged member of it; in fact a little more than that; I feel a sort of officer, a talking delegate, I should say. (Laughter and applause.)

Of course, it gives me special pleasure to be with you at this time when you celebrate the twenty-fifth anniversary of the existence of your union. Twenty-five years is a very long time in the life of an individual; and I recall these twenty-five years very vividly. I remember well the struggles of your organization; I know very well its achievements. The history of your quarter-century existence is about to be published. It will make very interesting reading. From what I have seen of it, it is exceptionally well-written. But no written history, nothing put down in cold type, even by the hand of a genius, can give a real conception of what these twenty-five years of struggle and activity of a hundred thousand or one hundred and fifty thousand men and women throughout the country has meant. There are no words to express the hope, the spirit of enthusiasm and courage in which this organization of yours was conceived. There are no words to express the devotion to the cause which has liberated each and every one of you in your struggle; and it requires more than an ordinary imagination to even realize the great achievements, the great results which your organization has produced. As I look upon you now, representatives of a powerful organization of labor definitely established, well recognized as a factor of prime importance in the industry, and compare it with the numerous small, futile efforts of other organizations in former years, before the organization of your International was launch-

ed to bring together the workers of your industry, to take them out of their shops, the sweat shops of old, to get them together, to inspire enough confidence in them to induce them to struggle for better conditions, I can say that a veritable revolution has been accomplished in the condition of the workers in your industry. Not merely that you are working under better economic conditions, not merely that you are getting more just rewards for your toil, not merely that you are given some leisure after work hours to live and enjoy life, not merely that you have improved your material conditions, but primarily because you have made your employers respect you. You have established your conditions, not merely as hands but as human beings, entitled to live, entitled to enjoy life; and that is the greatest achievement that you have accomplished.

It was the International Ladies' Garment Workers' Union that has first among the American labor unions introduced the principle in its dealings with employers that the workers have today even a more definite right in the industry and in the control of the industry, that the industry doesn't belong to a number of employers as their private property to do with as they please and to deal with the workers as they please, but that the industry is a social function and that the workers are a more important factor in that function than any number of employers; that you have the right not only to demand wages, not only to demand certain hours of labor, but that you have the right to share in the control of the industry and to say whether a worker shall be discharged, thrown into the ash heap, whenever the employer so choose, or whether the worker should have a say as to his tenure of employment. It was this International that established the principle which has become generally known as the protocol principle of the workers in the industry, and thereby established the principle of human dignity of the worker.

And now, my friends, when we look back on all these struggles which have finally led to these achievements we may be well satisfied. Twenty-five years is a long time in the life of one individual. After twenty-five years of steady work and struggle many individuals feel like retiring from active work. In the life of an organization, in the life of a social movement, a quarter of a century is but a short span of time, and I say that for your union, for the labor movement these struggles are only a beginning. Oh,

you have many things to accomplish yet before you can say that the things for which you organized, the things for which you fought, the things for which you suffered have been realized; and just because you have struggles before you, you must realize that it is the object of this Convention to forge the weapons which will enable you to win your final and glorious victory. It is all well and good to review the past, to pat ourselves on the back for the glorious achievements of the past; but it is more important, infinitely more important, to fix our eyes on the future and to lay down our plan of action to reach that goal.

There are a few things which are of essential importance and which you must always remember. And one of them is unity, unity in our ranks. I know there never has been a labor movement, there never has been a social movement that has not bred differences, violent differences of opinion and conception. That is as it should be. But we must remember that whatever our differences may be among ourselves, however violently we may try to fight them off as against the employer class, as against the capitalistic class, the International must stand like one man. (Applause.) For your employers are watching you; they are by no means pleased with the success you have achieved. The moment they discover and attack a weakness in your ranks, that moment will they be ready to throw themselves upon your organization and upon your workers and rescind all the things for which you have fought and suffered so hard. And this unity of organization must in the last analysis represent a sense of discipline. It means that we must recognize that in order to make it possible for a large body of human beings to work together, to work in harmony and in concert, there always must be the democratic submission of the minority to the majority.

We are a fighting organization, a militant organization; we are not merely a debating group. We must be organized; must choose our officers carefully; we must choose our boards carefully; but having chosen them we must allow them to lead the battle. For discipline is one phase of democracy; it is a necessary attribute of unity upon which the success of the labor movement depends.

And then there is one more feature which we must develop in our ranks to the highest extent possible, and that is the feature of idealism. Now, my friends, the World-war was a great catastrophe, not only on account of the material

losses, not only because of the destruction of human life and property, but also in this, that it has very largely killed the world's idealism; that it has developed a crass materialism, that people here and elsewhere all over the world have become cynical. And I want to tell you delegates to the International that you must maintain the highest sort of idealism, for that is one of its greatest and most important assets. For, after all the labor movement and your movement are not based solely upon material struggles and material improvements. Of course, we want better material conditions; it is perfectly true that we want better wages; we want shorter hours; we want better shop conditions; we are entitled to them; but this is not the end. The labor movement is ever struggling for better and higher conditions of life, for a greater and greater share of the wealth of the world, and of joy and happiness. The labor movement is gradually working, imperceptibly working, from day to day, from month to month, from year to year, to wipe out all the dire misery, all the poverty, all the strife, which it faces, and it is this struggle and this aim of the labor movement that makes it sacred to all of us; and at no time, not for a moment, should this aim be forgotten by you or by any other labor organization that calls itself progressive. I mean the efforts of your organization, while they necessarily will be centered primarily upon your own workers and upon your own trade, should not stop there. They should go beyond that. You should continue in the same struggling effort that you put forth in the early days of your existence.

As Comrade Panken has mentioned in his speech, we are here in the United States on the eve of a new, radical great development in the labor movement. A political labor party is being born in this country. It may take some time, it may not develop immediately into a full-fledged organization in every respect, but it is coming. The great mass of workers of this country have finally been taught through all the blows they have received in the last few years from our government, from our employers, from our courts, from all directions, that their only salvation lies in getting together, organizing together, not merely economically but politically, as the whole class of workers and working farmers in the United States; and that consciousness is forging ahead; it cannot be repressed; it will find expression, and it will find expression in a very short time, most likely before the coming presidential election.

Now, my friends, that will be the opportunity for you men and women, most of whom come from foreign countries, and who under the yoke and oppression of foreign despotic governments have developed a keen sense of justice and a keen love of liberty, to co-operate with that movement; and that my friends, means more than merely forming a political party; it means the laying of the foundation of the movement which will liberate the United States and which will liberate the world. It will mean that finally we, here in the United States, will become part of that world-wide procession of the workers of all countries towards emancipation, towards complete liberty. For America is the only country that holds back the triumphant procession of labor throughout the world. In every other country in the world the workers are united politically and economically. The world cannot proceed without America, and America will not join in the world's liberating procession. So long as it will be governed by our capitalistic classes, so long will the workers of America politically be impotent.

We have reached a very crucial point in the history of the whole world. We have reached the point where it has become apparent and obvious that the capitalistic class can no longer govern. It is not merely the incompetence and the corruption that are today displayed by our own government, in this Washington investigation. Oh, no, it is more than that. It is an absolute, complete bankruptcy of the capitalistic class all over the world. Look at them. They have ruled, they have governed for generations. They have ruled without question. The workers of all lines have submitted to their rule. They have ruled in ruin, in devastation, in destruction. They have ruled until the point when they have driven the whole human race in a frenzied war of mutual extermination until they have covered the countries of Europe with rivers of human blood. They have ruled until they have taken the most progressive, the most prosperous part of the world, Europe, and turned it into a poorhouse and turned it into a condition of misery that beggars description. If they are allowed to continue ruling, it may mean the end of human civilization.

There is but one force that can save the world and that force is the force of the workers who have no interest in the competitive fights and struggles of the capitalistic class, who stand, and of necessity must stand, for universal prosperity, for universal brotherhood and for

peace and the workers alone can establish a world on that basis (applause).

This movement to redeem the world from capitalistic clutches is a very real movement today. It requires the co-operation of the American people which means primarily the American workers. The opportunity is open before us now. The International, as a progressive organization, as an organization of idealists, should make it its duty, should make it its pride to lead in that movement, to lead in every progressive movement of the workers.

Our struggles are yet many. Our object has by far not yet been achieved. Whatever our work has been in the past, whatever our struggles have been in the past, whatever our sacrifices have been in the past, more sacrifices will be called for in the future.

I can close only with one expression of hope and that is that you delegates here assembled will, in all of your deliberations, take the highest point of view, the point of view of idealists, of progressive labor unionism, and fashion your organization accordingly, and contribute your share in fashioning the great labor movement of the United States along these lines.

Delegate Schoenfeld: I move that we go on record as thanking Comrade Hillquit for coming here to address us and that his speech be printed in our minutes.

This motion was seconded and unanimously carried.

Vice-President Ninfo: I move that we have an afternoon session. This motion was seconded but upon being put to a vote was defeated.

The following resolutions were introduced and referred to proper committees:

Resolution No. 51

Introduced by delegates from Locals 10, 17, 34, 35, 50.

WHEREAS, Free Youth, is a new monthly published in the English language in the interest of working class youth, and

WHEREAS, such a monthly can be of immense service in educating our young people in the ideals of the labor movement, help to counteract the evil influences on youth by perverted education and the venal capitalistic press and thus prepare young men and women for loyal and devoted service to the cause of the workers, therefore be it

RESOLVED, that the convention of the I. L. G. W. U. recommends to its locals, Joint Boards and members, to assist Free Youth in extending its power and influences and be it further

RESOLVED, that the I. L. G. W. U. appropriate a fixed sum for Free Youth.

Referred to Committee on Resolutions.

Resolution No. 52

Introduced by delegates of Local No. 44.

WHEREAS, in the City of Cleveland there are a great number of ladies' garment workers belonging to Italian nationality still unorganized, and

WHEREAS, the newly organized Local No. 44 is financially unable to stand these expenses, and

WHEREAS, in the judgment of the officers of Local No. 44 now is the proper time to start such movement, be it

RESOLVED, that the incoming General Executive Board be instructed, that not later than its second quarterly meeting, it shall appoint an Italian Organizer to organize the unorganized and to take care of and handle with the co-operation of the Joint Board of Cleveland at least for a certain period of time the affairs of the members of the Italian Cloak and Dress Makers' Union Local No. 44.

Referred to Committee on Organization.

Resolution No. 53

Introduced by delegates of Locals 1, 10, 20, 22, 25 and 90.

WHEREAS, the Modern School Association of N. A. has in a school conducted by them at Stelton, N. J., for the past 10 years demonstrated the value of liberal principles in education, and

WHEREAS, this school founded by workers for the children of the workers, supported by workers, has demonstrated the necessity for workers to control the schools in which their children are educated, and

WHEREAS, the Stelton School, has no subsidy from the State and deriving its income only from workers and working class organizations of unorganized children's dressmakers

RESOLVED, that this Convention go on record as endorsing the aims and principles of the Modern School of Stelton, and pledging our moral and financial support to it and to this new movement in education.

Referred to Committee on Resolutions.

Resolution No. 54

Introduced by delegates of Chicago locals.

WHEREAS, there are hundreds and thousands of unorganized children's dressmakers and white goods workers in the City of Chicago, and

WHEREAS, the conditions in these industries are unbearable and long hours of labor, impossible low wages, worst kind of oppression prevailed in these industries, be it therefore

RESOLVED, that the incoming General Executive Board is instructed to conduct an organization campaign in these industries and do its utmost to help the workers of these industries to establish for themselves human conditions and fair wages.

Referred to Committee on Organization.

Resolution No. 55

Introduced by delegates of the Chicago locals.

WHEREAS, the injunctions issued against our striking dressmakers in Chicago are so vicious and are contrary to every sense of justice, and are also contrary to the fundamental rights guaranteed to our members by the constitution of this country, be it therefore

RESOLVED, that the incoming General Executive Board be instructed to do its utmost to have these injunctions repealed.

Referred to Committee on Resolutions.

Resolution No. 56

Introduced by delegates of Chicago locals.

WHEREAS, the members of the Dressmakers Union of the Chicago Locals Nos. 100, 12, 21, are out on strike for the right of having a voice in determining the working conditions and wages, and

WHEREAS, the employers of Chicago have combined to defeat this effort of the workers by all illegal means, and

WHEREAS, the strikers are ready and are going through the suffering and privations with an unbroken spirit and they are determined to once for all do away with the unbearable conditions prevailing in the dress shops, be it therefore

RESOLVED, that the incoming General Executive Board is instructed to do its utmost in the future as it did in the past to help the dress strikers carry on the fight until the dress manufacturers are compelled to recognize the rights of the workers and adopt civilized methods in their relations with them.

Referred to Committee on Resolutions.

Resolution No. 57

Introduced by delegates of Chicago locals.

WHEREAS, some large clothing firms of Chicago have begun to manufacture women's garments and

WHEREAS, these women's garments are being manufactured under standards much inferior to those prevailing in the women's garment industry, as for instance, under piece-work and under a system of sectionalization, and

WHEREAS, these undue advantages that have been taken by the clothing firms menace the standards, conditions and wages established by the members of our International Union in the cloak markets throughout the country and in Chicago particularly, and

WHEREAS, the manufacture of women's garments by clothing firms has reached its

highest development in the City of Chicago, and

WHEREAS, the Hart, Schaffner and Marx firm of Chicago is developing the manufacture of women's garments on such a large scale that it also recently began to manufacture women's suits, be it therefore

Resolved that the incoming General Executive Board be instructed to immediately adopt measures to establish the prevailing system of control and standards of our industry in the shops of the Hart, Schaffner and Marx and other clothing firms where women's garments are being manufactured.

Referred to Committee on Resolutions.

Resolution No. 58

Introduced by Luigi Antonini of Local 89.

WHEREAS, the Co-operative Movement is of great educational value and economic advantage to the working class in its struggle for the realization of its position in society, and

WHEREAS, the only bona-fide Italian Co-operative in New York, located in the Bronx, in the very heart of the Italian colony is owned, administered and patronized mostly by ladies' garment workers, members of our union, and

WHEREAS, said Co-operative is now engaged in a great effort to extend the sphere of its activities and moral influence and needs therefor the active assistance of the entire Labor Movement, be it

RESOLVED, that the Seventeenth Convention of the International Ladies' Garment Workers' Union earnestly urge its members to patronize said Co-operative and become members thereof, and that it also grant a financial donation of \$500 in order to enable it to expand and prosper.

Referred to Committee on Resolutions.

Resolution No. 59

Introduced by delegates of Locals 1, 17, 10, 35, 89, 22.

WHEREAS, the International Union Bank is a co-operative institution organized by the International Ladies' Garment Workers Union, in conjunction with a number of other international unions, and

WHEREAS, the stock of this Bank is held by Labor Unions, their members and sympathizers, and

WHEREAS, Mr. Abraham Baroff, Secretary-Treasurer of the International Ladies' Garment Workers' Union, is the president of the International Labor Bank, and many of the Vice-Presidents of this International Union are Directors of the Bank, and

WHEREAS, a large part of the future success of this Bank is dependent upon all organizations composing this Bank, be it

RESOLVED, that this Seventeenth Biennial Convention, assembled in Boston in May, 1924, goes on record to issue a general call to its membership, locals, friends and sympathizers to deposit its funds in the International Union Bank, and be it further

RESOLVED, that a copy of such Resolution be sent to all the Locals of this International Union.

Referred to Committee on Resolutions.

Resolution No. 60

Introduced by delegation of Local 22.

WHEREAS, the 16th convention has referred the task of bringing about an amalgamation of the dressmakers of both Locals Nos. 22 and 23 into one Joint Board and

WHEREAS, both Locals Nos. 22 and 23 after many conferences agreed that the dressmakers of Local No. 23 are to be amalgamated with Local No. 22 and affiliated with the Joint Board of Cloak, Skirt and Reefers' Union of New York, be it therefore

RESOLVED, that the Seventeenth Convention shall express its appreciation to the General Executive Board and particularly the president for the good work rendered in carrying out the hard task of the last convention and bringing it to a success by affiliating the dressmakers locals and uniting them into the Joint Board Cloak, Skirt and Reefers' Union of New York which affiliation brings success to all concerned.

Referred to Committee on Resolutions.

Resolution No. 61

Introduced by delegation of Local 22.

WHEREAS, the Soviet Government of Russia has confined in its prisons a large number of political prisoners, and

WHEREAS, most of these are Socialists, anarchists, and trade unionists, who have spent many years in the prisons and Siberia for their active participation in the movement to overthrow the Czarist regime, and

WHEREAS, their imprisonment is due to the sole fact that they have or are disagreeing with the policies of the Soviet government or are opposed to the Communist Party in Russia, be it therefore

RESOLVED, that the Seventeenth Biennial Convention of the International Ladies' Garment Workers' Union in Boston assembled urges and makes a demand upon the Soviet government for the immediate release of prisoners in Russia.

Referred to Committee on Resolutions.

Resolution No. 62

Introduced by delegation of Local 22.

WHEREAS, this country of ours has always been the aspiration for those people of Europe who suffered oppression and persecution, and

WHEREAS, by historical tradition all those for whom it was impossible to exist in themselves decently in their home lands have emigrated to America, and

WHEREAS, at this time conditions in Europe are almost impossible, be it therefore

RESOLVED, that this Seventeenth Biennial Convention of the International Ladies' Garment Workers' Union instruct its delegates to the American Federation of Labor Convention to introduce a resolution urging that the doors of America, the land of hope for all those who have suffered privations and miseries in other countries shall be open.

Referred to Committee on Resolutions.

Resolution No. 63

Introduced by delegation of Local 22.

WHEREAS, the piece-work system creates keen competition among the workers in the various shops, and

WHEREAS, this system has proven itself to be detrimental to the health of the workers, be it therefore

RESOLVED, that the incoming General Executive Board of the International Ladies' Garment Workers' Union stands instructed to inaugurate a campaign for the week work system for the dressmakers in the City of New York, and be it further

RESOLVED, that all efforts be made to establish the week-work system when the renewal of the agreement with the dress manufacturers in the City of New York will be negotiated.

Referred to Committee on Resolutions.

Resolution No. 64

Introduced by delegation of Local 22.

WHEREAS, there are still many industrial prisoners confined in the jails of the United States, and

WHEREAS, the only crimes committed by these industrial prisoners is the fact that they disagreed with and actively advocated the abolition of the present capitalist system, be it therefore

RESOLVED, that we urge upon the President of the United States, the Congress and Senate that these industrial prisoners shall immediately be released, and be it further

RESOLVED, that a copy of this resolution shall be sent to the President of the United States and the Attorney General, as well as the Senators and Congressmen of the United States, and Government prisons where such industrial prisoners are confined.

Referred to Committee on Resolutions.

Resolution No. 65

Introduced by delegation of Local 22.

WHEREAS, there are a large number of non-union waist shops operating in the City of New York, and

WHEREAS, conditions in these shops are determined solely by the employers, making conditions of labor there almost impossible, and

WHEREAS, such conditions in the non-union shops tend to create keen competition among the workers, thereby proving injurious to the union shops, be it therefore

RESOLVED, that this Seventeenth Biennial Convention instructs the incoming General Executive Board to make strenuous efforts to organize the waistmakers in the City of New York.

Referred to Committee on Resolutions.

Resolution No. 66

Introduced by delegation of Local 22.

Section 2, Article 7 of the constitution be amended to read as follows:

The Joint Board shall be a representative body consisting of a number of delegates in

proportion to the membership of each local union affiliated with it.

The basis of proportion to be determined by each Joint Board respectively.

Referred to Committee on Law.

Resolution No. 67

Introduced by delegation of Local 22.

WHEREAS, the aims and aspirations of our International Union are, in addition to the establishment of conditions of labor in our industry which shall be an inspiration for all the workers of this country to follow, also working towards the abolition of the present capitalist system which has proven itself to be pernicious and unjust to the majority of the people who are doing the actual work of the world and are getting in return a meagre share for their labor, be it therefore

RESOLVED, that the incoming General Executive Board stands instructed to establish a co-operative union owned shop which will tend to diminish and eventually abolish the power of capital in our industry.

Referred to Committee on Union-Owned Shops.

Resolution No. 68

Introduced by delegation of Local 64.

WHEREAS, there is a local in our International known as Local No. 64 representing the buttonhole makers employed in our industry, and

WHEREAS, the number of buttonhole makers employed in the women's garment industries are very limited and yet a certain percentage of them belong to other local unions instead of belonging to the Buttonhole Makers' Union, Local No. 64, and

WHEREAS, such a condition is detrimental to the interest of that particular craft as well as to the interests of Local No. 64, be it therefore

RESOLVED, that this Seventeenth Convention, assembled in Boston, decides that all buttonhole makers of the City of New York and vicinity belong to this local and those not belonging are to transfer to Local No. 64 within thirty (30) days after this Convention.

Referred to Committee on Resolutions.

Resolution No. 69

Introduced by delegates of Chicago locals.

WHEREAS, the striking dressmakers in Chicago of Polish nationality have come to the conclusion that in order to have complete control of the dress industry in Chicago a Local Union of Polish workers in the industry should be organized, be it therefore

RESOLVED, that the incoming General Executive Board be advised of the advisability of issuing a charter to the dressmakers of Polish nationality.

Referred to Committee on Resolutions.

Resolution No. 70

Introduced by delegates of Locals 22, 23, 62.

WHEREAS, the Naturalization Aid League has rendered excellent service to the members of the trade union movement in all matters relating to citizenship, and

WHEREAS, in its fifteen years of activity it has helped over 100,000 union labor members, a very considerable proportion of whom are members of the International Ladies' Garment Workers' Union, to become citizens, and

WHEREAS, the recent anti-immigration activity, as well as the threatened severities against aliens, places an additional burden upon the League in its efforts to educate and assist the workers, and further

WHEREAS, the new laws with reference to the citizenship of women, which makes their citizenship an independent matter from the men, further makes it necessary for the League to intensify its educational work among the thousands of women members of the I. L. G. W. U., be it

RESOLVED, at the Twenty-fifth Anniversary Convention of the International Ladies' Garment Workers' Union, that we endorse the work of the Naturalization League and that we go on record as prepared to give it the utmost moral and financial support.

Referred to Committee on Resolutions.

Resolution No. 71

Introduced by Locals 56 and 12.

WHEREAS, in the City of Boston there are a great number of unorganized Italian ladies' garment workers, and

WHEREAS, the Joint Board and Local No. 49 have from time to time conducted organization work among the Italian element without obtaining the expected results, and

WHEREAS, in the last Dress and Waist-makers' strike a great number of workers ignorant of unionism and of the class struggle not only did not respond to the Union call, but in part helped the manufacturers, and

WHEREAS, past experience in New York and in other cities has proven that in order to develop among Italian workers active workers and union leaders, it is necessary to form a separate local, therefore be it

RESOLVED, that this Seventeenth Jubilee Convention of the I. L. G. W. U. now when it is celebrating twenty-five years of wonderful achievement will go on record by instructing the incoming General Executive Board to investigate this matter and if possible to grant the Italian workers of the City of Boston, an Italian Local as was done in New York, Philadelphia, and Cleveland.

Referred to Committee on Organization.

At 1:30 p. m. the session was adjourned to reconvene Monday, May 12, at 9:30 a. m.

Seventh Day—Morning Session

Monday, May 12, 1924

The seventh day, morning session, opened at 9.30, May 12, 1924, at Convention Hall, with President Morris Sigman in the chair.

Secretary Baroff read the following communications of fraternal greetings received from individuals and organizations. They were greeted with applause.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings. Hope all delegates be seated regardless of political opinion. Wishing success in your deliberations.

WORKERS COLUMBIA DRESS.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings and best wishes for progress and unity at your sessions.

3rd VICE PRESIDENT
OF NEW YORK JOINT BOARD.

International Ladies' Garment Workers' Union, Boston, Mass.

Greeting. May this Convention bring unity in our International

SOL RAPHAEL WORKERS.

International Ladies' Garment Workers' Union, Boston, Mass.

I rejoice with you with the organized labor movement and with all liberty and justice loving men and women in the tremendous victories the International achieved during the twenty-five years of its existence. These victorious achievements did not only benefit the members of your own International but they were also of incalculable benefit to the whole labor movement in particular and to humanity at large.

May this celebration of your Twenty-fifth Anniversary spur you on to even greater efforts resulting in even greater victories than those you have already achieved.

May you march from strength to strength until the final triumph of the ideals for which the organized labor movement stands: justice to all mankind in the establishment of permanent peace and enduring tranquility throughout the entire world, shall be realized.

Long live the International Ladies' Garment Workers' Union, long live the organized labor movement. May we live to see the permanent establishment of the United States of the world and the parliament of mankind.

JOSEPH BARONDES

International Ladies' Garment Workers' Union, Boston, Mass.

Although it is impossible to be present at this great event we are with you in spirit. Our heart is with you and soul in this great union. We pledge ourselves to the

hastening of the new day when political and industrial equality will be a fact and not a wish with warning to our enemies within and without we march on toward the new order.

Active Members of Local No. 10,

M. COOPERMAN, H. ROBBINS, L. PANKEN,
I. FLEISSCHER, M. FRIEDMAN, S.
SOKAL, P. HANSELL, J. GOODSTEIN,
M. KATZ, S. MASSEVER, M. ALLOVIS,
S. GREENBER, H. VOLK.

International Ladies' Garment Workers' Union, Boston, Mass.

We, the working people of Max Friesch shop, protesting against expelling of part of the delegates, with union regards

DORA DUCHIN.

International Ladies' Garment Workers' Union, Boston, Mass.

Best wishes and sincerest greetings to all delegates. May your deliberations be crowned with success.

Workers of John Bombrold,
Shop Chairman, SAM FRUMCHICK.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings. As one of the oldest members who has helped our organization reach the present stage, I wish you success in all your future undertakings. May your deliberations further the progress of our beloved International.

P. H. COHEN,
Member of Local No. 9.

We, the workers of the Quality Dress Company greet the delegates of the Convention. We demand seating of all delegates who may have different views. We are against expulsions and demand the reinstatement of all expelled.

GELLER,
Shop Chairman.

International Ladies' Garment Workers' Union, Boston, Mass.

Your twenty-five years service to your membership and to the Labor movement in general stands out like a beacon of light in these days of trial. Only a quarter of a century and the slavery in your industry is almost extinguished and the conditions of the workers brought to decent humane level in spite of this world of exploitation. Good luck to you and more power to you for dealing firmly with all those who made or would make an attempt to destroy all that was accomplished at tremendous sacrifices by your wonderful organization. The United Hebrew Trades, a constituent part of you, look forward with great hope and anticipation to your work of tomorrow. Your past assures us of still greater achievements and more beautiful doings in the future. We stand loyally with you since your inception or since we have given birth to you and at this time wish that you enter your second quarter of a century refreshed and invigorated ready to continue the noble fight for the wonderful cause of labor's solidarity, emancipation and liberation.

UNITED HEBREW TRADES
OF NEW YORK.

International Ladies' Garment Workers' Union, Boston, Mass.

International Ladies' Garment Workers' Union Chorus send hearty congratulations to Jubilee Convention. Wish you success in all your undertakings.

L. RUBINSKY,
Chairman.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings to the International Ladies' Garment Workers' Union Convention. We congratulate you heartily upon your past achievements and are confident that your collective wisdom will guide your deliberations to further victories. May your efforts be crowned with success.

H. BERKOWITZ,
Local No. 3, International Ladies' Garment Workers' Union, Acting Manager.

International Ladies' Garment Workers' Union, Boston, Mass.

We, the workers of Herowitz and Dorfman Shop, greet the delegates of the Convention. Let us hope that at this Twenty-fifth Anniversary of our Union the Convention recognize the importance of having unity within our ranks. Beat all delegates who may share different views, go on record against expulsions.

Brotherly yours,
KLEIN, Chairman.

Secretary Baroff then read the following communication which he forwarded on behalf of the Convention to the International Fur Workers' Union meeting at present in convention in the city of Chicago:

May 11, 1924.
International Fur Workers' Convention,
New Merriam Hotel,
Chicago, Illinois.

The International Ladies' Garment Workers in Convention assembled in Boston, Massachusetts, desire to convey to you an expression of sincere fraternal congratulations upon the event of your Convention. We are at this moment in the midst of discussing highly important organization and industrial problems and we cannot help feeling that you too are gathered to face industrial conditions which are quite similar to ours as we all belong to one great industrial family. And as by united effort and earnest endeavor we from day to day approach the solution of our problems, we hope and wish that you too, after enlightened discussion, will solve your own problems in a way that will mean the steady unretarded advancement of the workers in the fur industry.

MORRIS SIGMAN, President.
ABRAHAM BAROFF, Secretary.

The reading of this telegram was received with an outburst of applause.

Secretary Baroff read to the Convention the following telegrams which he

forwarded on behalf of the Convention of the International Union to the convention of the Amalgamated Clothing Workers of America in Philadelphia:

Telegram
May 11, 1924.

Amalgamated Clothing Workers Convention,
Sidney Hillman, President,
Sylvania Hotel, Philadelphia, Pa.

We desire to convey through you to the assembled delegates of the Amalgamated Clothing Workers of America the greetings of the International Ladies' Garment Workers' Union in Convention assembled in Boston, Massachusetts. This week three of the most important divisions in the garment making industry of America are meeting to discuss vital organization and industrial problems and the ways and means of how to solve them. It is a week of industrial parliaments in our great industries and upon the decisions adopted at these conventions depends the welfare and destiny of millions of human beings. May we be permitted therefore in hoping that our own Convention adopt the wisest and most practical decisions for the welfare of our membership, that your Convention representing our brothers and sisters in the great Men's Clothing Trades of this country similarly adopt a line of policy and action that will insure for the clothing workers unbroken industrial progress and will add strength and prestige to your splendid organization.

MORRIS SIGMAN, President.
ABRAHAM BAROFF, Secretary.

The reading of the telegram was received with great applause.

At one of the preceding sessions of the Convention a motion was carried that the International Union forward a message of congratulation to the British Labor Government. Such a communication was cabled over to Premier MacDonald on Saturday and Secretary Baroff now read it to the delegates amid a storm of enthusiastic applause:

May 11, 1924.
J. Ramsay MacDonald,
Premier Great Britain,
10 Downing Street,
London, England.

The International Ladies' Garment Workers' Union in Convention assembled in Boston, Massachusetts, are privileged to convey to you whole-hearted wishes for success on behalf of the one hundred fifty thousand organized workers whom they represent. We know the obstacles in your path are great, but we are equally confident that you will succeed in avoiding the pitfalls and will soon prove to the working masses of England and to the whole world that labor organized and conscious of its mission can govern and is the only class that can restore true social and industrial peace in a world which capitalism has all but destroyed.

MORRIS SIGMAN, President.
ABRAHAM BAROFF, Secretary.

President Morris Sigman announced to the delegates the full list of all the standing committees of the Convention:

COMMITTEE ON OFFICERS' REPORT

	Local
Louis Langer, Chairman	35
Max Amdur	Jt. Bd., Phila.
Abe Rosenberg	Dist. Council, N. J.
Chas. Kreindler	Jt. Bd., Cleveland
L. Levy	1
D. Schwartz	3
L. Hyman	9
Joseph Fish	10
Hyman Newman	12
S. Friedman	14
M. Leventhal	17
S. Friedman	20
Hyman Greenberg	22
L. Pinkofsky	23
Isidore Friedman	40
I. Di Giacomo	48
Sam Winick	50
Yetta Malofsky	62
M. Ashbes	80
L. Antonini	89
Fannie Schwartz	115

COMMITTEE ON ORGANIZATION

	Local
J. Halperin, chairman	41
M. Nachlin	1
J. Portnoy	2
S. Perimutter	10
Isidore Reich	2
Philip Soldner	6
Sam Kaplan	4
Morris Cohen	12
L. Lipsky	17
Meyer Polinsky	20
Sam Prizant	22
Paulina Morgenstern	25
Agnes Fisher	29
Bernard Schub	34
Max Gusman	35
Nicola Doti	48
Mary Titalbaum	49
Becky Stein	69
H. Kaplan	71
B. Gilbert	78
C. Iandoli	89
M. Schneid	93
Joa. Morabito	56

COMMITTEE ON RESOLUTIONS

	Local
Jacob Heller, Chairman	17
Sam B. Shenker	10
Felix Bein	9
D. Rubin	3
J. Warshavsky	1
I. Weinstein	5
M. Zucker	6

Philip Kaufman	11
K. Wagner	14
Max Bluestein	22
M. Konsky	23
A. Katofsky	26
H. Slutsky	35
Dan Wishnevsky	38
A. Trudiker	Jt. Bd., Boston
John Monastra	44
P. Muccigrossi	48
H. Ruffer	59
Philip Oretsky	189
Miss Helger	85
W. P. Daly	81

COMMITTEE ON LAW

	Local
S. Ninfo, Chairman	48
J. Weinstein	1
L. Kaufman	9
Philip Ansel	10
Abraham Berkowitz	17
S. Taylor	19
Benj. Weiselberg	20
Isidore Sheinholtz	22
M. Weinstein	23
Chas. Friedman	27
Max Carolinsky	35
Chas. Pomerantz	37
P. Delmonaca	47
Mandy Fineberg	54
L. Epstein	55
Max Trubakoff	59
Sophia Pollack	78
J. Bernadsky	90
Yetta Spector	91
Morris Bialis	104
David Noodleman	57

COMMITTEE ON ADJUSTMENT

	Local
Saul Seidman, Chairman,	Jt. Bd., Toronto
S. Shelly	1
H. Kuperstein	9
David Frueling	10
Barnet Rubin	11
Abram Goldin	17
David Phillips	18
L. Horowitz	22
M. Schoenfeld	23
Sam Finkel	23
Anna Claughey	33
Philip Levine	35
David Godes	39
Abe Goldin	40
Mary Liotta	44
I. Brodfield	45
Chas. Corotenuto	48
Carl Schultz	50
Harry Dordik	53
Philip Arbeitman	57
L. Sapolsky	61
Isidore Shulman	127
B. Kurland	73

International Ladies' Garment Workers' Union, Boston, Mass.

International Ladies' Garment Workers' Union Chorus send hearty congratulations to Jubilee Convention. Wish you success in all your undertakings.

L. RUBINSKY,
Chairman.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings to the International Ladies' Garment Workers' Union Convention. We congratulate you heartily upon your past achievements and are confident that your collective wisdom will guide your deliberations to further victories. May your efforts be crowned with success.

H. BERKOWITZ,
Local No. 3, International Ladies' Garment Workers' Union, Acting Manager.

International Ladies' Garment Workers' Union, Boston, Mass.

We, the workers of Herowitz and Dorfman Shop, greet the delegates of the Convention. Let us hope that at this Twenty-fifth Anniversary of our Union the Convention recognize the importance of having unity within our ranks. Beat all delegates who may share different views, go on record against expulsions.

Brotherly yours,
KLEIN, Chairman.

Secretary Baroff then read the following communication which he forwarded on behalf of the Convention to the International Fur Workers' Union meeting at present in convention in the city of Chicago:

May 11, 1924.
International Fur Workers' Convention,
New Merriam Hotel,
Chicago, Illinois.

The International Ladies' Garment Workers in Convention assembled in Boston, Massachusetts, desire to convey to you an expression of sincere fraternal congratulations upon the event of your Convention. We are at this moment in the midst of discussing highly important organization and industrial problems and we cannot help feeling that you too are gathered to face industrial conditions which are quite similar to ours as we all belong to one great industrial family. And as by united effort and earnest endeavor we from day to day approach the solution of our problems, we hope and wish that you too, after enlightened discussion, will solve your own problems in a way that will mean the steady unretarded advancement of the workers in the fur industry.

MORRIS SIGMAN, President.
ABRAHAM BAROFF, Secretary.

The reading of this telegram was received with an outburst of applause.

Secretary Baroff read to the Convention the following telegrams which he

forwarded on behalf of the Convention of the International Union to the convention of the Amalgamated Clothing Workers of America in Philadelphia:

Telegram
May 11, 1924.

Amalgamated Clothing Workers Convention,
Sidney Hillman, President,
Sylvania Hotel, Philadelphia, Pa.

We desire to convey through you to the assembled delegates of the Amalgamated Clothing Workers of America the greetings of the International Ladies' Garment Workers' Union in Convention assembled in Boston, Massachusetts. This week three of the most important divisions in the garment making industry of America are meeting to discuss vital organization and industrial problems and the ways and means of how to solve them. It is a week of industrial parliaments in our great industries and upon the decisions adopted at these conventions depends the welfare and destiny of millions of human beings. May we be permitted therefore in hoping that our own Convention adopt the wisest and most practical decisions for the welfare of our membership, that your Convention representing our brothers and sisters in the great Men's Clothing Trades of this country similarly adopt a line of policy and action that will insure for the clothing workers unbroken industrial progress and will add strength and prestige to your splendid organization.

MORRIS SIGMAN, President.
ABRAHAM BAROFF, Secretary.

The reading of the telegram was received with great applause.

At one of the preceding sessions of the Convention a motion was carried that the International Union forward a message of congratulation to the British Labor Government. Such a communication was cabled over to Premier MacDonald on Saturday and Secretary Baroff now read it to the delegates amid a storm of enthusiastic applause:

May 11, 1924.
J. Ramsay MacDonald,
Premier Great Britain,
10 Downing Street,
London, England.

The International Ladies' Garment Workers' Union in Convention assembled in Boston, Massachusetts, are privileged to convey to you whole-hearted wishes for success on behalf of the one hundred fifty thousand organized workers whom they represent. We know the obstacles in your path are great, but we are equally confident that you will succeed in avoiding the pitfalls and will soon prove to the working masses of England and to the whole world that labor organized and conscious of its mission can govern and is the only class that can restore true social and industrial peace in a world which capitalism has all but destroyed.

MORRIS SIGMAN, President.
ABRAHAM BAROFF, Secretary.

President Morris Sigman announced to the delegates the full list of all the standing committees of the Convention:

COMMITTEE ON OFFICERS' REPORT

	Local
Louis Langer, Chairman	35
Max Amdur	Jt. Bd., Phila.
Abe Rosenberg	Dist. Council, N. J.
Chas. Kreindler	Jt. Bd., Cleveland
L. Levy	1
D. Schwartz	3
L. Hyman	9
Joseph Fish	10
Hyman Newman	12
S. Friedman	14
M. Leventhal	17
S. Friedman	20
Hyman Greenberg	22
L. Pinkofsky	23
Isidore Friedman	40
I. Di Giacomo	48
Sam Winick	50
Yetta Malofsky	62
M. Ashbes	80
L. Antonini	89
Fannie Schwartz	115

COMMITTEE ON ORGANIZATION

	Local
J. Halperin, chairman	41
M. Nachlin	1
J. Portnoy	2
S. Perimutter	10
Isidore Esich	2
Philip Soldner	6
Sam Kaplan	4
Morris Cohen	12
L. Lipsky	17
Meyer Polinsky	20
Sam Prizant	22
Paulina Morgenstern	25
Agnes Fisher	29
Bernard Schub	34
Max Gusman	35
Nicola Doti	48
Mary Titalbaum	49
Becky Stein	69
H. Kaplan	71
B. Gilbert	78
C. Iandoli	89
M. Schneid	93
Joa. Morabito	56

COMMITTEE ON RESOLUTIONS

	Local
Jacob Heller, Chairman	17
Sam B. Shenker	10
Felix Bein	9
D. Rubin	3
J. Warshavsky	1
I. Weinstein	5
M. Zucker	6

Philip Kaufman	11
K. Wagner	14
Max Bluestein	22
M. Konsky	23
A. Katofsky	26
H. Slutsky	35
Dan Wishnevsky	38
A. Trudiker	Jt. Bd., Boston
John Monastra	44
P. Muccigrossi	48
H. Ruffer	59
Philip Oretsky	189
Miss Heiger	85
W. P. Daly	81

COMMITTEE ON LAW

	Local
S. Ninfo, Chairman	48
J. Weinstein	1
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Philip Ansel	10
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Benj. Weiselberg	20
Isidore Sheinholtz	22
M. Weinstein	23
Chas. Friedman	27
Max Carolinsky	35
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P. Delmonaca	47
Mandy Fineberg	54
L. Epstein	55
Max Trubakoff	59
Sophia Pollack	78
J. Bernadsky	90
Yetta Spector	91
Morris Bialis	104
David Noodleman	57

COMMITTEE ON ADJUSTMENT

	Local
Saul Seidman, Chairman,	Jt. Bd., Toronto
S. Shelly	1
H. Kuperstein	9
David Frueling	10
Barnet Rubin	11
Abram Goldin	17
David Phillips	18
L. Horowitz	22
M. Schoenfeld	23
Sam Finkel	23
Anna Claughsey	33
Philip Levine	35
David Godes	39
Abe Goldin	40
Mary Liotta	44
I. Brodfield	45
Chas. Corotenuto	48
Carl Schultz	50
Harry Dordik	53
Philip Arbeitman	57
L. Sapolsky	61
Isidore Shulman	127
B. Kurland	73

sion he spoke of the praise which the League held for the achievements of the Ladies' Garment Workers' Union and that they were one of the great hopes in the labor movement toward a reconstructed world.

President Sigman: We will now have the Credentials Committee present its report.

Delegate Breslaw, chairman of the Credentials Committee, presented the report of the Credentials Committee in connection with the objections against Brother George Halpern of Local 66, as follows:

The Credentials Committee received an objection from Brother Dissenhaus of Local 66 against Substitute George Halpern, of the same Local, who is delegated to this Convention in Brother Essensfeld's place, because the latter is ill and cannot attend the Convention.

The objector claimed that Brother Halpern disturbs the Local meetings and that in order to advocate the program of the "league" he is trying to organize a secret group within the Local; that he attacks the General Executive Board in order to discredit the "International," claiming that decisions are made to give people jobs.

At the investigation it was disclosed that Brother Halpern participated in protest meetings called against the "International," where our Union and its officers were severely attacked, and there can be no doubt as to the reflection such meetings have on our organization. It was further disclosed that while a member of the Workers' Party, he never criticized the stand taken by its official organ, which attacks and slanders our Union, and threatens the existence of the organization. It was also proven that he is a staunch supporter of the obstructive elements which are fighting our "International."

Your Committee is therefore of the opinion that Delegate Halpern is disqualified as a delegate and unanimously recommends that he should not be seated at this Convention.

Brother Halpern, in his defense, made a general denial of all the charges brought against him. With regard to his membership in the Trade Union Educational League, he stated that it is admitted in the charge that the objectors cannot prove that he was a member of the League.

He said, "I defy anyone to prove that I held secret meetings within the local and that I advocated the program of the League. I did not attack the General Executive Board so as to discredit the International. At no meetings held in our local were the officers of our union attacked. As far as attacking the decision of the Executive Board meeting in the question of the Chicago situation, the only way that I defied them, if you can call it defied, is that I introduced a resolution that the General Executive Board rescind its action. Has a member the right to propose such a motion? Why did the General Executive Board say in its second communication that all that the members have to do is to accept its communication and order, and if they are not satisfied with it, to wait until the next convention and appeal from it; and now when I propose such a motion that the General Executive Board rescind its action, I am criticized—not criticized, but I am brought up on charges of defying the order of the General Executive Board.

"Then there is the charge against me that while a member of the Workers' Party I did not criticize the stand taken by its official organ, that it threatens the existence of our organization. That organization has not slandered our union. Didn't you say yesterday that everybody can have his own opinion, there are many differences of opinion here, but those differences of opinion are of such a nature that they don't endanger our union.

"Instead of spending \$50,000 for the furtherance of the work in New York, what do you do with it? You took it and organized small locals of 5 and 7 members, and you control them, and you have 50 to 70 delegates sent to this Convention representing such unions, so that you can control the Convention."

Brother Halpern concluded his remarks by stating that the charges against him were absolutely groundless and that they should be dismissed.

Delegate Rose Auerbach was granted the floor and spoke against the acceptance of the recommendation of the Credentials Committee. She stated that if Brother Halpern is guilty of the charges brought against him, that each and every one of the delegates from Local 66 are just as guilty as he. She said, "Since the charges were known to the Credentials Committee before January, why weren't they brought out before Brother Halpern was elected as an officer of our local? He is one of the most valuable

members of our organization; he has served on every important committee, and he is one of the most prominent officers of our organization. If he is eligible to serve as an officer of our local, why isn't he eligible to serve as a delegate to this Convention.

Delegate Perlstain, of Local 88, spoke against seating Brother Halpern. He said in part, "I compliment Brother Halpern on his ability, but so far as his activities in our union are concerned, I say that he is one of those who have created a clique in our organization. Since Brother Halpern came back from Russia friction has been gradually creeping into our local. I know that Brother Halpern participated in the activities of the Trade Union Educational League; that he did not resign from the League but that he only withdrew from its activities. He instructed the delegates from Local 88 as to how they should vote. He is a member of the Workers' Party. While it may not be a crime to be a member of the Workers' Party or any other organization, I say that an officer cannot have the best interests of his local at heart while at the same time being interested in the success of another organization that is opposed to our union. So I say that Brother Halpern has no right to be seated at this Convention."

The previous question was called for and unanimously carried.

Delegate Sister Matthies, of Local 93, asked for the privilege of the floor.

President Sigman: You will only be allowed to ask a question.

Delegate Matthies: I just want to make a reply to Brother Halpern when he stated that 50 delegates were brought here from the unions all over the country to vote according to our managers, that we were told how to vote. I defy him to prove that statement. We are intelligent enough to know how to vote and I defy anybody to tell me how to vote. (Applause.) Even though we come from small locals, we are just as intelligent as Brother Halpern, perhaps even more so, and we know how to vote, for we are citizens of this country. (Applause.)

President Sigman: Secretary of the Credentials Committee will now sum up for the committee.

Delegate Breslaw, secretary of the Credentials Committee, summed up for the committee as follows:

I just want to clear up some misunderstanding and to disprove the insinuations that have been made on this floor, not only this morning but Saturday. I say that each and every one of those statements about the Credentials Committee or anyone else, controlling 50 or 60 locals in our union is a contemptible lie. All these attacks are only a campaign of destruction to undermine our organization. How did I become chairman of the Credentials Committee? How did Dubinsky become secretary of the Credentials Committee, or how did he come to represent his locals here? Was it through deceit or were we regularly elected? You, Halpern, are the one who has been deceiving us. You are the one who has been lying about your membership in the Trade Union Educational League. I will read some of the questions put to you when you were brought up before the Credentials Committee.

Mr. Breslaw: Are you a member of the Trade Union Educational League?

Mr. Halpern: No.

Mr. Breslaw: Are you a member of the Shop Delegate League or any other league?

Mr. Halpern: No.

Dubinsky. Were you a member or did you participate in any meetings of the league?

Halpern: No.

Dubinsky: Are you a sympathizer of their methods?

Halpern: I am a sympathizer of propagating their ideas.

Dubinsky: Do you think such leagues are necessary?

Halpern: The leagues for the propagating of these policies, yes.

Breslaw: Do you agree with such leagues?

Halpern: Yes, I do agree with such leagues, and I believe that such leagues should be permitted by the Union.

The next charge was that at the meeting I spoke for recognizing the league. I deny speaking for recognizing the league.

He states that I am connected with every movement in town against the International. I am a member of the

Workers' Party, but this is not against the International. It is against certain policies of the International as it is against the policies of many other unions.

Breslaw: Isn't it a fact that it is a constitutional point in the Workers' Party that every member of this party must belong to the league?

Halpern: No.

Dubinsky: If it should be proven to you that there is such a clause in the constitution of the Workers' Party, would you resign from the Workers' Party?

To this question you did not answer.

We would have more confidence in you and would respect you more if you came on this floor and attacked everybody no matter how abusively, but when you come before the Credentials Committee and tell us a pack of lies about your connections with the Trade Union Educational League, and your membership in the Workers' Party and other leagues, then we can have absolutely no confidence in anything you may say or do in behalf of our Union, and therefore you have no right to sit at this Convention. (Applause.)

Brother Halpern, in summing up in his own behalf, stated that he proved his loyalty to the International in many ways. He said: "You say that I am not sincere in my activities in the work of our Union. We had a strike for ten weeks in our local. I was up at half-past seven in the morning and held meetings all day, and during the strike I was out in the bitter cold all day on the picket line. Is that what you call insincerity? Is that what you call disloyalty? I only wish that you had as many so-called sincere members as I have been. Why did I go through all this suffering? Was it because I was insincere, because I was disloyal to our Union?"

"I did belong to the League because I believed that the Union had a right to exist; but I added another statement, that I had the right to belong to the League provided the Union permitted it.

"Secretary Breslaw accused me of lying to the Credentials Committee. I did not make any false statements. So far as I knew, the League never did dictate to any local what it should do or what it should not do.

"As far as the decision regarding the Workers' Party is concerned, I know nothing of such a decision."

Secretary Dubinsky: Here it is in the record of the proceedings of the Workers' Party in convention in Chicago in December and January of 1923.

Brother Halpern: Well, I never read it.

President Sigman: We will now vote on this matter. The sergeants-at-arms will please come forward. All in favor of approving the recommendations of the Credentials Committee will please signify so by raising one hand.

All against the report of the Committee will please raise one hand.

The vote stands 192 to approve the report and 35 against.

The report of the Committee is accepted.

Secretary Breslaw continued the report of the Credentials Committee in connection with the objection against Sister Mary Rodowell, delegate of Local No. 100, as follows:

The Credentials Committee received an objection against Sister Mary Rodowell, delegate of Local No. 100 from M. Rappaport, Secretary of the Chicago Joint Board.

He stated that this sister was fined \$25.00 by the Grievance Committee of the Chicago Joint Board for refusing to stop from work when the shop was declared on strike by the officers of the Joint Board. This Sister never paid this fine and never appealed her case in order to vindicate herself. She claimed that a committee of her own local has investigated the matter and vindicated her. She therefore did not think it necessary to pay her fine or to appeal her case to the Appeal Committee of the Joint Board.

Your Committee is aware of the fact that this is contrary to the rules which govern our Union. She is therefore disqualified as a delegate and your committee unanimously recommends that Sister Mary Rodowell should not be seated at this Convention.

Secretary Breslaw: The Credentials Committee recommended that Sister Rodowell be not seated, but since the charges were brought against her Vice-President Perlsstein had brought to the attention of the Credentials Committee that she is active in connection with the

present strike in Chicago and that she is proving her loyalty and he now wants to make an appeal to the Convention in her behalf. Therefore we will not proceed with the charges against her.

Vice-President Perlestein: Since the charges were brought against Sister Rodowall the strike in Chicago has arisen and Sister Rodowall has proved herself loyal to our Union by her activities in the strike. She has suffered there and inasmuch as she is willing to continue to make sacrifices in behalf of the International, I move that Sister Rodowall be seated as a delegate to the Convention.

This motion was duly seconded and carried.

The previous question was called for and unanimously carried.

President Sigman: The motion before the house is that Sister Rodowall be seated as a delegate to the Convention. All in favor of that motion signify by saying "Aye."

This motion was unanimously carried.

Secretary Breslaw of the Credentials Committee continued his report in connection with credentials for substitutes from Local 9, as follows:

We received credentials for the following substitutes from Local No. 9:—

M. Brodchneider, N. Kurtzman, H. Willenberg, H. Saltberg, L. Kaufman, H. Cooperstein, J. Shapiro, Portnoy, and F. Rein.

One of the substitutes, Brother J. Shapiro, declined to accept his credentials, due to the fact that he was one of those who preferred the charges against the delegates of Local No. 9. Therefore your Credentials Committee recommends that the next substitute, be seated at the Convention.

This concludes the report of the Credentials Committee. We therefore recommend that the entire report, as amended, be adopted.

Respectfully submitted,

J. Breslaw, Chairman
David Dubinsky, Secretary
Morris Goren, Philadelphia
A. Scher, Chicago
H. Smoler, Boston
I. Margolis, Local No. 22, New York
Edward Mallesani, Local No. 48, New York

Secretary Breslaw: I move that the entire report as amended be adopted.

This motion was seconded and unanimously carried.

Delegate Slutsky: I move that the Convention give a vote of thanks and appreciation to the Credentials Committee for their services rendered for the benefit of the International.

This motion was seconded and unanimously carried.

President Sigman: Delegates, as chairman of this Convention I decided to take the privilege of the floor for just a few minutes at this time. I don't know whether it is customary for a chairman of the convention to speak after the Committee on Credentials is through with its report. I cannot refrain from speaking at this time because of the very complicated situation with which the Credentials Committee was confronted and also the delegates here present at this convention.

It seems to me that as chairman I was very liberal. I have permitted the parties interested to speak at length, because I was very desirous that these questions involving the various objections against the delegates should really be thrashed out fairly on the floor of the convention, so that each of the delegates present should be in a position to have a clear idea, to get a real conception, as to what really occurs here.

Still, with all my desire to be liberal, I find that after each of the discussions on each of the actions taken by this Convention, some of the delegates, who were not very much pleased with these decisions of the convention, have continued to make the impression: first, that they didn't have the fullest freedom to express their views and contentions; second, that the entire action on the part of the convention is a crusade against opponents who differ on their political views.

Only today on the floor, this very statement was made by one of the unseated members of the convention, and it is because of this that I want to address you and express my own opinion as well as the opinion of the rest of the members of the General Executive Board. It is not true and it never shall be true that our International wants to suppress thoughts and ideas of its individual members. This was not the case prior to the gathering of this con-

vention and it is not the case at this time. I have been a member of this International Union since 1908. I have been in this country since 1902. When I came here the movement was rather weak; so far as the ladies' garment workers were concerned there wasn't any movement. There were a few pioneers who have been trying to imbue the large, unorganized masses with the thought of unionism, with the idea of combining their forces into an economic organization. In my young days I thought that these efforts were negligible and ineffective and because of this I tried to organize my own movement, an independent movement.

In my young days the workers couldn't think of combining into labor organizations. The oppression that they were subjected to in industry, the compensation they received for their hard labor so affected their lives, their minds, that they couldn't think of how to better their conditions. The hours of work were so long that there wasn't enough time left to rest, to think during the busy seasons.

Later, on I was connected with two other movements. Our independent union joined the Socialist Trade and Labor Alliance; then we joined the I. W. W. I left the Socialist Trade and Labor Alliance because of its political activities. In this talk I shall bring out to you the relationship between the Socialist Trade and Labor Alliance movement and the present movement of a would-be educational character which is known as the Trade Union Educational League.

After the political factions within the I. W. W. split up and disrupted their organization, I came to a good many local unions and told them that this wandering had come to an end and that we would have to join the American Federation of Labor movement. We cannot subdivide the masses of workers into different political factions and have them forget their economic problems so that they would not be in a position to combine their forces and bring about economic improvements in industry.

We joined the International Ladies' Garment Workers' Union in 1908. I had not at that time changed my ideals and my beliefs in industrialism, yet, a committee of the Joint Board approached me as soon as I became a member of Local 26 and tried to induce me to become a delegate to the Joint Board. We have

one of that committed as a guest here at this convention, Brother Fried, of Local 1. I have never given up the idea of advocating industrial unionism. While advocating this form of organization I became organizer later on for the Joint Board. I was sent to conventions of the International and I was elected a member of the General Executive Board. I have been discussing industrial unionism at meetings of the General Executive Board whenever an occasion arises.

I have said to a good many delegates prior to this convention that so far as I personally was concerned I will be ready to argue out this question with the entire convention, and if the convention as a whole should decide against my point of view, or the point of view of the General Executive Board, I for one would at least feel that I have no business and no right to be a representative of this organization, because no one wants to lead a movement toward destruction. (Applause)

I want also to say that while in the office I have also been very liberal. I think I spoke to more of our members in this period than any president or any two presidents combined. My office had an open door and when members came I kept repeating to them that I didn't care whether they were Communists, Anarchists, Socialists, Zionists, Republicans or Democrats; they have a right to their own political beliefs. (Applause.)

We looked upon our members as producers, as workers. This organization of ours is organized to defend the economic needs of our workers, and stands for economic improvement in the shop and in the factory. We cannot accomplish this unless we have unison and unity among all our workers. So when you come and tell me that you are a Communist or a Socialist, I am ready to listen to you. Declare your principles if you will, and spread them; convert me to Communism or any "ism," if you can, but please don't force me to believe in your religion, to take you for granted. Don't do what Spain did to the Jews centuries ago.

In one of the so-called Communist sheets they pictured me as having a knife in one hand and a gun in the other and wrote underneath "this is the symbol of the leadership of the International—Sigmán." I tell you frankly that it doesn't hurt me personally in the least, but I say when a member of ours is contri-

buting financially and morally to such a kind of "criticism" it is about time to know whether that member is not in service of some agency that is interested in disrupting our Union. (Great Applause.)

It is very painful when some of our members on the floor of this convention try to make these insinuations, that this, that and the other one does not represent the rank and file. A good many spoke about farmers here at this Convention. Well, I happen to be one, but still I can't be fooled. (Laughter.) What really happened is this: the Socialist Trade and Labor Alliance had as much faith in the rank and file as these new idealists. Honestly, they don't believe in the competence of the masses. They are referring to the rank and file because it is a scheme to get their confidence, but when it comes to consulting the rank and file, getting its version on matters, getting its expression of opinion, they are not there and do not believe in it. It was just because of this that they had the wonderful aspiration to establish that so-called Shop Delegate System about three or four years ago. It occurred in the absence of the president of the International and I was acting president. I told them that an economic organization cannot permit the system of dictatorship of a small minority who think and believe that they are the ablest. But here on the floor of this Convention they dare say that this one and that one and the other one does not represent the membership at large, the rank and file. By this one assertion I think they demonstrate their misjudgment, their incompetence and their sub-normality because they know as well as I do that the large membership of the International Union has not adopted their doctrine yet and heaven knows how many generations may pass before they will if ever.

When members vote for one as an executive board member, when they cast their votes for one as a delegate to this Convention, they vote for him as a trade unionist and they expect that when he goes into service, when they place upon him the burden, when they give him the trust to serve their interests, nothing else will occupy his mind except the organization that he is to represent, except the interests of the workers that have elected him.

I say to you delegates that it isn't ordinary our concern that certain parties are organized and adopt certain philoso-

phies. But these new Messiahs, these self-appointed saviours of the working class, having some of the old experience of the Socialist Trade and Labor Alliance, have now adopted a "wiser" course. They said, "We won't organize from the inside; we will manage from the outside, and in order to be successful we will tear down, accuse and abuse; nothing is dishonest as long as it is for the great cause." It is on this basis that they are working, and so we hear it said here that the Trade Union Educational League is a purely educational institution and that it is not an organization of membership; but this is not the case. They are simply throwing sand into the eyes. I have been through the school and I know just what it is and can't be fooled. The league is the economic wing of the so-called Workers' Party.

I am a trade unionist above everything else and I am proud of the fact that I have joined the great family of the workers, because when I came here from the Old World I didn't know of any labor movement; the country from which I came had no such thing. I didn't know anything about Socialism or Unionism. And since that time I have not seen any other real movement to liberate the working classes, to actually bring something effective into the lives of the workers except one organization, the organization which gathers collectively the forces of the producers in industry and then by direct or indirect effort compels the employers to recognize them as human beings, and as human beings of a kind that are doing a great service to the community.

We are clothing the women and children of this country. We produce clothes, and because of this we are collectively in a position to compel the employers to, at least, recognize us. Our movement is never silent, is never at a standstill. A union is a struggling organization. It is in struggle during peace as well as during war. No sane and sensible worker should bring into it any element which would tend to divide the ranks.

Irresponsibility is a very dangerous force. A remark was made here today, and it was because of that remark that I burden you with this talk. A member stated on the floor that we have organized a large number of small country locals in a haphazard way, and that we brought here 50 delegates who are acting as tools of some one who manipulates them at this Convention. I don't

know what impression this slander made upon you. Can you imagine a greater insult than this upon these men and women who are here as delegates representing their organization? Can you imagine such an absurdity? Can you call a person who would make such statements an "intellectual"? If this be an intellectual worker, then let the intellectual be damned. Every delegate should be proud of the fact that we have reached a day when we have with us at a convention native American workers as delegates. During the time that I have been president of the International, it has spent over \$120,000 to conduct organization campaigns in various states and suburban towns in New York State. It is our ideal to have every ladies' garment worker organized. It is our ideal to have every worker in the ladies' garment industry in this one great family, the International Ladies' Garment Workers' Union. (Thunderous applause)

It was voted that the speech be printed and copies be distributed to every delegate.

The following resolutions were introduced and referred to the proper committees:

Resolution No. 72

Introduced by Local 38.

WHEREAS, the ladies tailors' trade is a vital and organic part of the cloak industry not only theoretically but also ~~practically~~ practically because ladies tailors are employed in cloak sample shops, and because the conditions of the ladies tailors and sample makers are such that they force them to travel from one shop to another on account of the very brief seasons prevailing in these two trades, and

WHEREAS, most of the ladies tailors' shops produce samples for cloak shops, and

WHEREAS, the Boston and the Chicago conventions of the I. L. G. W. U. found it urgent because of the above mentioned motives to instruct the G. E. E., to merge Locals No. 2 and No. 22 into one local, and

WHEREAS, these two locals were united for a period of two years and were more effective during those two years in their struggle with their employers than prior to their amalgamation, and

WHEREAS, the G. E. E., upon the request of a small group of sample makers, separated these two locals in the month of April 1923, notwithstanding the tremendous protests on the part of the ladies tailors and a good number of sample makers against that separation; notwithstanding the detriment that it could have brought about for both locals, and without the sanction of our supreme body, the International Convention whose instruction has been the "amalgamation" of Locals No. 2

and No. 20 and not their separation, therefore, be it

RESOLVED, that this Seventeenth Biennial Convention of the International Ladies' Garment Workers' Union disapproves of this act of separation and instructs the incoming G. E. E. to reinstate Locals No. 2 and No. 22, and thus help create one effective, fighting organization for the betterment of the conditions of the ladies tailors and sample makers in particular and the betterment of the conditions of the workers of the ladies' garment industry in general.

Referred to Committee on Adjustments.

Resolution No. 73

Introduced by delegates of Locals Nos. 10, 17, 23.

WHEREAS, the League for Industrial Democracy is performing a unique service to progressive labor in this country

(1) By bringing to the attention of tens of thousands of college men and women the message of labor and of industrial democracy;

(2) By combatting almost unaided the entrenched forces of reaction that are seeking to capture our educational institutions for the purpose of special privilege;

(3) By aligning many of our technically trained men and women on the side of labor;

(4) By conducting an effective educational campaign among professional, labor and farmers group through its editorial services, its scientific yet popular pamphlet literature, its lectures and research work, its conferences and mass meetings; therefore, be it

RESOLVED, that the Seventeenth and Jubilee Convention of the International Ladies' Garment Workers' sends its fraternal greetings and good wishes to the League for Industrial Democracy; and be it further

RESOLVED, that this Convention help the League in its valuable educational work in behalf of labor and of a finer civilization.

Referred to Committee on Resolutions.

Resolution No. 74

Introduced by delegation of Local No. 22.

WHEREAS, the aims and aspirations of our International Union are, in addition to the establishment of conditions of labor in our industry which shall be an inspiration for all the workers of this country to follow, also to work towards the abolition of the present capitalist system which has proven itself to be pernicious and unjust to the majority of the people who are doing the actual work of the world and are getting in return a meagre share for their labor, be it therefore

RESOLVED, that the incoming General Executive Board stands instructed to establish a co-operative union-owned shop which will tend to diminish and eventually abolish the power of capital in our industry.

Referred to Committee on Union-Owned Shops.

Resolution No. 75

Introduced by delegates of Local No. 100.

WHEREAS, the striking dressmakers in Chicago of Polish nationality have come to the conclusion that in order to have complete control of the dress industry in Chicago a Local Union of Polish workers in the industry should be organized, be it therefore

RESOLVED, that the incoming General Executive Board be advised of the advisability of issuing a charter to the dressmakers of Polish nationality.

Referred to Committee on Adjustment.

Resolution No. 76

Introduced by the Boston Locals, Nos. 7, 12, 24, 39, 49, 56, 73 and 75.

WHEREAS, there are a number of shops in the New England States engaged in the manufacture of cloaks, suits, shirts, waists and dresses and water proof garments employing a large number of men and women who are still outside of the rank of our union, and

WHEREAS, there are a number of shops engaged in the manufacture of wrappers, kimonos and children's dresses in the New England states which are as yet not under the control of our international, and

WHEREAS, these workers are working under conditions and receiving wages inferior to those prevailing in union shops, which fact obviously endangers conditions in union shops and threatens to overthrow them, and

WHEREAS, in view of present conditions there is great dissatisfaction amongst these non-union workers who are now ripe for organization, be it therefore

RESOLVED, that the Seventeenth Convention of the International Ladies' Garment Workers' Union assembled in Boston instruct the incoming General Executive Board to appoint an organizer in the New England States, with headquarters in the city of Boston and start an immediate campaign to organize all the ladies' garment workers in the New England States.

Referred to Committee on Organization.

Resolution No. 77

Introduced by delegates of Locals Nos. 38, 66, 4, 25 and 20.

WHEREAS, the Russian Soviet Government for a period of almost six years has withstood all attacks launched against it, not only by enemies within its own boundaries, but also from outside hostile Governments, thereby demonstrating that it is a stable organization, and has the support of the Russian people, and

WHEREAS, many European and other Governments, Great Britain amongst them, have established diplomatic and commercial relations with the Russian Government, that have proven profitable to all such countries and are also enabling the Russian people to secure access to the machinery and other commodities and supplies so vitally needed in their great work of reconstruction, and

WHEREAS, such U. S. Senators as La Follette, Borah, Wheeler, Brookhart, Shipstead and Johnson are demanding that this belated recognition be granted by the United States, Russia, be it

RESOLVED, that we in the name of solidarity with the first Workers' Republic, join this progressive movement and instruct our delegates to the American Federation to extend all efforts in order that the United States Government shall give full and complete recognition to Soviet Russia.

Referred to Committee on Resolutions.

Resolution No. 78

Introduced by delegates of Local No. 38.

WHEREAS, the Custom Dressmakers' Union, Local 90, has made many attempts to organize the nine thousand female workers engaged in that industry and did not meet with success, and

WHEREAS, the six hundred workers who belong to the Union have the greatest difficulty in maintaining the conditions in some of the shops due to the fact that the greatest number of establishments in the City of New York are non-union and conditions therein are much inferior to those in Union Shops, and

WHEREAS, the ladies tailors employed in the tailoring departments of the same employers cannot maintain union conditions due to the competition of the unorganized female workers and vice versa, and

WHEREAS, an effective organization campaign in the Custom Dressmakers' industry, or in the Ladies Tailors trade cannot be achieved unless, and until we present one potent, united machinery of these two locals be it therefore

RESOLVED, that this Seventeenth Biennial Convention instructs the incoming G. E. B. to investigate the conditions in the two trades with a view to establish the advisability of amalgamating these two locals.

Referred to Committee on Adjustments.

Resolution No. 80

Introduced by Local No. 35.

WHEREAS, the progress of humanity depends greatly upon the mental, intellectual and physical development of the younger generation, and

WHEREAS, our present elementary education though of great service to the civilization and progress of our country, becomes somewhat mechanical in its methods and one-sided in its spirit, and

WHEREAS, the wealthy classes if dissatisfied with the educational methods prevailing in our elementary schools are bringing up their children in private institutions, having the material means for it, the children of our workers are compelled to attend the existing public schools, whose they are being brought up in a spirit which is contrary to the times and aspirations of organized labor, and

WHEREAS, the I. L. G. W. U. has established an Educational Department to carry on educational work among its members, be it therefore

RESOLVED that the Seventeenth Biennial Convention assembled in Boston recognize the urgent necessity of having introduced a proper method of education for the children of the workers, and be it further

RESOLVED, that the incoming General Executive Board make a study in the field of child's education of having installed our own elementary schools for our children and bring in a definite report to the next convention.

Referred to Committee on Young People's Trade Union Education.

Resolution No. 81

Introduced by Local No. 10.

WHEREAS, it is daily demonstrated that labor can hold out no hopes for legislation conducive to its needs from the two existing political capitalist parties now in control of our government, and

WHEREAS, as a result of the control of the government by reactionary forces the government is becoming more reactionary and has during the past four years instituted campaigns for the institution of the open shop, and has tolerated imposition of injunctions for the restraint of strikes upon the mere request of employers, and

WHEREAS, during this period the country has witnessed within the government an unprecedented state of corruption, as instanced by the oil scandals and

WHEREAS, the workers of England have demonstrated that the assumption by labor of the power of government through the ballot is not a dream but an actual possibility, therefore be it

RESOLVED, that the Seventeenth Biennial Convention of the I. L. G. W. U. hereby instructs the incoming General Executive Board to work for the formation of an American Labor Party and that the delegates to the American Federation of Labor be instructed to the same effect.

Referred to Committee on Resolutions.

Resolution No. 82

Introduced by the delegation of Local No. 10.

WHEREAS, since the suspension of the New York Leader, the New York English Labor Daily, this city, the largest in the world, is without a daily labor mouthpiece, and

WHEREAS, in this modern age the press is of imperative importance particularly to labor, as demonstrated at the present time when our organizations are engaged in conferences for renewal of agreements and strikes, and

WHEREAS, particularly in New York City, we are practically without means to state our side in a daily expanding in the English language the cause of labor, and

WHEREAS, there is being issued in New York City a weekly Labor paper, therefore be it

RESOLVED, that the Convention pledge its moral support and that the incoming G. E. B. be and hereby is instructed to donate a sum of money to the New Leader and use such means as to make it possible to make of the New Leader a daily labor press; the sum

of money to be donated is left to the discretion of the new G. E. B.

Referred to Committee on National and International Relations and Domestic and European Relief.

Resolution No. 83

Introduced by the delegation of Local No. 10.

WHEREAS, resolutions have been introduced in past conventions for the establishment of a scholarship fund by the I. L. G. W. U. for the education of members who show the best aptitude in this direction, and

WHEREAS, the outgoing G. E. B. has supported educational institutions which have for their purpose the education of workers along labor lines, and

WHEREAS, these institutions, while educating workers along the broader lines of labor activity, do not carry facilities as in the larger universities and colleges, therefore be it

RESOLVED, that the incoming G. E. B. be and hereby is instructed to create a fund for the education of a limited number of active members of our union in order to develop able leaders who will most benefit our organization.

Referred to Committee on Education.

Resolution No. 84

Introduced by the delegation of Local No. 10 and delegates of Local No. 66.

WHEREAS, the education of the mass of the working people, in both theoretical and practical subjects, is of vital benefit to the labor movement on the economic and the political field, and must be ever extended and improved, in order to prepare the working class for the ever graver problems which confront it in the struggle for a better social order, and

WHEREAS, side by side with the educational activities which each union ought to carry on directly for its own membership, there is room and need for institutions which serve the labor movement in general and the working class as a whole, and

WHEREAS, the Rand School of Social Science is an institution of this character which, throughout the sixteen years of its existence, has always loyally cooperated with and sought to aid and strengthen the progressive trade unions, therefore be it

RESOLVED, that we, delegates of the International Ladies' Garment Workers' Union, in convention assembled, give hearty greeting and good wishes to the Rand School and pledge its moral support as well as a financial contribution for the next two years.

RESOLVED, that we urge our General Executive Board and our Educational Department to consider methods by which, while maintaining and strengthening the educational work of our own Union, we may also cooperate with the Rand School, so as to build up a great and powerful movement of education for the whole working class.

Referred to Committee on Education.

Resolution No. 85

This resolution was introduced by delegation of Local No. 10.

WHEREAS, the constitution of the I. L. G. W. U. was amended at the last convention limiting the arranges of members to 30 weeks instead of fifty-two weeks which existed prior to this amendment and,

WHEREAS, this change has proven to be too burdensome upon the members of the local union and also a financial loss to the International, therefore be it

RESOLVED, that the constitution be and hereby is amended so that the clause governing arranges should be extended fifty two weeks before a member is considered dropped from the rolls of membership.

Referred to Committee on Law.

Resolution No. 87

Introduced by delegates from Locals Nos. 81, 104, 100, 5, 18 and 54.

WHEREAS, A union is a labor organization composed of members of one economic class but of varying shades of opinion, and

WHEREAS, the adopted policy of the General Executive Board of the I. L. G. W. U. of outlawing the Trade Union Educational League and declaring it a dual organization has resulted in the expulsion of eleven members of the Chicago locals and their removal from their jobs merely for their opinions and the depriving of members of their constitutional rights because of sympathy with the expelled, and

WHEREAS, this policy has brought with it a great distrust of our officers, disharmony in our ranks, and a discrimination against members that led employers to take advantage of our workers in the shops, therefore be it

RESOLVED, that we, the undersigned of the Chicago delegation, go on record against the policy of expelling members for their opinions and in favor of reinstating the eleven members to membership with full rights as old members, and be it further

RESOLVED, that the Seventeenth Convention of the I. L. G. W. U. reverse the decision of the General Executive Board and reinstate all expelled members within the I. L. G. W. U. without any conditions, remove fines and stop all discrimination.

Referred to Committee on Resolutions.

Resolution No. 89

Introduced by Locals Nos. 37 and 42.

WHEREAS, the General Executive Board is conducting, supervising and controlling the general work of our International, and

WHEREAS, the General Executive Board is also controlling the work of our Local Unions, be it therefore

RESOLVED, that no member of the General Executive Board be engaged in any capacity as paid officer in our International Joint Board or local union.

Referred to Committee on Resolutions.

Resolution No. 89

Introduced by Local No. 100.

WHEREAS, the "Open Shop" drive and the many labor disputes that have taken place in the past two years have emphasized the great need of developing a labor press in this country, and

WHEREAS, the Chicago strikers being faced by the opposition of the organized employers, the capitalist press, the injunction, police and gunmen found the Daily Worker the only English daily paper in Chicago championing their cause, and

WHEREAS, the splendid cooperation given by the Daily Worker has resulted in raising the morale of the strikers, and has rallied the labor movement to their support, therefore be it

RESOLVED, that this convention expresses its appreciation for the services rendered by the Daily Worker in the Chicago strike, and be it further

RESOLVED, that this resolution be recorded in the proceedings of this convention and a copy sent to the Daily Worker.

Referred to Committee on Resolutions.

Resolution No. 90

Introduced by delegation of Local No. 1.

WHEREAS, the prevalent conditions in the New York clock industry impel the General Executive Board to establish a complete control in the industry for the welfare of its members, and

WHEREAS, a complete control over the crafts can only be accomplished when all those who are employed in the crafts have one central body which can work out and apply a united and mutual policy and tactics for all those who are employed in a certain craft, and

WHEREAS, the sentiment that prevails among the membership of various locals in the one craft is such that instead of stimulating the activity to one central body for the interests of the operators, it is always applied in the interests of each separate local, and

WHEREAS, the present fixed rate of payments by the members to the Union is sufficient to defray the expenses which the locals have because of the enormous expenses incurred by the organization and which are absolutely necessary under the circumstances, and

WHEREAS, the conditions from the economic standpoint are such that it is utterly impossible for the members to contribute more than they are paying now, and

WHEREAS, the act of consolidating the operator locals would have favorably impressed the psychology of the operators, thus showing that the G. E. B. is determined to establish a complete control of the clock industry in New York, which is of the utmost necessity for the success of our class organizations, and

WHEREAS, according to Article 8, Section 2 of the constitution, which states: "A charter shall not be granted to a local union of a branch of the trade of which there is another local union in existence in the same city or locality, except with the consent of such existing local union," be it therefore

RESOLVED, that the Seventeenth Jubilee Convention of the International instructs the G. E. B. to combine the three separate locals of New York, Locals No. 1, No. 11 and No. 17 into one local union, and be it further

RESOLVED, that this decision be carried out within the next three (3) months after the convention.

Referred to Committee on Adjustment.

Resolution No. 91

Introduced by delegation of Local No. 1.

WHEREAS, we have fought many years for the introduction of the eight hour working day, and

WHEREAS, it has been acknowledged by the greater authorities that the eight hour working day is a normal day's work and to work more than eight hours is a danger to one's health, and

WHEREAS, while during the last few seasons many of our members were unemployed, there were still many shops in which overtime existed, be it therefore

RESOLVED, that the Seventeenth Jubilee Convention of the I. L. G. W. U. instruct the General Executive Board that in renewing the agreement with the manufacturers there shall be a clause inserted about the abolition of overtime.

Referred to Committee on Resolutions.

Resolution No. 92

Introduced by delegation of Local No. 1.

WHEREAS, it is in the interests of the membership of the International that all differences of opinion relating to the policies, tactics and etc. of our union shall be expressed and published in our own papers, and

WHEREAS, a special column in our papers would to a certain extent decrease the friction among our ranks, be it therefore

RESOLVED, that a special column under the caption "The Free Platform" be established in all official publications of the International, in which the members of our organization shall be privileged to express their opinions on all questions of our Union.

Referred to Committee on Resolutions.

Resolution No. 93

Introduced by delegation of Local No. 1.

WHEREAS, an officer who serves too long a term becomes estranged to the views and psychology of the workers in the shop, and

WHEREAS, it has been demonstrated that wherever officers have been serving for a number of years it has been an obstacle to bring in new men with new ideas into the union, be it therefore

RESOLVED, that each local union, joint board, or district council shall have the right and privilege to adopt a by-law to its constitution to limit the time that one may hold a paid office consecutively.

Referred to Committee on Law.

Resolution No. 94

Introduced by delegation of Local No. 1.

WHEREAS, the structure of our present form of organization is such that it centralizes the entire control of the organization in the hands of a few, thereby bringing about a state of affairs in which the majority of the membership is uninformed and indifferent to union matters and does not participate in the shaping of the policies, tactics and activities of our unions, and

WHEREAS, such conditions delay and obstruct the growth and progress of our organization, and

WHEREAS, our unions are still based on narrow craft divisions which give rise to petty craft interests, narrow selfishness, misunderstanding, much unnecessary friction and is detrimental to the unity and solidarity of the workers which is so essential to defend the interests of the workers against the employers, and

WHEREAS, we believe that the Shop Delegate System of organization by the very nature of its structure will call into the field of union activity many more members than are now active and will develop in our workers the knowledge and ability requisite for the management and strengthening of our organization and will train and prepare the rank and file for the eventual control of industry which is the ultimate aim of the working class, be it therefore

RESOLVED, that the Seventeenth Jubilee Convention of the I. L. G. W. U. go on record as legalizing the Shop Delegate System of organization, that is that our constitution be so amended as to permit any Joint Board or local union not affiliated with a Joint Board, if he so desires to decide by a majority vote to reorganize itself on the basis of the Shop Delegate System.

Referred to Committee on Law.

Resolution No. 95

Introduced by delegation of Local No. 1.

WHEREAS, the National Civic Federation is an organization tending to perpetuate the slavery of the working class and its spirit is, therefore, contrary to that of our International Union, and of all progressive labor unions, and

WHEREAS, some of the worst enemies of labor in the United States are members of said National Civic Federation and have great influence in its deliberations, and

WHEREAS, we consider it inconsistent for labor men to belong to said organization and to give, thereby, prestige to our enemies, be it therefore

RESOLVED, that we instruct our delegates to all future annual conventions of the American Federation of Labor to introduce and vote for a resolution that all officers of the American Federation of Labor who are at present connected with the National Civic Federation shall cease all affiliations with that body.

Referred to Committee on Resolutions.

Resolution No. 96

Introduced by delegation of Local No. 1.

WHEREAS, the present salaries of officers of the various locals of the International, Joint Board and International officers are unlimited and reach such maximum proportions not entirely in keeping with the standards of a proletarian organization, and

WHEREAS, these high salaries affect the psychology and life between the officers and the workers to such an extent whereby a division of sentiment and dignity is oftentimes imminent, and

WHEREAS, these high wages of our officers also have a tendency to create a ill effect and disrupt the morale of the members, and

WHEREAS, a maximum standard wage for officers would not only attain the purpose of economy but also restore the faith to its members and in addition it would also give the Union and its officers a proletarian aspect, be it therefore

RESOLVED, that this convention go on record in expressing that the wages of any paid officer should not exceed the amount of \$100.00

Referred to Committee on Resolutions.

Resolution No. 97

Introduced by delegation of Local No. 1.

WHEREAS, the ladies' garment industry is a seasonal industry and as such it creates a condition where a large number of our members are, at all times, subject to unemployment thus affecting and undermining the achievements and standards gained after bitter struggles which in consequence results in the suffering of our members and their families, and

WHEREAS, this seasonal industry yields sufficient profits for the employers and provides them with a comfortable living during the entire year, and

WHEREAS, it should be the responsibility of the industry to provide all those employed in it with a living and insure them and their families with their upkeep, and

WHEREAS, the cause of unemployment is primarily due to the present form of management and system in the industry, be it therefore

RESOLVED, that this convention decide to devise and employ all means to help bring about the inauguration of an Unemployment Insurance Fund which shall be supported equally by the employers, thus assuring each member of the International with a comfortable living and also safeguarding him during his trying period of unemployment.

Referred to Committee on Unemployment Insurance and Label.

Resolution No. 98

Introduced by delegation of Local No. 1.

WHEREAS, it is the duty of the members of the General Executive Board not only to serve in and the membership of the International but it is also necessary that their

influence shall have a respectful and moral effect upon the general membership, and

WHEREAS, the present form of electing the general officers does not serve that purpose, be it therefore

RESOLVED, that the Seventeenth Jubilee Convention of the I. L. G. W. U. shall revise this system of election for President, Secy.-Treas. and General Executive Board representatives in such a manner that the votes cast shall be counted proportionately according to the membership (as delegates represents, and be it further

RESOLVED, that all decisions of questions at the Convention shall be adopted in the same manner

Referred to Committee on Law.

Resolution No. 99

Introduced by delegation of Local No. 1.

RESOLVED, that the Seventeenth Jubilee Convention of the International Ladies' Garment Workers Union demand that the American Government shall immediately recognize the Russian Government and enter into trade relations with that country, and be it further

RESOLVED, that copies of this resolution be sent to the President and Secretary of the State Department, and also to the American Federation of Labor.

Referred to Committee on Resolutions.

Resolution No. 100

Introduced by delegation of Local No. 1.

WHEREAS, there are pending before Congress and the Executive Department of the Government various measures directed against foreign-born workers and aimed at the oppression of these workers, and

WHEREAS, these laws propose the fingerprinting and photographing of foreign-born workers as is done in the case of criminals, deportation for strike activities and loss of naturalization papers for participation in strikes, and

WHEREAS, the purpose of these laws is to make discrimination against foreign-born workers even greater and to make it impossible for them to participate in the struggles of the workers in this country against the open shop and the reduction of wages, therefore be it

RESOLVED, that this Convention declares its most strenuous opposition to all such laws and instructs the G. W. B. to join in the campaigning for the protection of the foreign-born workers, and be it further

RESOLVED, that our delegates to the coming convention of the American Federation of Labor stand instructed to introduce a resolution expressing our opposition to such laws, and to speak and vote for it.

Referred to Committee on Resolutions.

Resolution No. 101

Introduced by delegation of Local No. 1.

Article VI, Section 2, add "A local union, joint board or district council shall also have the right to adopt the local as a by-law in their constitutions."

Referred to Committee on Law.

Resolution No. 102

Introduced by delegation of Local No. 1.

Section I, Article 4.
Change the words "Vice-Presidents" to "members of the General Executive Board."

Referred to Committee on Law.

Resolution No. 103

Introduced by delegation of Local No. 1.

Section III, Article 6, shall read in conclusion:
No member of the General Executive Board shall be eligible to serve as a paid General Organizer.

Referred to Committee on Law.

Resolution No. 104

Introduced by delegation of Local No. 1.

Section II, Article 7.
The Joint Board shall be a representative body consisting of a number of delegates in proportion to the membership of each local union affiliated with it. The basis of proportion to be determined by each joint board respectively in conformity with the census of the International.

Referred to Committee on Law.

Resolution No. 105

Introduced by delegation of Local No. 1.

Section X, Article 3.
Eliminate word "first" from the first sentence.

Referred to Committee on Law.

Resolution No. 106

Introduced by delegation of Local No. 1.

Section II, Article 2, reads:
"If any special convention of the International Ladies' Garment Workers' Union is called, all delegates of the preceding regular convention who have retained their eligibility in accordance with the provisions of this Constitution shall represent the local unions at such special convention."

To this shall be added the following:
"Unless the local union decides to hold new elections for delegates to such special convention."

Referred to Committee on Law.

Resolution No. 107

Introduced by delegation of Local No. 1.

Article II, Section 5, shall read as follows:
To be eligible as a delegate to the convention a candidate must be a member of the I. L. G. W. U. in continuous good standing

for at least two (2) years preceding the date of the holding of the convention, unless the local union shall not have been in existence for two (2) years, in which event the candidate must be a member of the I. L. G. W. U. since the organization of such local union. No member shall be eligible as a delegate to the convention from a different local unless he or she is an officer of that local. No member shall be eligible as a delegate to the convention unless he or she is a practical ladies' garment worker and has joined his or her local union in accordance with the provisions of this constitution, and has been engaged in the ladies' garment making industry for at least six (6) months within the year immediately preceding the convention unless he or she is in the service as an officer of the local and assumed office not less than three (3) months prior to the election of delegates to the convention. This law shall not be applicable to the general organizers. Paid officers of local unions and those members who may have been working under cards issued under agreement with any other local of the I. L. G. W. U. shall be exempt from the requirements that they must be actually engaged in the industry for at least six (6) months within the year immediately preceding the convention. No member shall be eligible as a delegate to the convention who was at any time within six (6) months prior to the date of the convention a salaried or non-salaried officer of any other international union or of any local union not affiliated with our international union. No delegate shall represent more than one local union, and the votes shall be counted proportionately according to the membership of the local which the delegate represents.

Referred to Committee on Law.

Resolution No. 108

Introduced by delegation of Local No. 1.

Article IV, Section 5, shall read as follows:
If a member of the General Executive Board leaves the trade or accepts an office in another Labor Union not a part of our International, his or her office shall automatically become vacant and the General Executive Board at its quarterly meeting shall fill the vacancy with the candidate who received the next largest number of votes at the Convention.

Referred to Committee on Law.

Resolution No. 109

Introduced by delegation of Local No. 1.

Article III, Section 13, shall read as follows:

Should a vacancy occur in any of the general offices for various reasons, the General Executive Board shall then fill the vacancy with the candidate who received the next highest number of votes at the Convention.

Referred to Committee on Law.

Resolution No. 110

Introduced by delegation of Local No. 1.

Article VII, Section 6, to read as follows:
The preliminary object of the Joint Boards shall be to attend to complaints of members

against their employers, to supervise and control union shops, and to establish a labor bureau by the affirmative vote of delegates representing a majority of affiliated locals. All decisions of the Joint Board with the employers shall be subject to approval by the membership-at-large. It shall be the duty of the Joint Board to see that the harmony prevails among the local unions affiliated with it.

Referred to Committee on Law.

Resolution No. 111

Introduced by the delegation of Local No. 41.

WHEREAS, there is a local in our International known as Local 41, representing the tickers, hemstitchers, pleaters and novelty workers in our industry, and

WHEREAS, a certain percentage of them belong to other local unions instead of belonging to Local 41, and

WHEREAS, such a condition is detrimental to the interest of that particular craft as well as to the interest of Local 41, be it therefore

RESOLVED, that this Seventeenth Convention, assembled in Boston, decides that all tickers, hemstitchers, pleaters and novelty workers of the City of New York and vicinity belong to this local, those not belonging are to transfer to Local 41 within thirty days after this convention.

Referred to Committee on Adjustments.

Resolution No. 112

Introduced by the eight Boston Locals.

WHEREAS, the General Executive Board has proposed it, and our membership in general has voted for it, that the Twenty-fifth Convention of our Union be held in our city of Boston, and

WHEREAS, our locals and all our members feel highly elated, honored and gratified with this distinction allotted to us, be it therefore

RESOLVED, that we, our locals and members, feel sincerely thankful to the G. E. B. and the International as a whole, for this historic honor and we pledge ourselves to always and forever stay loyal to our great organization and to do all in our power to make it ever bigger and more industrial.

Referred to Committee on Resolutions.

Resolution No. 113

Introduced by the New York Cloak and Dress Joint Board.

WHEREAS, the conditions prevailing in the cloak industry of New York have led the General Executive Board, and all the cloak locals in Greater New York to adopt and endorse a program of demands to be made a part of the next agreement with all the employers' associations in the cloak industry in New York, and

WHEREAS, these demands are of the utmost importance to the welfare of our workers and their adoption in the industry is vitally necessary to the tens of thousands of men and women engaged in the making of coats, suits and skirts, and

WHEREAS, the negotiations so far conducted with the employers' organizations have made no headway and it is quite likely that

a general strike in the industry might become necessary to carry out these industrial reforms into practice, be it therefore

RESOLVED, that the Seventeenth Jubilee Convention of the International Ladies' Garment Workers' Union give its sanction and fully authorize the General Executive Board, together with the Joint Board of the Cloak and Dress Unions in New York, to declare, if necessary, a general strike in the cloak industry of New York to enact these highly vital reforms for the life interests of the cloak makers of New York and the country as a whole.

Referred to Committee on Resolutions.

Resolution No. 114

Introduced by the Baltimore delegation.

WHEREAS, the workers engaged in the manufacture of dresses, waists and underwear in the City of Baltimore and vicinity are totally unorganized, and

WHEREAS, the number of workers engaged in these industries is very large although they cannot be estimated in exact terms, and

WHEREAS, the conditions prevailing in these unorganized branches of the ladies' garment industry are inferior to those existing in the organized centers and thereby threaten to undermine the union standards which were acquired through many years of bitter struggles, and

WHEREAS, several attempts were made in the past by our International Union to organize these workers which proved to be only partly successful and not of a lasting character, be it therefore

RESOLVED, that this Convention instructs the incoming G. E. B. to start a new movement towards organizing these workers and bringing about permanent organization in these in the City of Baltimore and vicinity.

Referred to Committee on Organization.

Resolution No. 115

Introduced by delegates from Locals Nos. 1 and 38.

WHEREAS, the Credentials Committee did not have sufficient time to make a thorough investigation in reference to the charges brought in against Bernard Chazanoff, led. 1, Local 28, and

WHEREAS, his case was taken up for discussion at an hour when many delegates were already tired, and many left the hall, be it therefore, in the name of Justice

RESOLVED, that this Seventeenth Biennial Convention instructs the incoming G. E. B. to reinvestigate his entire case.

Referred to Committee on Resolutions.

An announcement was made that Local No. 73 requests all cutter delegates to attend a dinner given in the evening by Local No. 73 at the American House.

A similar announcement was made that Local No. 56 extends an invitation to all operator delegates to attend a din-

ner given by Local No. 56 at the Scenic Auditorium.

Another announcement was made that Local No. 24 extends a similar invitation to all skirt maker delegates to attend a dinner given by Local No. 24 at 15-17 Essex street.

It was voted to adjourn until 9.30 Tuesday morning to enable the various committees to expedite their work.

Following announcements by the various chairmen of the committee meeting places, the session adjourned at 12.45 noon.

Eighth Day—Morning Session

Tuesday, May 13, 1924

The eighth day, morning session, opened at 9.45, Tuesday, May 13, 1924, at Convention Hall with President Morris Sigman in the chair.

Secretary Baroff read the following communications of fraternal greetings received from individuals and organizations. They were greeted with applause.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings. Hoping all delegates be seated regardless political opinions. Wishing success in your deliberations.

WORKERS MERIT DRESS, BOSTON.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings, International Ladies' Garment Workers' Union. Best wishes or unity. Best all delegates irrespective of political views.

WORKERS OF A. STERN, BOSTON.

International Ladies' Garment Workers' Union, Boston, Mass.

We are with you in spirit and extend our congratulations and sincere greetings for success.

RETAIL LADIES' GARMENT SALES-PEOPLE UNION, Local 131.

May 8th, 1924.

Mr. Morris Sigman, President and Mr. Abraham Baroff, Secretary,

International Ladies' Garment Workers' Union, in Convention assembled, Boston, Mass.

Dear Comrades:

The telegram of sympathy and good will from you to my brother Eugene came to him

just as he was leaving for Chicago to enter a sanitarium for a course of treatment. He was deeply touched by this comradely expression from you and the appreciative spirit in which it was sent, and he wished me to at once drop you this line to thank you sincerely for the kindly interest which prompted your loving and cheering message to him, which had the effect of tonic on his blood. He also wished me to assure you of his deep interest in your Convention and of his ardent hope that all its deliberations would tend to more thoroughly solidify your organization and strengthen and equip it for the still greater victories it is destined to achieve in the interest not only of its own members but of all the workers in America.

Thanking you again and with best wishes to you and through you to the Convention in which I beg to join my brother most cordially I remain,

Yours fraternally,

THEODORE DEBS.

International Ladies' Garment Workers' Union, Boston, Mass.

We, the employees of Paribergs Cloak Shop take the privilege of extending greetings and best wishes for a successful Jubilee Convention.

NICHOLSON, Chairman.

International Ladies' Garment Workers' Union, Boston, Mass.

We, the workers of Linserson and Harte Dress Shop, greet the Convention of the International Ladies' Garment Workers' Union as class conscious workers in the spirit of solidarity and strength of our organization. We demand that this Convention seat all eligible delegates regardless of the difference of opinion. We most emphatically protest against the expulsion of the 19 ex-board members of Local 23 and demand their immediate reinstatement. Yours for solidarity.

SHOP CHAIR LADY.

International Ladies' Garment Workers' Union, Boston, Mass.

We all send you our greetings on this your twenty-fifth anniversary. We wish you success in your future work. We also appeal to you not to make any distinctions among the delegates that have different opinions regarding our union activities.

THE GREEN BIRD DRESS CO., NEW YORK

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings. Best wishes for success of Jubilee Convention. Trusting all delegates be seated.

WORKERS COLPK VAN CO.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings International Ladies' Garment Workers' Union. Wish you success in all attempts. Hope you will reinstate expelled members and not expel delegates.

WORKERS IN MILLER AND RUDY, RUTH KLARFELD, Chairlady.

International Ladies' Garment Workers' Union, Boston, Mass.:

Heartiest congratulations to our International on its Jubilee Convention. May the spirit of unity and peace prevail among us and may all your deliberations be crowned with success.

CLOAK AND SKIRT CUTTERS' UNION, L. GOLDSTEIN, Secretary, Local 22

International Ladies' Garment Workers' Union, Boston, Mass.:

Twenty-five years is a short time in man's history. In an organization it may focus the aspiration of generations of its members. Your union has done this in the field of worker's education. Your union has rendered conspicuous service. My congratulations and best wishes to delegates to your Convention.

SPENCER MILLER, Jr.

International Ladies' Garment Workers' Union, Boston, Mass.:

Congratulations and best wishes to the Jubilee Convention of our International. We hope that this assembly will bring as good results in the future as it has in the past.

EXECUTIVE BOARD, Local 40, J. SALTZMAN, Chairman.

International Ladies' Garment Workers' Union, Boston, Mass.:

We send warmest fraternal greetings and good wishes. Your organization has a wonderful past. May its future be yet more brilliant. May this Convention mark a new epoch in your struggle for the rights of labor.

LOCAL NEW YORK SOCIALIST PARTY.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings. We wish you success in all your undertakings. May this Jubilee Convention unite all fighting forces whose aims are to liberate the working class regardless whether those forces come from left or right for unity and solidarity.

THE WORKERS OF M. CORMAN CO., BOSTON, MASS.

International Ladies' Garment Workers' Union, Boston, Mass.:

We, the workers of Bernix & Cohen, greet the delegates of the Convention. We hope this Convention will bring harmony and unity and send all delegates. We are for reinstatement of all expelled.

SHOP CHAIRLADY.

International Ladies' Garment Workers' Union, Boston, Mass.:

Congratulations International Ladies' Garment Workers' Union. Wishing you success for unity. Reinstatement all expelled members.

WORKERS OF COILL BROS.

International Ladies' Garment Workers' Union, Boston, Mass.:

Welcome, delegates. We expect you to send all delegates and expelled members be reinstated.

BELL DRESS.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings. The workers of the E. Spurling Co. wish to convey to this convention, hopes that effective measures will be adopted to carry on a successful struggle against the open shop employers and a real united front be realized by reinstating all expelled members who have proven their loyalty to our International.

ESTHER SCHWEITZER, Assistant Chairlady.

International Ladies' Garment Workers' Union, Boston, Mass.:

Delegates of the Convention, together with our greetings, we members of Local 22 assembled at our regular local meeting, call to your attention, that Brother Charnow, one of our delegates, received the highest amount of votes in the election and is one of our most active members for many years. We feel that the said delegate is entitled to honor bestowed upon him, he therefore or not to be objected, and we ask that he be seated as a delegate to this Convention.

N. WILKE, Chairman.

International Ladies' Garment Workers' Union, Boston, Mass.:

The delegates of the Sixth Biennial Convention of the International Fur Workers' Union extend their hearty greetings to your Convention. May your deliberations be successful and of great benefit to the men and women employed in the garment industry. As a kindred organization in the needle industry, and a close ally of yours, we always look up to you to blaze the way for the furtherance of the great cause of organized labor.

MORRIS KAUFMAN, General President.

Convention Ladies' Garment Workers' Union, Boston, Mass.:

Accept our heartiest congratulations on the occasion of the twenty-fifth anniversary of the International Ladies' Garment Workers. We greet you and trust your meetings will continue to bear good fruit. Fraternally yours,

CONSUMERS LEAGUE OF GREATER NEW YORK, M. TROW, Secy.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings to the convention from instructors in your educational department. Congratulations on your splendid achievements and best wishes for your continued efforts for the economic and spiritual welfare of your membership.

J. H. H. LYONS, ARTHUR W. CALHOUN, DAVID J. SAFOSS, E. A. OVERTREET, H. J. CARMAN, A. L. WILBERT, SYLVIA KOPALU, THERESA WOLFSON, MAX LEVIN, BENJAMIN STOLBERG, PAUL W. BRIDGEMAN, SOLON DELRON, MARGARET DANIELS, H. ROGOFF, B. VLADICK.

International Ladies' Garment Workers' Union, Boston, Mass.:

Heartly greetings to your twenty-fifth anniversary. May your convention deliberations serve to strengthen the International. Long live the solidarity of organized labor!

NATIONAL EXECUTIVE COMMITTEE, P. OELIETTER, Executive Secy.

The following final resolutions were introduced by the permission of the delegates and referred to the proper committees.

Resolution No. 116

Introduced by Delegate Mary Avrutsky of Local No. 22.

WHEREAS, there is at present in the needle industry a condition of reorganization of big factories into small shops, and

WHEREAS, this condition is a cause of demoralization in our organization, whereby our workers are affected, be it therefore

RESOLVED, that a District Council of the International Ladies' Garment Workers Union Locals be established; whose purpose shall be to organize and reorganize the workers in the industry, and be it further

RESOLVED, that this council should consist of two delegates from every factory, and these delegates shall elect a District Organizer and District Captains, who should be responsible to the District Council, and be it further

RESOLVED, that the duties and functions of this council should be organization work only.

Referred to Committee on Resolutions.

Resolution No. 117

Introduced by Oscar Simon, Local No. 100; Sam Sarraff, Local No. 20; M. Brill, Local No. 52; J. Bleiman, Local No. 1.

WHEREAS, the interests of the needle trade workers transcend all national boundary lines and call for world-wide union of all needle trade workers, and

WHEREAS, the Copenhagen International with which we are affiliated, has refused to admit the Russian Needle Trade Union into the International Federation, therefore be it

RESOLVED, that we instruct our delegates to the coming International Conference to vote for the admission of the All-Russian Union of Needle Trade Workers, and be it further

RESOLVED, that we instruct the incoming General Executive Board to communicate with the secretary of the International Federation informing him of our attitude and the decision of our convention.

Referred to Committee on National and International Relations and Relief.

Resolution No. 118

Introduced by Samuel Rothman of Local No. 1.

WHEREAS, at the present time an officer of the union has the privilege to hold office indefinitely; and

WHEREAS, this practice tends to prevent other members from becoming active leaders in our union, and

WHEREAS, such indefinite terms of office prevent the greater majority of the members from getting acquainted with the activities and methods of our organization, now therefore be it

RESOLVED, that the constitution of the International Ladies' Garment Workers' Union be so amended as to limit the term of office of its officers.

Referred to Committee on Law.

Resolution No. 119

Introduced by Delegates Morris Nachlin and Joseph Weinstein of Local No. 1.

WHEREAS, various factions in the union at times of election of officers use methods, by the use of leaflets and slates tending to discredit one candidate and favor another, and

WHEREAS, such practices tend to influence the election of one candidate by the slander of another, now therefore be it

RESOLVED, that the Convention of the International Ladies' Garment Workers' Union shall abolish such practice.

Referred to Committee on Law.

Resolution No. 121

Introduced by the delegation of Local No. 10.

WHEREAS, the ladies' garment industry as it is constituted mainly consists of sub-manufacturing establishments, and

WHEREAS, we find that a large number of the so-called sub-manufacturers have repeatedly violated agreements entered into with our organization, the chief violation being the performance by the employers of their own cutting, and

WHEREAS, the condition has developed to such an extent that it has become a very serious menace to the ladies' garment cutters as a result of increasing unemployment to greater proportions, therefore be it

RESOLVED, that this Seventeenth Biennial Convention hereby instructs the incoming General Executive Board to see to it that upon making agreements with employers a supplementary provision be inserted especially dealing with this phase of the regular agreement, and that provisions shall be made requiring the employer to deposit a special security for the faithful performance pertaining to employers who do their own cutting of this supplementary agreement, and be it further

RESOLVED, that in the event of the violation of this supplementary provision, the special security so deposited shall be forfeited as liquidated damages and as a condition for the resumption of contractual relations, the employer shall be required to reimburse the Union an amount equal to the damages suffered.

Referred to Committee on Officers' Report.

Resolution No. 120

Introduced by Israel Feinberg, N. Y. Joint Board; Molly Friedman, Local No. 22; M. Amdur, Philadelphia Joint Board.

WHEREAS, the Jewish children's schools and other children's institutions in Poland, Galicia, Lithuania, Latvia, Rumania, Bessarabia and Palestine, are the only means of giving the Jewish children a modern education, and

WHEREAS, these schools were supported by the People's Relief Committee, of which the I. L. G. W. U. was a part, and the liquidation of the People's Relief will deprive these schools of support, without which their existence will be endangered, and

WHEREAS, the Workmen's Circle, together with Jewish organization labor, has created a committee for helping these schools, known as "The Committee for Aid of Children's Institutions Abroad," be it

RESOLVED, that this Convention of the I. L. G. W. U. endorse this committee and pledge to support it financially and in all other ways, be it further

RESOLVED, that we call upon all our locals and Joint Boards to connect themselves with this Committee and its branches, help in its work, and give it financial and moral support.

Referred to Committee on National and International Relations and Relief.

President Sigman: We have had with us a number of guests who have been with us from the first day of the Convention and who are anxious to get home. Among these guests we have one who is very well known to the labor movement, particularly to the ladies' garment workers of the city of New York. During the time the labor movement organized a campaign for amnesty for political prisoners she was one of the leaders of the drive. It gives me great pleasure to introduce to you Miss Lucy Robbins.

Miss Lucy Robbins: Friends, I have been with you since the opening of the Convention, and I have been listening to all speeches with keen pleasure.

I am not a member of the International Ladies' Garment Workers' Union. I have never represented myself as such, yet, queer as it may seem, nearly every leading man and woman in the American labor movement, from one end of the country to the other, has always accepted me as the accredited representative of the International Ladies' Garment Workers' Union. I only want to take a moment to tell you that never in my life did I anticipate such a pleasure as listening during one week to three of the biggest men of our labor movement who

addressed you from this platform. I refer to the President of the American Federation of Labor, Mr. Gompers, Mr. Abraham Cahan, editor of the Forward, and the leader of the Socialist Party, Mr. Morris Hillquit.

It would give me great satisfaction to tell you what changes have taken place within the last few years in our movement resulting in an understanding and friendship between the American labor movement and the Jewish organizations and between Jewish labor men and the American labor movement; but it is too long a story to tell. The misunderstandings that existed, I suppose, had to exist in their time, but I am happy to think that they are over.

Miss Robbins concluded her remarks by wishing the delegates continued success in their endeavors.

President Sigman: On this great event of our International Union, celebrating its twenty-fifth birthday, some friends of ours from distant points have made an extraordinary effort to come to our Convention and spend as much time as they could afford with us. We find with us here this morning one who, while engaged in a field of activity which is of great service to the movement, has been, in his early days, I am told, operating cloaks and suits. He was one of the early pioneers in our movement. I made my acquaintance with him in 1910. Although not a cloakmaker at that time, he could not resist the temptation, when he learned that 60,000 men and women were battling for a better and happier life in the city of New York, to come down to give the workers encouragement and cheer in their fight. On many other occasions he was called upon by the International to come down East, and whenever he came he was a great help in solving some of the complicated problems with which we were confronted. At this time he is busily engaged in trying to get justice for our struggling workers in the city of Chicago where he resides. He does it in a very able manner, not only as a professional but as one in whose veins still runs the blood of a worker, who himself suffered and struggled to improve the conditions under which he worked.

It gives me great satisfaction to present to you our good old comrade and brother, Peter Sieman from Chicago. (Applauds.)

Brother Sieman: Brother President, Delegates and Friends: After the va-

markable introduction by your president it is almost impossible for me to adequately express to you the sentiment which the introductory remarks call for. It is with inexpressible joy that I meet you here, and in looking around the room and knowing the numbers that you represent, one cannot help but feel joy, pleasure and satisfaction in the progress that the labor movement has made in America, and particularly the industry which you delegates represent.

I cannot claim the credit that my kind friends are giving me for my humble part in contributing anything to what was achieved. During the period of your greatest growth I have been away from you. Of course, I should not forget the past, nor do I want to forget it. Perhaps, my efforts have been insignificant, even less significant than those of your humblest workers. But I greet you all in the sincerest way and congratulate you on your achievements.

I shall not take much time to review to you the growth that has taken place before the eyes of many of us who are still with the organization, nor recount past struggles, past sufferings and the achievements which have been made. The International celebrates its maturity. Even 25 years does not quite tell the record of the history of your organization. I can personally recall the efforts that have been made as early as 1890 to organize a union in your trades, and even when I came in then I could not claim to have been a pioneer. Older men and abler men had already spent a good deal of energy in making possible the birth of this organization. There are men with me on this platform who have attempted as early as 1892 to form an International Union of the ladies' garment workers. I shall not give you any of the episodes or any of the incidents of the past. In the recent ones most of you I am sure have participated. There are other speakers to follow me and I shall not trespass on their time nor on yours. But perhaps, there are a few suggestions and a few ideas that I might impose upon you.

I feel that the progress and the achievements already made have been such that there is not much that we can for the immediate future undertake or ask for in the way of radical changes in the conditions of the men and women engaged in the industry. There are problems which we must face that are of such a nature as to engage your best thought, but I am afraid that they can-

not be solved by mere enthusiasm and devotion alone. It will take real study, thought and effort. Mere phraseology about the class struggles, about the irreconcilable conflict between employer and employee will hardly answer that. The constant emphasis that we have been putting on the workers' consciousness that their interests are opposed to that of their employers has been of a nature that I am afraid has led to some misunderstanding. The idea was put forth that whatever is of benefit to the employer is necessarily detrimental to the worker; that a worker can only hope for improvement where the employer is bound to lose. We can only hope for future improvement by creating conditions that will make it possible for us to cooperate with our employers. You must so organize the industry that the waste of unemployment, the periodical stoppages, the demands which you are making for guarantees shall meet with some sensible solution.

The President was kind enough to pay me for the compliment that I am defending your liberties very ably, and he is very charitable I suppose. But if ability is measured by results then I suppose I am more or less of a failure. But the ablest of us could not have brought about much better results when confronted with the circumstances and conditions as they exist in Chicago at present, with the stringent laws prevailing there. I shall give you an instance. Peacefully walking past a place of employment during a strike which is protected by a piece of paper called a writ of injunction constitutes a crime in Chicago. I do not mean walking with the implication that somebody is going to be hurt or even threatened with injury, but just peacefully walking by is a crime. You don't have to prove anything more. It is under such circumstances where there is almost a certainty of jail sentences that hundreds of our brave strikers in Chicago have exposed themselves to dangers and they are suffering the consequences, but the strike goes on with unabated vigor. For ten weeks now your brave young men and braver young girls have been engaged in this struggle and have suffered all the privations that a strike entails, not only in self-denial, but also the dangers and the consequences of violations of law. I shall not discuss with you the merits of the strike nor shall I predict its outcome. I am hopeful of victory but that is not my responsibility and it shall not be to my credit if we

are successful. Those strikers are looking to all of you for sympathy and support and I hope, delegates, that you will not deny it to them. That is all that I can tell you about Chicago, and it is really all that I have to say.

I am very thankful for having had the great pleasure of speaking to you and for your patience in listening to me, and I greet you again and thank you all. (Applause.)

President Sigman: We have with us a well-known friend and comrade who is engaged in some other active work which makes it impossible for him to remain with us for another day or two. Therefore, we must comply with his request and present him to you at this session. It gives me great pleasure to introduce to you a good old friend and comrade, Abraham Shiplakoff.

Mr. Shiplakoff: I have come to greet you in the name of a movement that is temporary in its nature and, if I am to tell the truth, somewhat unpopular, but it is nothing new to me to be championing unpopular causes. I have come to greet you in the name of the United Hebrew Trades Campaign for the Jewish Workers in Palestine. I don't want to be misunderstood. I have not become a Zionist and I am particularly glad that, representing a cause that isn't as yet very popular, I am shielded by a mantle of popularity, inasmuch as it is championed by the United Hebrew Trades of New York, the organization that you are all, I am sure, proud of.

I have been asked to request you as you go to your different localities and as you will have men and women who are interested in this work come and knock at your doors, to give them an ear and listen to them. The Jewish delegates at this Convention, as well as the Italian, will sympathize with the hundreds of thousands of Jewish wandering people who are badly in need of emigrating, without any place to which to emigrate, and will do all they can to help them. We may as well look the facts in the face and realize that the Statue of Liberty feels rather lonesome on Bedloe's Island these days, and will probably feel more so as the Johnsons in this country have their way.

In conclusion Mr. Shiplakoff expressed the hope that the results of the Convention would continue to be as practical and sensible as they seemed to have been during his observation. (Applause.)

President Sigman: Among many of our invited guests representing different organizations in the labor movement there are the representatives of the Jewish Socialist Verband. It gives me great pleasure to introduce to you now the secretary of the Jewish Socialist Verband, Brother and Comrade Chanin.

Brother Chanin greeted the Convention in a few chosen remarks in the name of his organization, pointing to the steady assistance given by the locals of the International Union to the work of educating the workers politically in which the Verband was engaged, and concluded in the hope that the same cordial relations which have hitherto marked the attitude of these two organizations will endure and will work to the benefit of the members of each of them.

President Sigman: I think we will have to spend just a short while in formally presenting the report of the General Executive Board to this Convention. I stated to you the other day that I do not consider it wise and practical to burden the delegates with the complete reading of the report. Every one of the delegates has received a copy of it. I therefore, do not expect to do any reading for you. I will just comment on some of the articles or propositions touched upon in this report.

The president of our International Union, elected at the last convention, was compelled, due to ill health, to resign. We express, in this report, our regret and our sympathy to him and we are very glad that by now we have Ex-President Schiesinger a pretty well improved man physically, and he is with us here at this Convention and tomorrow will address us.

The next portion I will touch upon is the one referring to the pioneers in our Union. As union men and women who appreciate the great efforts made by them, the sacrifices that they have to endure in building this great organization, we pay our respects to them. We have many of them here with us at this Convention and we hope they will be attending our conventions for many years to come.

We have one chapter on our membership in this report which, in my opinion, is very interesting, because in that chapter we show the changes which have taken place, the new element and the quality of the new element which has

come in, having in mind the native men and women who have demonstrated their loyalty and readiness to fight for a better and happier life for the workers in our industry side by side with us.

Another very interesting chapter deals with the hard test with which the International Union was confronted before we come to the present-day situation. In this chapter we state the many proposals adopted by the General Executive Board, and endorsed by all the organizations in the cloak and suit industry of New York.

Then we cover the period during which we submitted these proposals to the employers in the cloak and suit industry. We tell you in the report what has transpired during these negotiations and where we are situated at the present moment.

I would like to say a word in connection with these proposals. The cloak industry, as well as any other industry in this country, has made quite a bit of progress and has changed in its methods of business as well as in the form of production. These evolutionary changes have brought about a change in the work conditions and have raised new problems for our organization, not only in the cloak and suit industry, but in every other branch of the ladies' garment trades. These problems had to be met.

Ever since our workers have been organized every manufacturer was a direct employer of labor, producing the product for the market. He produced it and also distributed it himself. In the last six or seven years, however, this form of production has changed and with it the form of distribution. You find today in the city of New York at least 800 business men whom we term jobbers, who represent the largest portion of the business in the cloak and suit industry. These jobbers do not represent inside factories, inside producing units. They invest the capital into raw material and styles and they distribute these materials and styles to a number of shops who manufacture the merchandise for them, to be distributed by them.

With these people we entered into a contract during the year of 1919, but it was a rather vague contract. We had one provision which obligated the jobbers to have their garments manufactured in a union shop. That was practically the only important provision in the agreement, but even this has not

worked out satisfactorily for the union, and for this reason we were obliged to consider ways and means for holding this so-called merchant-jobber to a greater responsibility with regard to established working conditions in the industry. Then we had to deal with the manufacturer who did his manufacturing in outside premises. A manufacturer had to register such shops as received cut merchandise from him. When it came to raw material he was obliged to send it to union shops, but it was the union's business to prove when he didn't send it to union shops, a matter which was very difficult to handle and which did not work out satisfactorily.

In these new proposals we are trying to suggest ways and means for bringing about a better control of the industry; and our proposals do not represent only the interests and protection of the union, but also a similar protection to the fair-minded manufacturer and the jobber, because if our proposals are inaugurated and followed in the industry, unfair competition will be eliminated. The unscrupulous jobber or manufacturer will be checked. This portion of the report will be submitted to you for your consideration before the committee makes its recommendations and we will have an opportunity to discuss it then.

There is another very important feature report which we call the "Left Hysteria." I don't want to talk on it at this time. I suppose the committee that will report on this matter will have various expressions of opinion in connection with this article and we will then have an opportunity to discuss it here, and I shall then probably take the privilege of the floor to say what I have to say in connection with that matter.

In the report we are discussing the Chicago strike, the complications that the International is confronted with. We have also discussed the Needle Trades' Workers' Alliance, and I think that in this chapter we are very frank in expressing our opinions with regard to the possibility of its becoming a factor of service to the needle workers. We have also discussed the effort made by President Samuel Gompers of the American Federation of Labor to have the international unions in the various industries make a joint effort for organization campaigns in industries where women are employed. When we discuss this point we will have an opportunity to bring this out clearly enough so

that the Convention will realize the importance of such a movement at this time.

We are discussing in this report the activities of our out-of-town departments in the East and the Middle West. I consider that a very interesting chapter because the efforts made by the International in the last few years have brought about fine results. We have had a little discussion here yesterday touching on this out-of-town work. I am very proud that in these last two years we could organize quite a few thousands of men and women in all these suburban towns and elevate working standards, establish better wages and regulate working hours for them. We have made a good start and it will certainly be quite helpful in our future work. We are also mentioning in the report one strike, conducted in Camden, N. J., which has involved us in a tremendous expense, but no matter what it has cost, I say, it was worth while. In that strike we have had a demonstration of what these newcomers in our industry can do. We still have there a group of girls, American girls, who have proved that they are able to make even greater sacrifices than a good many of our people have made in the early days of our struggles.

We have a very interesting chapter on our Educational Department and we have one paragraph there which brings a new suggestion to this Convention with regard to the training of leaders in our Union. You know that the leaders of the early days will have to pass out sooner or later. Others have to take their place; and we want to build up and develop a new, able leadership. And while I am on this subject, I want to say that the longer our organization lives the more able leadership it needs. As our friend, Brother Sissman, told you, it is not phrases that can conduct unions any longer. We are factors in the industrial life of the country, and we are very frequently confronted with economic and industrial problems which cannot be solved by mere talk. You have to understand the real fundamentals of the economic conditions of the country as well as of the industry.

We have also in the report a chapter dealing with organization work in various markets throughout the country. It is worth while that delegates go through this chapter very carefully, because in connection with it we will have some discussion on the floor. Organization

work requires not only energy, but it also requires money, and we will have to provide for such things here.

We have another chapter in connection with organization work which deals solely with New York. While the caption on this paragraph is somewhat not clear, I want to say that I consider it a very important proposition for this Convention to consider. In New York City, amongst the white goods workers, children's dressmakers and waist-makers, private dressmakers, embroidery workers, and even dressmakers, there are still about 30,000 unorganized workers; and I say that it is about time that in New York, where the biggest forces of our organization are located, where we have our biggest local unions, we should have all of the workers organized. We are proposing a special campaign to be conducted simultaneously, jointly, with all the local unions involved, for the purpose of organizing the unorganized, and we propose that the incoming General Executive Board should manage such campaigns together with the locals. We have to pass on that at this Convention and we ask you to give this provision your attention.

We have another interesting chapter which deals with injunctions. I will ask the delegates to read the list of the number of injunctions that the International Union and the local unions were confronted with during the last two years, and I want you to bear in mind that 14 more injunctions should be added to this list. You will have an idea what the International was confronted with during these two years. There is one other point that I want to call your attention to in connection with this matter and that is that all these injunctions have been obtained by so-called independent employers of large and small size.

Now, there is one recommendation which I would like you to give considerable attention to, and that is the recommendation to increase the revenues for the International. I am having in mind the increase of the per capita tax. We are also discussing the history of the International, which is being prepared. An outline of the history was distributed to the delegates, but that outline is not complete. A good many chapters have not been written yet.

There is another paragraph that deals with the progress that the International has made in the last two years. We are calling your attention to the strike con-

ducted here in this city by the waist and dress makers of Boston. They were not well organized. Local 49 did not have much influence. About fifteen months ago Vice-President Perstein was assigned by the General Executive Board to come to Boston, and it was during that time that the waist and dress industry was fully organized in the city of Boston. Since then there was another effort made to improve conditions here with the result that the working hours were changed from 44 to 42. Another accomplishment during these two years was made in the dress industry in the city of New York, in February, 1923. The dress makers of the city of New York wanted to inaugurate the week-work system. Later on they modified their demands and turned to the 40-hour proposition and after a strike of a few weeks the 40-hour week was established in the New York dress industry. Another accomplishment, which I consider very important, was the reorganization of the waist and dress makers in the city of Philadelphia. The delegates will remember that the waist and dress makers in Philadelphia lost a strike about three years ago and for about a year they only had a nucleus of an organization, without any influence over the industry. During the last year the Philadelphia workers, with the aid and assistance of the International Union, made an effort to reorganize the industry. A strike had to be called which won back for them an influential organization with an increased membership as compared with the membership the organization had prior to that long strike which lasted for 28 weeks.

The Chicago situation was a hard task and it has cost us a lot of money and a lot of energy. By this time at least 1,200 workers have returned to their shops under union conditions, with the 40-hour week. We sincerely believe that after this strike is over, even though it should not be a complete victory, the waist and dress makers in Chicago will certainly have a more active and a more influential organization in the industry than they ever had before.

I say that the International Union, in spite of the very hard times which our industry has gone through, may certainly feel proud of its strength and influence, which is not only being maintained but is increasing as the years go by; and after all is told we have a right to be proud of the progress we have made during this short period.

With this I conclude my remarks on the report. (Applause.)

President Sigman appointed Delegate Bernstein of Local 66 and Delegate Wolkowa, of the Montreal Joint Board, on the Adjustment Committee.

President Sigman: We have with us one who must go back to New York this afternoon. He doesn't need much of an introduction. You all know him. He is a New York fellow who gives very loud talks. I will introduce to you Brother Metz.

Brother Metz expressed his deeply felt gratification over the fact that he was invited by the General Executive Board to attend the Convention as a guest. He laid stress upon the twenty years of his connection with the cloak makers' organization of New York and his services as a vice-president of the International Union. He concluded by saying that he will never give up his allegiance to the organization of the Ladies' Garment Workers and will always be found ready to help when called upon.

President Sigman: During the last few days a good many of the delegates approached me and asked me if one of our friends had been invited to the Convention and if he had been, why he wasn't here. However, he arrived rather late last night, but in time anyhow. This friend of ours doesn't need an introduction. At first I didn't take him for anything else but a ladies' garment worker. I wasn't certain whether he was a cloak-maker or not. But in due course of time I did obtain knowledge of his real activities and connection with the movement. If anyone is to be counted among the pioneers of our International Union he certainly is among the first, because he was always ready to join in any effort in our industry and every other industry for the betterment of the condition of the workers. He hates introductions and I know that I am simply taking advantage of him, our friend and comrade, Congressman Meyer London.

Meyer London: Comrades, a quarter of a century is but a fragment of a fragment of the infinite, but it is a great deal for those mortals who have lived through it.

I glory much more in a sense in the fights that we have lost than of the fights that we have won. Anybody can win with an organization which has 100,000, which has influence and pres-

tige, which is great and powerful. But it takes devotion, sincerity, honesty in the purest and best sense of the word, to work when there is no hope, when everybody is discouraged, when things are small and look hopeless and despondent. And I glory in the comradeship of those among us who were in our fights when there was no prospect of success at an early time.

You remember the Cleveland strike. You remember that struggle which lasted twenty-four or twenty-six weeks. I remember it. I lived through it. It comes back to me every now and then. I am against strikes as a rule. They are an antiquated weapon, and a real labor organization reaches its true strength when by the very mention of the word "strike" it paralyzes the employer and prevents him from assuming an aggressive attitude. Yet, while I am against strikes, I believe that if we do declare a strike, we should strike and hit the enemy so hard that no matter in what that strike may end, he should never dare challenge us again. (Applause.)

The Cleveland strike was lost, but it was a victory. We prepared the ground. When I came to Cleveland two years later the people were discouraged. I addressed a meeting of 500 or 600 people and you could see that the espionage system in Cleveland was so thorough and so effective that men looked at one another to see whether anybody would have the courage to applaud the speaker. Nobody dared give manifestation as to what was in his heart. Yet we have laid a basis for our organization through that lost strike of 1911. Sure enough Cleveland was organized, and splendidly organized, so that when the next challenge came the employers remembered the contest, remembered the bitter conflict, remembered the sacrifices and losses of 1911. Indeed, we are proud of our defeat, of our efforts, of our struggles.

Friends, what is the problem of democracy? The problem of democracy is the problem of numbers. The problem is how to transmute quantity into quality. The problem is how to make the large mass articulate, how to understand one another. The greatest civilization was reached among peoples and nations when they were small. Bigness is not greatness, and the problem in America is how to make the fishermen of New Hampshire and the farmers of Oklahoma and the miners of New Mexico understand the tailor of New York.

That is the problem of America; that is the problem of democracy.

Nobody can tackle that problem in the direction of human progress as much as a labor union. Say what you will about your political activities and about lawmaking, the labor organization is the basis of all democracy. (Great applause.)

I have studied law and know something about it. I have been a law-maker in a way. (Laughter.) I even got through a law in Congress single-handed and I know something about the lawyer's mind. The lawyer deals with abstractions; the lawyer never deals with big facts, and in drawing distinctions and in establishing differentiations he reduces the principle to nothing and then he dresses up nothing with big words. Real democracy comes from the bottom, from the people. We have a difficult task in uniting the masses. I do not speak with hatred of the rich. No matter how class-conscious we are, we should not be haters. The pain that comes of love is sweet; the pain that comes of hatred destroys the hater.

Two or three hundred delegates representing the financial interests in this country can meet in the Hotel Astor or the Plaza and quietly, without any agitation, determine the policy of the country. They have power and they know how to wield their power in one direction. But how difficult it is to get the workers, the producers, to unite! You have here some delegates who style themselves "rebels." Well, I have sympathy for them because I am somewhat of a rebel myself, and always was. But I wish they, these so-called rebels, would understand us. Isn't there glory for all, isn't there pride for all in being a part of the labor movement? Haven't we succeeded in improving conditions, in bringing about a state of affairs which we never dared dream would come about?

I have had a few minutes to examine your resolutions, and I see a great deal of attention is given to the problem of education. Let me say this: There was a time when the business world, particularly in America, had no respect for education, and the American professionals were more or less ignorant. Conditions have somewhat changed and America is advancing. The business world has really begun to follow in the direction of education. Every important university in America is now establishing special courses for business men, and

the educated business man of America is a matter of but a few years.

We must increase the field of labor education. Let me tell you that few of you realize what happened when the American Congress adopted its present Immigration Act. It isn't that they have stopped the coming of immigrants, but it is that they have adopted an attitude of contempt and oppression toward the 13,000,000 nuer in the United States of America who are not yet citizens. We have a Chinese Exclusion Act. That law provides that whenever the right of a Chinaman to be present in the United States is challenged it becomes the duty of the Chinaman to prove his right to be here and the officer has a right to arrest him. They have transferred a section of the Chinese act into the present Immigration Act, so that it will become the burden of every man whose right to be in the United States is challenged to prove his legal right to be here. Our Secretary of Labor has been for years advocating the idea of registration of aliens and since the protest against it was so strong he went about it, as lawyers always will do, in a roundabout way and he accomplished his purpose. By incorporating that provision into the Immigration Law he has brought about a state of affairs where these men will ask to be registered, so as to have with them some evidence of the right to be here, and not only is labor in danger, but all the civil rights of many more than the 13 millions are seriously affected by this piece of wild legislation.

The fact that women do not become citizens by the naturalization of their husbands presents also a very serious problem to the working class. As soon as the rich ladies got the vote, it would seem that they didn't want anybody else to have it, and so the rich ladies decided that the right of the plain man, the working man, and of the naturalized citizen to have his wife become a citizen along with him was too much, and so they insisted that Congress pass a law granting individual citizenship. It created an absurd and cruel state of affairs.

And now a word or two about your leadership, about your friends, about men who do the work. I suppose there must be somewhere black sheep, but I haven't come across them. I have come almost in daily contact with most of our men. They are clean and sincere. They mean well. They are honest, and when I

speak of honesty in a labor organization I mean something more than honesty in dollars and cents. I speak of that honesty which will say, "I am going to stand aside and let somebody else do a particular piece of work. I am going to sacrifice my ambition if that will help the cause." That is honesty.

In conclusion, Mr. London outlined the growth of the labor movement during the past 100 years, commencing with the Chartist Movement in England, which proclaimed the principles which Premier MacDonald is endeavoring to materialize at the present time. He concluded his speech by a stirring appeal to the delegates for a greater unity, exhorting them at the same time not to look for quick, immediate results but work patiently, ceaselessly and harmoniously.

"Join with us; unite with us; and give us your mind; give us your heart; give us your soul and become a part of the immeasurable, of the undying and of the deathless, in that last struggle for a larger measure of joy in this vale of sorrow." (Great applause.)

President Sigman: Delegate Carotenuto, of Local No. 48, now has the privilege of the floor.

Delegate Carotenuto: What I have to say concerns the manager of our Local and First Vice-President of our International, Brother Ninfo. Our Local has always held Brother Ninfo in high esteem for the services he has rendered to it and to the International. As a token of our appreciation and to show him what confidence we have in him and that we are always ready and willing to cooperate with him and encourage him to the utmost, it is my great pleasure to present to him, on behalf of our Local, this diamond ring.

Vice-President Ninfo was presented with a magnificent diamond ring.

Vice-President Ninfo: I certainly am overwhelmed to be so highly honored by my associates in Local 48, so much so that I can express my gratitude but in plain, simple words. I thank you from the bottom of my heart. I certainly do not deserve such a magnificent present for my work. I am only discharging my duties and will continue to do my very best in the future. So far as delivering speeches is concerned, I will leave that to others. I shall be content to have the opportunity to learn more from them in

the future than I have in my past twenty years' connection with the International.

Today is my birthday and it certainly is a fitting present, and I think that I ought to consider it more of a birthday present than as a token of appreciation for my services. I thank you from the bottom of my heart. (Applause.)

Vice-President Fred Monosson, announced that the Entertainment Committee has arranged for tomorrow, Wednesday afternoon, a boat excursion up Boston Harbor and that luncheon will be served and dancing provided. The excursion will start at 2.00 o'clock.

After various committee announcements were made, President Sigman made the following announcement.

President Sigman: I want now to make an important announcement. We have had with us at our Convention last week the President of the Amalgamated Clothing Workers, who addressed us and brought greetings to us from his organization. It is only fair that our organization should greet the Amalgamated convention now in session in Philadelphia. I thought it would be possible for me to take the honor and go there personally to extend our greetings to them, but it seems impossible. I have, therefore, appointed Delegate Feinberg to proceed to the Convention of the Amalgamated in Philadelphia and be with them during tomorrow's session. I hope you approve of this action. (Applause of approval.)

The next announcement is that we expect the various committees to go into session at once, and for that reason we will not have a session this afternoon. So I expect that tomorrow morning some of the committees will be ready with their reports, even though they have to work all night. We must get down to the reports of the committees as soon as possible.

The session stands adjourned until tomorrow morning.

At 1.00 p. m. the session adjourned, to reconvene Wednesday morning, May 14, at 9.30.

**Ninth Day—Morning Session
Wednesday, May 14, 1924**

The ninth day, morning session, was opened at 10 o'clock Wednesday, May 14, 1924, President Sigman presiding.

President Sigman: The Labor Research Department of the Rand School issues a Labor Year Book each year. The book of this year contains very valuable information in connection with the trade union movement and the labor movement in general in this country and Europe. I have gone over the outline of the book and it has impressed me very much. It seems to me that every active labor man should have a copy of this book in his possession. Copies of the book are on sale downstairs in this hall. I will recommend that everyone get a copy of it.

We will now have a few telegrams read to you by Secretary Baroff.

Secretary Baroff read the following telegrams which were received with applause.

International Ladies' Garment Workers' Union, Boston, Mass.

President and delegates, congratulations on twenty-fifth anniversary of International Ladies' Garment Workers' Union.

SAM GORDON, Local 1.

Mr. Morris Sigman, President,
International Ladies' Garment Workers' Union, Convention Hall,
36 St. Botolph Street, Boston, Mass.:

Dear Mr. Sigman:
I received your letter of April 25th some time ago, but refrained from answering in the hope that I might find it possible to attend your Convention in Boston. However, I now find that I will be unable to get away. Thanking you very much for extending the invitation, and hoping your Convention will be a success in every way, I remain

Yours sincerely and fraternally,

PETER J. BRADY,
President,
Federation Bank of New York.

International Ladies' Garment Workers' Union, Boston, Mass.

The Headgear Workers' Lyceum, the home of the organized cap and millinery workers, sends fraternal greetings and heartfelt wishes for the continued progress and success of your organization.

I. WEINBERG, Pres.,
M. ZUCKERMAN, Treasurer.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings to Convention. May unity and harmony prevail in our ranks and through united action march to victory.

LOUIS YARNER, Local 21.

International Ladies' Garment Workers' Union, Boston, Mass.:
Greetings for the benefit of the industry. Keep the Waists and Dresses together in one local.

THE WORKERS OF J. J. JACOBI.

International Ladies' Garment Workers' Union, Boston, Mass.:
Greetings to the officers and delegates of the Convention. For true progress in the organizing of our industry we ask that waist and dresses be merged in one local.

WORKERS OF ROSLYN BLOUSE CO.

International Ladies' Garment Workers' Union, Boston, Mass.:
Greetings. Do not forget that the interest of the industry demands the merging of Local 22 with Local 23.

THE WORKERS OF F. AND G. WAIST CO.

International Ladies' Garment Workers' Union, Boston, Mass.:

Owing to illness, I regret not being able to visit your Convention personally. However, accept my heartfelt congratulations upon your twenty-fifth anniversary. May the deliberations of this Convention be crowned with success which may establish a permanent understanding between the employer and employees to the satisfaction of all concerned in the Dress and Cloak industry. With best wishes, we remain

THE LOS ANGELES SANATORIUM FOR CONSUMPTIVES, MAX STERN, Manager.

President Sigman: At yesterday's session an announcement was made that an excursion would take place this afternoon. Everything is ready for the excursion, but it seems to me that this convention is not ready to enjoy the treat that was extended to us by the Boston City Administration. There is too much work to be taken care of in the next two or three days and this afternoon's session is very essential because some of the committees will be ready with their reports.

I therefore ask Delegate Monosson to call up the Mayor of the City and express the thanks and appreciation of the convention for the treat he wants to give us and to call off the excursion. I think this action should meet with the approval of the delegates. (shouts of "no").

Delegate Cinamon, Local No. 1: I move that instead of giving up the excursion we have night sessions on Thursday and Friday.

This motion was seconded and carried.

President Sigman: There is another important function that we have to perform, and that is to take a convention picture.

If Delegate Rosenberg, ex-president of the International is here, I ask him to step on the platform.

Delegate Rosenberg came up to the platform.

President Sigman: Since the opening of the convention I have been pleading with Brother Rosenberg that he do his duty towards this convention. In the past we have always considered that he was doing his duty by simply being a delegate to the convention. But I thought that this was not enough. Rosenberg is one of the old-timers in our movement and in this connection I am justified in saying that not only was he at the cradle of our movement but he probably was the carpenter who made the cradle before the baby was born. He has been for many years the president of our International and during the period that he was its president our International has made the biggest progress in its growth and in its accomplishments.

I now call upon him, as one of the pioneers of our movement, to address the convention and give the delegates his impressions of this great convention.

Delegate Rosenberg: Mr. President, delegates to this convention: My friend, President Sigman, stated that he has been pleading with me day after day that I should address this convention and I have refrained from doing so until the last moment when I found that at least once in the history of this convention the administration has been defeated. I refer to the question of the excursion today when the administration was defeated decisively.

The reason why I refrained from speaking at this convention until now is that we have had so many speakers—in fact, we used every gun of every size to shoot at this convention, big ones and small ones, guns of every calibre—and I was afraid that the delegates to the convention would be shell-shocked, and I therefore refrained from making a speech. Still, since I am on the platform, I will try to make it as brief as I possibly can and just tell you what I think of the International as a whole and what my impressions

are at this twenty-fifth anniversary of our International.

The beginning of the organization of our craft is much older than 25 years. I participated in one of the strikes the cloak makers conducted in 1883. Many experiments have been made to organize unions without success, until finally we came to the idea that the only way to have a union organized successfully was to affiliate ourselves with the general labor movement. So, in 1892 we affiliated ourselves with the then existing United Garment Workers of America. Some of our friends believe that the idea of amalgamation came into being since the Russian Revolution. The idea of amalgamation originated many and many years before those people even dreamed of being born. We amalgamated with the United Garment Workers and we were with them for about two years until finally we came to the conclusion that ice cream and herring cannot be cooked together. We came to the conclusion that we differed materially from the United Garment Workers of America and that the best thing to do was to separate. We kept on plugging until the end of 1899, and then we realized that something must be done to amalgamate the few locals which then existed, one in New York, one in Newark, one in Baltimore and one in Philadelphia. We communicated with those locals to see if there wasn't some way for us to get in closer contact with each other, with a view to improving conditions, so that whenever we went on strike they shouldn't scab on us and vice versa. The entire membership of those local unions consisted of less than we have at this convention. We were not discouraged; we knew that the time would come when our workers would take their place in the trade union movement. Like the twelve Apostles, we went from town to town and preached the idea of Christianity until we succeeded in building up our religion, which was the gospel of unionism.

I claim that I have already received my reward. I represent at this convention the District Council of the State of New Jersey, which comprises about 11 or 12 local unions in the State of Jersey. It is true that those locals are not as large a factor in the trade as, for instance, the cloak makers of the city of New York, who count themselves in the thousands. Our membership in the State of Jersey is in the neighborhood of about 1100. But let me tell you those 1100 members are not only a necessity for the life of this organization, but the

time is likely to come when these 1100 members will be the guides of the future generation of workers in the cloak and suit trade in New York and elsewhere.

In conclusion Mr. Rosenberg thanked the members for the privilege of addressing the convention and promised to devote all possible time to the interests of the workers in the movement and expressed the hope that he might have the luck and privilege to be with the convention twenty-five years from this date. (Applause.)

At this point, Mr. Joseph Baroness and B. C. Vladeck arrived on the platform and were given a tremendous ovation.

President Sigman: We have the privilege of having with us the President of the National Women's Trade Union League, and it gives me great pleasure to introduce to you Mrs. Maude Swartz.

Mrs. Swartz extended, on behalf of the National Women's Trade Union League, greetings to the Convention and congratulated the International on its wonderful progress. She said that the National Women's Trade Union League at their convention in June in New York will celebrate their twentieth anniversary, and she expressed the desire to have the members of the International from New York attend the sessions of their convention. She described the work of the National Women's Trade Union League, stating that it was organized for the purpose of assisting women to organize their own trade unions, and she pointed out the great difficulties that confront them in organizing the women workers because of the fact that marriage takes away so many of their members and that they have to be constantly recruiting and educating new women members.

She concluded by stating that her organization considered it a great privilege and honor to have had the friendship and support of the International in the years gone by, and she asked that the International continue its friendship and support in the future. (Applause.)

President Sigman: Delegates, our Convention has some very distinguished guests this morning. I know that a good many of the delegates have been very eager to have them address the Convention. Amongst them is one who has been working in one of the new fields of the labor movement. This new field

represents the financial end of organized labor. The success of the enterprise undertaken by our International, together with other International unions in the city of New York, depends largely on his good judgment in managing the affair. I have the great pleasure to present to you Mr. Philip R. Rodriguez, the manager of the International Union Bank.

Mr. Rodriguez was greeted with applause.

Mr. Rodriguez: Mr. President, ladies and gentlemen: I am very glad to have this opportunity of visiting your Convention and wish to extend to you my congratulations on this your twenty-fifth anniversary and offer my best wishes that the great achievements of the past twenty-five years will be more than duplicated in the next ten years to come.

As I have been asked to address you, I suppose it is with the object of telling you something about your bank, the International Union Bank of New York.

It gives me great pleasure to announce this morning that yesterday I received advice from the Federal Reserve Board in Washington that our application for membership in the Federal Reserve system has been approved. (Applause.) Therefore, within the next week or ten days, after a few details are complied with, we will commence to operate under and through that system.

Your bank has deposits of \$1,800,000 (applause), which, combined with our capital and surplus of \$500,000, make total resources of \$2,300,000. (Applause.) The deposits consist of 825 commercial checking accounts and 1,600 special interest accounts. That we have been able to obtain these encouraging results is due to a very great extent to the support and loyalty of the locals in New York and its nearby cities.

However, we have not as yet heard very much from the locals outside of New York, principally Boston, Philadelphia, Cleveland, Chicago and the far West. My remarks are addressed principally to them, as I am here for business. No doubt they have not deposited funds with us due to the fact that we are so far away from them that it would not only be inconvenient but difficult for them to obtain the funds should they require them. That is not the case. I realize that your operating account, that is, your checking account, for general expenses and outlays should be in a bank convenient to your office; but your surplus

funds should be deposited with us. By surplus funds I mean unemployment funds, sick benefit, insurance funds, security funds, and funds in which there may be very little movement. Such funds can readily be deposited with us, and should you require the use of that money within two or three hours' notice we can place that money to the credit of your individual account in whatever city you may be in. A telegram to us advising us of the fact that you desire \$5,000, \$10,000, or whatever amount it may be, will be handled immediately through the Federal Reserve Bank of New York, and by them through the Federal Reserve Bank in whichever centre your city may happen to be located. It will all be done by telegram, so that there would be no necessity whatsoever for retaining those funds in your individual city.

Last night I was reading of an interview had with Mr. Schenck, president of the Trade Bank of New York, and in this interview he stated that the Trade Bank had completed one year of operations on the 18th day of December and that their deposits were \$2,000,000.

He stated that that was positive proof of the great success of that institution and that they were going to increase the capital stock from \$300,000 to \$1,050,000. Now, if Mr. Schenck and the Trade Bank of New York consider \$2,000,000 deposits after one year of operation a great success, you, one and all, should feel mighty proud that your bank after four months and one week of operation can show \$1,800,000 in deposits, or \$200,000 less than the entire year's operation of the Trade Bank. (Applause).

When the International Union Bank was organized it was organized with two objects, one to give your industry your own bank, a bank to be run with cooperative features; in other words, a bank not to be run for the accumulation of profits. As you probably all know, the dividends on our capital stock are limited to 8 per cent annually, which is four per cent on the investment, \$100 capital and \$100 surplus. Any further distribution of profits will be participated in by the special interest account depositors. In other words we are working for you and for your interests. Apart from that object, the other object in organizing the bank was to further the movement of labor into banking which is a very important feature, in my estimation, of your organ-

ization or all labor organizations. To obtain those results it is not only a question of placing the International Union Bank on a paying basis, declaring a dividend on the capital stock, and a distribution of profits to special interest account depositors. That will be a success for our individual bank. But that is not only the success that we are looking for. The success that we are looking for is to have various banks throughout the United States and in cities where we have a membership in our locals to warrant the organization of such a bank, to weld those banks into one big institution with the name of the International Union Bank of New York and be a powerful factor in the movement of labor into banking.

Now, if the movement of labor into banking is to be a success it is not going to be a success if you have ten or fifteen or twenty individual labor banks in New York City, for instance, each with \$5,000,000 or \$10,000,000. The movement cannot be a success then, so far as making labor felt in financial circles. We must eventually—perhaps in a year or two years or five years or ten years—amalgamate, consolidate, and instead of having ten or fifteen banks of \$10,000,000 each, have one powerful institution with \$100,000,000 or \$150,000,000; and then, and not until then, will capitalistic banking in New York recognize the fact that we are a power and can finance our own organizations and any obligations we may wish to undertake.

To obtain that end we must all work, and we must work hard. We must all support our bank because we want to be a dominating factor in the east. We can, we should, and we will be if you help us (applause).

Now, ladies and gentlemen, I want you all to support us. I want you to help us grow, help us develop, help us to quickly attain the goal we are striving for which will rebound to your individual benefit and to the eventual benefit of all organized labor (applause).

President Sigman: We have with us here a friend, a guest whom we originally expected to be with us on the opening day. He is a man well known in the labor movement. He comes from New York, and at one time his influence was felt even in the channels of the city administration. He is the head of a great institution.

I feel it a privilege to introduce to you Comrade and Brother B. C. Vladeck.

Mr. B. C. Vladeck: Mr. President and delegates, I read very carefully and attentively the report of your convention and I figured out that I am the one-thousand, two hundred and thirty-fourth speaker. I think that it is a very wise policy on the part of your organization to have all speakers give their advice two weeks a year and let the organization alone for the other fifty. I have come here not to advise you. I have come here simply to greet you as one of you. It took us all one week to cross the Atlantic to the United States but it took us twenty-five years to cross from the East Side of New York to the United States of America. I think that one of the greatest accomplishments of your organization for the time of your existence is that you are becoming an American labor organization. Sooner or later the American labor movement will be a progressive movement. Sooner or later the American labor movement will be a mighty movement, it will be a mighty river, but no river springs from itself; every river has its beginning in a number of springs and little groups of rivers which at some particular point come together to make one mighty, wide stream. And I am proud and you ought to be proud that when this big river begins flowing, the International Union, your union will be one of the most important tributaries of that American labor movement.

I have come to you here today to greet you and to thank you for the fact that you have made your organization our home. Usually when we come to a convention we have to come in full dress, all buttoned up, and have to be very careful what we say and how we say it and how you receive us. We haven't got that feeling here; we are all comrades; we are all in the same movement; we are all under the same banner; we are all home. Thank you and good luck to you (applause).

President Sigman: Delegates, I have a very difficult task to perform. I am only a youngster in the labor movement and whenever duty calls me to introduce one of the oldest pioneers in the labor movement, I feel a bit nervous. We have here with us this morning a man whom I had the privilege to first hear address a meeting of striking garment workers in the year 1904. I had been just about a year in this country; I

knew very little of what the movement had gone through.

We have this friend of ours here this morning and I am certain that it will be a great privilege to all of you to have me introduce him. I take pleasure in presenting to you Brother Joseph Barondess.

Mr. Joseph Barondess: Mr. President and fellow workers: I recognize that brevity is one of the great virtues of life. I recognize that you have other things of greater importance to your organization than to listen to addresses.

It is well known that it is not possible to achieve great progress for the cause of education without a thorough knowledge of history, and most people are of the opinion that the greatest of all things is to be able to draw a conclusion from the experiences that one has undergone in the past. To my mind, that is not the greatest of all needs for mankind and especially for working men and women. I think that the greatest of all difficulties that working men and women are confronted with is that they are not able to see what is happening right in front of their eyes. It is the present that we are not capable of properly estimating.

I cannot expect nor would you like to see this convention resemble a church service, where the preacher would speak and the audience would bend down their heads and remain quiet. I know that dissatisfaction is the very pulse, the very essence of progress. It isn't possible to expect that the working men and women of this country or of any other country will ever be satisfied until they get every bit of that which they produce and nothing less. It is for this reason that I salute with pleasure the criticism that is healthy, the dissatisfaction that spells growth.

There is an old French proverb which reads, "when a man is successful, when a movement is successful, even its enemies become at least outwardly its friends." Probably you don't believe in miracles. I do. I see one and it is the best kind of a miracle that has happened and it ought to happen quite frequently.

Science has made great achievements and great discoveries, but I am sorry that science has not gone so far as to

be able to photograph the feelings of a human heart. If that were possible and a photograph could be taken of the feelings of my heart then you would see that in its entirety it beats for and with you. May the International live on and on in order that we in America may do what the workmen have done in Great Britain, that we too, may be able to celebrate a victory such as the workmen are celebrating in France.

You are the right material. When coffee is served to you and you put sugar into it and you don't stir it you find a pile of sugar in the bottom of the cup. You must stir the sugar in the coffee in order to make it palatable. The labor movement in America must be stirred up. You are the stirrers. Stir on, and on and on, until labor shall become free, now and forever (great applause).

A motion was made and unanimously carried that a vote of thanks be extended to Brother Barondess for his inspiring address and that his address be spread upon the minutes.

President Sigman: Among our invited guests we have one whom you know very well and one whom we would have invited even though there would not have been a jubilee convention. This guest of ours is an actual brother in the ranks. While he belongs in the category of the early pioneers of the labor movement, still he has been with this International Union and engaged in active work for all the years that he has been a member of it, in official capacity and at times in unofficial capacity. This brother and comrade of ours should have been here at this convention not as a visitor but as a delegate and as a leader of this convention. I don't think I have to say much more about him. He has been through every struggle in this movement and has been instrumental in every achievement which our International has accomplished. And if any credit is due to any one for his services to your International Union, to this brother of ours credit is certainly due.

It gives me great pleasure and honor to introduce to you ex-president Brother Schlesinger.

(Brother Schlesinger was greeted with a long and continuous applause, which continued for seven minutes, all the delegates rising.)

Brother Schlesinger: Mr. President, delegates and visitors, visitors in the hall as well as visitors on the platform: I really have no words appropriate enough to express to you how I feel at this present moment. Yes, it is true that I have done something for the International while I was in office, but I certainly don't believe that I deserve this tremendous reception you have accorded me. I don't think there is anyone who does deserve such a rousing welcome.

I had certain things in my mind that I was going to tell you while the chairman was introducing me. I was figuring up how much time I should take and the principal points that I wanted to bring out in my talk, but your reception has so upset me that I have forgotten all that I wanted to say. All I can think of now is to try to find words adequate enough to express my appreciation of the wonderful way you have received me, a greeting that I shall always remember.

It is now about 34 years since I have been in this country. My friend Baroness has been here about 37 years. I came here as a young boy and was thrown into a tailor shop, a sweat shop. I immediately joined the union and with others tried to organize the men and women in our industry. During those 34 years I have gone through many, many experiences. I can see before me now just as though it only happened yesterday, the shop that I first came into to work. I can remember the face of the man who employed me at that time. I can even remember the kind of garments that were made in those days and I can remember the degree of intelligence of the workers in those days. It was but a short time after that that we started to organize our workers. That was in Chicago. The reason that we decided to organize was because we heard that there was a man in New York by the name of Baroness who was trying to organize the cloak makers in New York. We had many conferences and after many hard efforts we got together an organization.

Many of the friends that came with me to this country are now very wealthy. Many of them succeeded in piling up fortunes during the years that they have been here. I haven't been able to pile up a fortune or anything that is worthwhile talking about, but I feel just as proud because I know I have not wasted my life.

From the day that I arrived in this country I have been working hard, and what I have been able to accomplish by that hard work I am very proud of. At the present time I am, so to speak, divorced from the organization; that is, so far as acting in an official capacity, but as far as my heart and soul is concerned, I am still with you, and I take just as much interest in your problems now as I did twenty-five or thirty years ago.

I have read the report of the General Executive Board very carefully and I say that it certainly is a great pleasure to note that you have made great progress during the past several months. The fact that you have such a great convention here, the fact that you have 70 or 80 delegates more at this convention than you had at the convention two years ago is a sufficient sign of progress. The past sixteen or eighteen months have been hard ones. The fight of the employers for the so-called non-union shop is still being waged, and there are many other problems that you are confronted with. While organizations in other industries have dwindled in membership in the past few years, yours has gained. That is proof of the progress that you have made in the last two years, and I have no words for expressing to you how I feel in seeing such progress made. Our early conventions had no more than thirty or forty delegates present, and when I see a convention of over 300 delegates it certainly does do my heart good.

I certainly do want to compliment the General Executive Board for the conscientiousness of its report. Everyone who is interested in the industry, interested in our problems, can certainly understand the report thoroughly. Of course, the same problems that confronted us 16 months ago still exist. Not all of the problems have yet been solved. There is the question of piece-work that is still troubling the industry. There is still the question of organizing the unorganized; and there are other problems of the industry that are still confronting us, but I am quite certain that if the recommendations of the General Executive Board are carried out, all those problems will be solved.

There are only one or two things that I want to say to this convention in general.

This is a jubilee Convention and we are all trying to have a good time. It is a

sort of a holiday for us and there is no reason why we should not enjoy ourselves. But while we may be celebrating and enjoying ourselves at this jubilee, you may be all called to arms at any moment. I remember a meeting of the Joint Board in New York some time ago, when we were all having a good time, when only one week after the meeting was adjourned, the Joint Board was turned into a war council and every member of the council was converted from a plain member of the Joint Board into one of the captains of a great army. And it is quite possible that all of you, who are now in a mood of celebration, will be very shortly called upon to do your duty as union men as you have done in the past, and knowing you as I do I have no doubt that you will work just as hard for your organization, for yourselves, for the interests of the members as you have in the past.

The small shop is an evil which will not very easily be eradicated either by resolutions or by strikes. It will be a very hard proposition to get the small shop out of our industry, just as it is to get the small taxicab driver out of competition with the big taxicab organizations. It doesn't take much capital for a taxicab driver to get a cab and, instead of being employed by one of the big taxicab companies, to run his own cab. The same applies to the small cloak shop owner.

While I compliment the General Executive Board upon its recommendations and upon the plans that have worked out, yet I say that it is very necessary to realize that it will not be possible to turn things upside down in a few months. I notice the first chapter of the report deals with a problem that confronted me while I was president of the International, the question of establishing standards of production. You remember when the agreement was signed between the International and the New York Cloak Manufacturers' Association there was a provision made that a committee be appointed consisting of members selected by the union, by the manufacturers, and an impartial third party, to work out the problems of our industry. As you can see from the report, the one who was appointed by the manufacturers was an efficiency engineer and accountant—a Mr. Bassett. I am reciting this to you because it was one of my last activities in the International. Mr. Bassett pointed out the great benefits that the workers would derive from his efficiency suggestions. I don't want to deny that efficiency is a good thing for an industry. Efficiency is a sign of the times,

and naturally we cannot very well be opposed to it, but the reason why I have always taken this position against establishing standards of efficiency is this: Efficiency is all right, but we must not permit the establishment of efficiency standards to sacrifice the interests of 30,000 men and women who are employed in our industry and who are depending upon their work, and the only work that they can do, such as pressers or operators or whatever craft they have specialized in, to maintain a living. We cannot deprive them of a livelihood. If this system should ever be established, I believe that it would deprive them of their livelihood, and that is the reason that I have always opposed this Mr. Bassett in his ideas of efficiency in the industry.

I don't want to deal any further with the report of the General Executive Board. I am sure that you are very much more familiar with it than I am. If you are not familiar with the problems that are confronting you, the report will make them clearer to you. I have reason to believe that every recommendation offered by the General Executive Board has been very carefully worked out and considered, and I have every reason to believe that when the questions will come to a head they will be solved in the best interests of yourselves and in the best interests of the industry as a whole.

I don't know of anything else that I can tell you. While I was sitting in my chair I was thinking of a thousand and one subjects to speak of. I thought, perhaps, you might wish to know how I have been feeling in my absence in the last sixteen months. I am very well. The work that I am doing is conducting the "Forward" in Chicago. It isn't as interesting as running a labor organization. It isn't as interesting as fighting our enemies in the labor movement. But one can become interested in it, and I am very much interested in it.

I don't want to take up any more of your time because I know you have very much business to transact, but in conclusion I want to convey my greetings to you and to express my very best sentiments to the Convention. I have never been an eloquent speaker; I am not an eloquent speaker today, and what I have not been able to express to you by word of mouth I express with my heart. I hope to see you again. I hope to be able to be with you as often as possible. Whenever your organization wants me to help you in an unofficial capacity, of course, I shall be more than glad to do,

too. I thank you all very kindly. (Great applause.)

It was unanimously voted that the convention extend a rising vote of thanks to Mr. Schlesinger for his instructive address.

President Sigman: During the course of the convention we have had friends and members of the labor movement giving us their greetings. Most of them, except the Mayor of the City, were affiliated with our organization at one time or another or are still part and parcel of it. We have the great privilege to have with us this morning, Mr. A. Lincoln Filene and as chairman of this convention I now shall call upon him.

Mr. A. Lincoln Filene: I am glad to stand up before you and greet you and welcome you to Boston and to have a chance to see whether or not, in my own estimation at least, you have been making progress during the last fifteen years. I am afraid really, if I followed my usual process of talking frankly to everybody I ever have a chance to talk with, whether it is over a table or whether it is a meeting like this, that I might get into trouble. I might need a body-guard after I leave the hall. I find that when any body of men are intensely interested, including the women, of course, in a great movement, whether it is a movement of labor unionists or of employers, that unconsciously they get to look upon their problems in a very selfish and narrow way in seeing their way out; that the vista does not always open itself as it should.

I am afraid if I talk frankly that I am likely to say something that you wouldn't like but I am going to take the chance, because I think, perhaps, it isn't a bad thing to be told once in a while something we don't like to hear. Talking over the period of time between 1910 and 1924, both from the employers' side and from the employees' side, there has been very little marked advance, in the relationship between capital and labor, and I think it is true that both sides are equally to blame. But that doesn't alter the situation.

There was in 1910, at least, among the employer group in New York, a certain group of leaders that you all had faith in, really generals in the employers' position, men whom you could sit down with, men of large factories. There was in your unions at that time real, marked

leadership, men who were sacrificing their lives and their time and their health to your service. What has happened since? Today, isn't it a truth that the men you are fighting are the very men in most cases that were in your ranks fighting the employers? What I mean by that is the small shops, the growth of the small shops and the taking of the industry out of the hands of real leaders on the employers' side and the leaders on the labor side and putting it in the hands of a third party who has not much interest in either.

There is no progress possible, looking ahead in long terms, until you get together. Personally, I think this industry has in the personnel of the men and women that are working in it a greater amount of real mentality, of real possible thinking quality than almost any other industry in existence but you are not using your brains as you should, any more than we employers are using our brains as we should and we are now again in 1924 facing a situation of two armed camps fooling ourselves, one from the employers' side that he has no objection to the labor union and the other from the employee's side that he has no objection to certain things which the employer is doing.

I said I should say something that would make you angry. Whether I have succeeded or not I don't know, but I hope I have, because the best thing in the world for progress is to make people think and when you make them angry as a rule they think. So although I was not expecting to be called upon, personally, I am very thankful for having been and I hope that what I have said may be of some contribution. (Applause.)

President Sigman: I take pleasure in introducing to you a gentleman who was instrumental with Mr. Filene in bringing into the cloak situation Mr. Louis Brandeis, Supreme Court Justice, —Mr. Meyer Bloomfield.

Mr. Meyer Bloomfield: Three weeks ago I was not in Boston; I was in Moscow and Petrograd. I only landed here in my home a day before your convention dinner. On my way out I visited Finland, Sweden, the Baltic States, Germany and other countries. One of the secrets of the strength of your organization, one of the secrets of the fundamental strength of all of us, is represented by the flag which decorates this hall, by the fact that you are an Ameri-

can organization, working out American ideals in an American way and as long as that spirit underlies all your efforts, there is progress and as soon as that spirit takes its flight, there is suicide. Everywhere in Europe I felt that if the working people could take passage and would be admitted to this country they would come to this blessed country. It is a blessed country, a great privilege to be here and the twenty-five years' record of the International Ladies' Garment Workers shows what an organization inspired with American ideals can do for the future of its people, the industry and the country.

A message of hope is what I bring to you and a feeling of satisfaction that I have had a small hand as a fellow-American, as a fellow-human being, to figure in the glorious record of the International. (Applause.)

By permission of the convention the following additional resolutions were introduced and referred to proper committees.

Resolution No. 122

Introduced by Delegates of Local No. 38.

WHEREAS, The Ladies' Tailors' Union, Local No. 38 of New York is composed of about 200 members working in about 70 shops that are situated in the Boroughs of Manhattan, Brooklyn and the Bronx, and

WHEREAS, The New York Joint Board of Cloakmakers' has been organized expressly for the purpose of having one central body comprising similar trades of the Ladies' Garment Industry, in order to more effectively defend the conditions of its members, and

WHEREAS, The Ladies' Tailors are an integral part of the Cloak Industry, for they work in shops of various locals appertaining to the Joint Board and on the other hand a great number of members of the various locals work in our shops, and

WHEREAS, Cloak shops produce work for Ladies Tailors' Firms and vice versa, and

WHEREAS, Whenever a Cloak Strike is called the Ladies' Tailors are directly, or indirectly involved in the same. It even happened that a great number of Ladies' Tailors' Shops were completely stopped from work during the Cloak Makers' Strike for the success of the latter, be it therefore

RESOLVED, That this Seventeenth Biennial Convention of the International Ladies' Garment Workers' Union assembled in Boston, Mass., instructs the incoming General Executive Board to instruct the New York Joint Board of Cloakmakers to admit the Ladies' Tailors' Union into its body in order to make it more potent in its struggles with its employers, and thus enable it to completely organize the entire trade.

Referred to Committee on Resolutions.

Resolution No. 123

Introduced by Mollie Friedman, Local No. 22.

WHEREAS, the so-called equal rights constitutional amendment now pending before Congress will invalidate or throw into the courts for litigation the 8-hour, the 9-hour, the 48-hour and other labor laws for women throughout the States, and

WHEREAS, the program of the American labor movement calls for removal of discriminations against women by specific measures which will not destroy or menace labor laws for women, therefore be it

RESOLVED, that the International Ladies' Garment Workers' Union is opposed to the proposed constitutional amendment known as the "equal rights amendment" and endorses the program of the American Federation of Labor and the National Women's Trade Union League, which calls for specific legislation in the several States.

Referred to Committee on Resolutions.

Resolution No. 124

Introduced by the Delegations of Local No. 9.

WHEREAS, Local No. 9 has the jurisdiction of all the Finishers in the cloak and suit trade of New York, and

WHEREAS, there are locals in the city of New York that have members and are taking in new members at present, and

WHEREAS, such a condition does not permit us to have a complete control of standards and wages of our craft, be it therefore

RESOLVED, that the Convention of the I. L. G. W. U. assembled in Boston decides that all the members that are working as finishers in the cloak, suit and dress trades be transferred to Local No. 9.

Referred to Committee on Resolutions.

Resolution No. 125

Resolution submitted by Students' Council and Adopted at Reunion.

WHEREAS, our International Union is celebrating the twenty-fifth anniversary of its existence and its splendid achievements on behalf of the thousands of men and women who have for these many years cooperated to make their lives brighter and happier, and

WHEREAS, among the most important of these achievements have been the inspiring educational activities of our International Union, which activities helped to fill the increased leisure of our membership, which resulted from the victories won by our Union on the industrial field, and

WHEREAS, the educational activities of our Union have helped many in the rank and file to think more clearly and effectively on the problems of their Union, the labor movement and society as a whole, and have also inspired many of our members to become active in our organization, and

WHEREAS, the educational activities of our Union have stimulated other Unions to build up a vigorous movement for labor education in America, and have contributed largely to

a proper appreciation of the enormous social significance of labor education, be it therefore

RESOLVED, that we, students of the Unity Centers, the Workers' University and the Extension Classes, conducted by the Educational Department of the I. L. G. W. U. during the season 1923-1924, meeting at a reunion of students and teachers on April 5, 1924, hereby express our appreciation of the inspiring activities of our International Union and our pride in the efforts of our Union to provide for the spiritual as well as for the economic enrichment of the life of our membership, and

RESOLVED, that we tender to the General Executive Board of our Union our thanks for the efficiency and success with which they carried out the decision of our last Convention to continue and develop the educational work of our Union, and we express our appreciation of the splendid work and devotion of the teachers who helped to make our classes so successful, and

RESOLVED, that we express our earnest hope that the coming Convention of the I. L. G. W. U. will take measures to increase the educational work of our Union and will thus provide another strong and effective source of power which our Union and the entire labor movement can employ in their efforts to bring about changes in our social order, which will ultimately bring happiness to all humanity.

Referred to Committee on Education.

Resolution No. 126

Introduced by 18 Delegates from 7 locals

WHEREAS, the purpose of the National Council of Child Development, an association of labor men and women, educators and parents, is to create an organization for children and youth that will help them to develop a greater degree of self-dependence, acquaint them with the social and economic problems that face mankind and prepare them for the intelligent participation in the work of bettering society, therefore be it

RESOLVED, that the Seventeenth Convention of the International Ladies' Garment Workers' Union assembled in Boston requests the incoming General Executive Board to cooperate with the National Council for Child Development in making their efforts a success.

Referred to Committee on Young People's Trade Union Education.

Resolution No. 127

Introduced by 25 Delegates from 20 Locals.

WHEREAS, our International is celebrating its twenty-fifth anniversary and its large membership is taking pride in its numerous accomplishments and activities, and

WHEREAS, it was the good fortune of our International Union to be the pioneer in the field of workers education, and

WHEREAS, through continuous and strenuous effort of our International and its willingness to appropriate considerable sums for the activities of our educational department, we succeeded in impressing the American trade unions with the importance of workers educa-

tion under its own auspices that will tend to give an intelligent and spiritual meaning to the trade union movement, and

WHEREAS, the results of our efforts were that not only was the work of our educational department endorsed by the American Labor Movement, but that our plan of education is accepted by it, be it therefore

RESOLVED, that this Seventeenth Convention assembled in the city of Boston, May, 1924, expresses its deep satisfaction with the result of the educational activities of our International and expresses farther its gratitude to the General Executive Board for carrying out the plan of workers education as instructed at our last Convention, and we further express our hope that the incoming General Executive Board will continue in its efforts to further develop workers education.

Referred to Committee on Resolutions.

Resolution No. 128

Introduced by Delegates from Locals No. 10 and 17.

WHEREAS, the sixteenth biennial Convention of the International Ladies' Garment Workers' Union endorsed the magazine, "Labor Age," and pledged it the Union's moral and material support, and

WHEREAS, the Labor Publication Society, an organization composed of men and women of the labor movement, qualified to deal with its needs, hopes and aspirations, has continued the good work of the "Labor Age" during the two years which have ensued, and

WHEREAS, the impartial and accurate method in which this magazine presents the problems and progress of the movement is of great value to active labor men and to the labor unions, be it therefore

RESOLVED, that the Seventeenth Biennial Convention of the I. L. G. W. U. repeat its endorsement of the "Labor Age" magazine and repledge its support, hoping that it will continue to mirror in the future as well as it has in the past the constructive ideas, thoughts, and problems of the American Labor Movement.

Referred to Committee on National and International Relations.

Resolution No. 129

Introduced by Delegates Israel Feinberg, N. Y. Joint Board, Vice-President Jacob Halpern.

WHEREAS, the World War and the brutal pogroms which followed in its wake have created havoc and destruction in the lives of the Jewry of Eastern Europe, and

WHEREAS, it is the conviction of the introducers of this resolution that the most rational form of reconstruction of the shattered lives of these hundreds of thousands of men and women would be to spread and strengthen productive industrial activity and labor and the development of a generation of useful artisans in the place of petty traders, be it therefore

RESOLVED, that the Seventeenth Convention of the I. L. G. W. U. recognize the valuable and useful activity of the Association "Ort" which supplies Jewish toilers and workers with tools and implements and main-

tains a large number of trade schools for many thousands of children. The Convention recognizes that this work of the "Ort" has now become of particular importance owing to the severe restrictions placed on immigration from Eastern Europe to America, and be it further

RESOLVED, that the Convention instruct the incoming General Executive Board to affiliate with the American division of the "Ort" Association, and call upon all the locals of the International Union to similarly join the "Ort." The Convention also instructs the General Executive Board to contribute towards the activities of the "Ort" Association a fitting sum of money commensurate with the task confronting it.

Referred to Committee on National and International Relations and Domestic and European Relief.

Following some announcements of committee meeting places by the various committee chairmen, the session adjourned at 12.45 p. m. until 9.30 a. m. Thursday morning.

Tenth Day—Morning Session

Thursday, May 15, 1924

The tenth day, morning session, was opened at 9.30 o'clock, Thursday, May 15, 1924, President Sigman presiding.

President Sigman: The chairman of the Committee on Law will now present its report.

Vice-President Ninfo, chairman of the Committee on Law, presented its report as follows:

Report of Committee on Law

Mr. President and Delegates:

The Committee on Law of this Convention has not been burdened with an abundance of work as similar committees in former conventions have been.

The General Executive Board of the last administrative term of our International Union, 1922-1924, came to the conclusion that our old Constitution and by-laws are inadequate and that they must be rewritten in order to satisfy the needs of our progressive membership. The General Executive Board realized that in the old Constitution several articles were conflicting with each other and others were lacking clearness and definitiveness.

To remedy these shortcomings, the Board appointed a special committee to study the by-laws of our Union, making

at the same time a survey of the constitutions of other progressive and advanced labor organizations, so that they might be able to frame one that would suit best the needs of the membership of our International Union.

This Committee has made a thorough and very competent job and it has now submitted a revised Constitution for the ratification of this Convention. Your Committee on Law has carefully examined this document and desires to commend heartily the General Executive Board for having taken the initiative in this matter and to commend similarly the Constitution Committee for having prepared the draft of this new Constitution.

It is the opinion of your Committee on Law that the proposed new Constitution does not differ essentially from the old one, except that the articles, sections and paragraphs have been put in their proper places, that they have been worded clearly, giving their full meaning and allowing no wrong interpretation to be placed upon our rules and regulations if ever they should have to be analyzed in law courts. The new draft contains also several amendments and innovations which define clearly the individual rights and duties of members, locals and other subdivisions and their individual and collective obligations with regard to the parent body, the International Union.

Your Committee on Law has also received and fully considered a number of amendments in the form of resolutions. The committee has invited the representatives of the introducing locals to a hearing on these amendments and we therefore recommend, for the sake of time, economy and in order to give these amendments full discussion on the floor, that the proposed Constitution, as printed in the proceedings of the fourth day of the Convention, be adopted with the exception of Article VII, Section 2, which deals with Joint Board proportional representation, Article III, Section 10, dealing with the duties of the First Vice-President, a section that has been omitted by the printer, the amendment proposing the addition of the words "not more than" in Article IX, Section 11, dealing with initiation fees, and to strike out the last 14 lines of Section 8, Article XI, dealing with representation at conventions.

In this manner we shall expedite matters and shall at the same time give the

Convention the opportunity to express its opinion on these amendments.

A motion, however, prevailed that the draft of the new Constitution be read seriatim. Chairman Ninfo thereupon proceeded to read the Constitution.

After Chairman Ninfo concluded reading Article I, Section 1, a motion was made and carried that the entire article be adopted as read.

Article II, Section 1, was then read and approved without discussion.

Chairman Ninfo: In connection with Section 2, Article II, there is a resolution introduced by the delegation from Local 1. The resolution is No. 106, appearing in the proceedings of the seventh day, page 138, and is as follows:

Resolution No. 106

Introduced by delegation of Local No. 1.

Section II, Article 2, reads:
"If any special convention of the International Ladies' Garment Workers' Union is called, all delegates of the preceding regular convention who have retained their eligibility in accordance with the provisions of this Constitution shall represent the local unions at such special convention."

To this shall be added the following:

"Unless the local union decides to hold new elections for delegates to such special convention."

Your Committee feels that each and every local, whenever a special convention is called, knows the special order of business that will be dealt with, and therefore this very local can instruct its delegates and bind them with a direct mandate. The Committee, in consideration that the local unions have such rights, sees no necessity for an election for delegates to a special convention and recommends the rejection of this amendment.

This recommendation of the Law Committee was carried.

Article II, Section 3, was read. No discussion. Approved.

Article II, Section 4, was read. No discussion. Approved.

Article II, Section 5, was read.

Vice-President Ninfo: I move that this section be adopted as read.

President Sigman: Delegate Rosenberg has the floor.

Delegate Rosenberg: Mr. Chairman, I would like to be informed with reference to sub-division (f), which says that members who are expelled or suspended from the labor unions are not eligible as delegates to the convention. We have not stipulated any time limit as to how long they shall be ineligible. If a member committed a crime twenty-five years ago and was expelled, and since then has reformed and has become one of the best members of the organization, would he be barred forever? In the history of our organization there have been many members who have been considered at one time traitors to the cause of unionism and later on it has been proven that they were among the best and most active members of the union.

Vice-President Ninfo: The Committee has given consideration to the objection raised by Brother Rosenberg. It may be true that some member who has at some time been found guilty of a certain violation has later devoted most of his time to the organization, and we therefore believe that when we meet in convention the delegates will be the judges as to whether or not to reinstate him, but we cannot make any other provision but this one for individuals as to whether we should seat them at our conventions or not.

President Sigman: If you read all the separate clauses of Section 5, you will find that every clause deals in definite terms with a certain portion of violators of the by-laws of the International. For instance, sub-division (h) says "members who violated any of the provisions of the constitution of the I. L. G. W. U. or any of the working rules of the L. U. or J. B., and persons guilty of any dishonorable acts may be refused seats in the convention."

It doesn't make it a definite law. It does not say "shall not be seated," but it reads, "may not be seated," and it seems to me that the objection is out of place.

Delegate Rosenberg: That satisfies me.

Delegate Biall: I should like to know who is to judge as to whether an act of a member is dishonorable or not?

President Sigman: The convention will be the judge of that. If you will be at the convention, you will be one of the judges. If the Credentials Committee passes judgment on it, then their judgment is either approved or rejected by the convention.

Vice-President Ninfo: Mr. Chairman, I cannot see where that word "may" comes in. If a member is expelled, he is no longer a member of the International, unless he appeals to the proper body and has been reinstated. If he is found guilty of a violation and expelled, he is not entitled to be called a member of the International.

Previous question was called for.

The recommendation of the committee is carried.

Article II, Section 6, was read.

Delegate Levy, of Local 1: Mr. Chairman, I should like to know who is to pass on the eligibility of the Credentials Committee?

President Sigman: The General Executive Board according to our constitution is the one to elect the Credentials Committee.

The recommendation to adopt this section as read was carried.

Article II, Sections 7, 8, 9, 10, 11, 12, were read. No discussion. Approved.

Article III, Section 1, was read.

Delegate Kreindler, Cleveland: I believe that the section should remain as it was before, that the General Officers of the International should consist of a President, General Secretary-Treasurer, and fifteen Vice-Presidents, eight of whom shall be elected from the representation of the city of New York. I don't think that the other locals should be discriminated against. The other locals are getting bigger and bigger and they should be encouraged. I don't think that the New York delegates ought to be in complete control. I therefore say that this section ought not to be changed.

Delegate Ashbes: I maintain that since 80% of our representation is from New York, we are to give New York a 60% representation in the general officers, which means nine from New York, and a 40% representation to the locals of the country, which are only a 20% representation.

Delegate Katofsky: We have practically no representation from the country and I believe it would be an absolute discrimination to take eight or nine vice-presidents from New York and only six from the country. I therefore feel, Mr. President and delegates, that we should not change the constitution with respect to this section.

Delegate Rosenberg (Seattle): The strong element in an organization that is in a position of power should take it upon themselves to see to it that the weak spot in the organization shall be strengthened. It is true that the greater representation in our International comes from New York. But we should not discriminate against the country representation, because we should take into consideration the difficulties of the country delegates. They are active members working in an isolated way and in an unsympathetic atmosphere. Therefore, I say, brother delegates, that we should let well enough alone and not change this section.

Delegate Seff, Local 5: I believe that if a person works for our International, it should make no difference from what particular place he comes. I think the New York people are entitled to more delegates than any other part of the country.

The previous question was called for.

Chairman Ninfo: The delegates should elect vice-presidents or members of the General Executive Board without regard to any particular section of the country. I am very much afraid if that had been done, New York would have had the entire fifteen.

The recommendation of the committee was carried.

Article III, Sections 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, were read and approved.

Article IV, Section 1, was read. No discussion. Approved.

Article IV, Section 2, was read.

Delegate Levy: There were some resolutions sent in to your Committee concerning amendments or changes. Why haven't these resolutions been taken up?

President Sigman: The Chairman of the Committee informs me that the sections in the different articles were changed around when the constitution was revised, and the question that you refer to in your resolution will come up elsewhere.

Chairman Ninfo: I would request the Convention that whenever I read a certain article and a certain amendment has been presented by the delegates, please mention the resolution and I will read it, because there is quite some difference in the arrangement of sections between the old constitution and the new constitution.

The section was approved.

Article IV, Sections 3 and 4, were then read. No discussion. Approved.

Article IV, Section 5, was read.

Vice-President Ninfo: In connection with this section there is a resolution introduced by the delegates of Local 1. The resolution is No. 108 and it appears in the proceedings of the seventh day, page 138, reading as follows:

Resolution No. 108

Introduced by delegation of Local No. 1.

Article IV, Section 3, shall read as follows:

If a member of the General Executive Board leaves the trade or accepts an office in another Labor Union not a part of our International, his or her office shall automatically become vacant and the General Executive Board at its quarterly meeting shall fill the vacancy with the candidate who received the next largest number of votes at the Convention.

Your committee recommends rejection of this amendment.

A vote was then taken and the recommendation of the Law Committee was carried.

Article IV, Section 6, was read. No discussion. Approved.

Article IV, Section 7, was read.

Delegate Bleiman, Local No. 1: It is true that I am for discipline in order to have order in an organization, but this is the year of 1924, when we are not roaming or walking in darkness. "Improper conduct" is a very flexible phrase. Who shall interpret that phrase? I would advise that the Law Committee explain more plainly what improper conduct would mean to a member of the International, because it is apt to lead us into great confusion. If we make laws, let us make laws that all the citizens of the community will understand and be able to determine their conduct or behavior. I would not oppose Section 7 provided the meaning of improper conduct was thoroughly explained.

The previous question was called for.

Delegate Hyman, Local No. 9: In our agreement with the manufacturers we had several reasons why a worker was permitted to be discharged. One of the reasons was misconduct and this was so much abused by the manufacturers that Brother Sigman, as well as the rest of

the committee, came to the conclusion that the word "misconduct" was so vague and subject to misinterpretation that we ought to take it out. Now you will place in your Constitution a phrase which will permit you to take away a charter of a local union. What sense or what right or what logic will you have in arguing against a manufacturer for taking that out of the agreement?

Delegate Freda Reicher, of Local No. 100, stated that she considered a phrase of this kind detrimental to the organization.

The previous question was called for.

Upon a vote being taken it stood 153 for the adoption of the section and 50 against.

Article IV, Sections 8 and 9, were read. No discussion. Approved.

Article IV, Section 10, was read.

Vice-President Ninfo: In connection with this section there is a resolution submitted by the delegation of Local No. 1. The resolution is No. 109, appearing in the proceedings of the seventh day, page 138, and is as follows:

Resolution No. 109

Introduced by delegation of Local No. 1.

Article III, Section 12, shall read as follows:

Should a vacancy occur in any of the general offices for various reasons, the General Executive Board shall then fill the vacancy with the candidate who received the next highest number of votes at the Convention.

The recommendation of your Committee is that this recommendation be rejected.

Delegate Levy, Local No. 1: Mr. Chairman, I just want to say a word or two about this resolution that we introduced with reference to this section. This Convention recognizes the principle of substitution. There are seated at this Convention about ten or fifteen substitutes in place of their regular delegates who were illegally sent as delegates to this Convention. The old constitution of our International also recognized the principle of substitution. Now, the resolution that we introduced is nothing else but a duplicate of that. All we want is that the principle also apply to the members of the General Executive Board.

Delegate Heller: I don't think that this resolution should be accepted. The Convention is a temporary institution. It is elected to be in session for two weeks. After the two weeks this great gathering goes back to its various locals, and consequently in order to give the various locals an opportunity to be represented at these temporary gatherings, the plan of electing substitutes has been devised, so that in case of inability to be present, in case of ill health, in case of resignation, or in case of ineligibility, the local should not be deprived of its right to be represented at this Convention, and therefore the system of substitutes was put in effect. But as far as the General Executive Board is concerned, that is a different proposition. The General Executive Board is elected for a period of two years. It is a permanent institution, and therefore the election of substitutes is not practicable. I am, therefore, in favor of the recommendation of the Law Committee to reject this resolution.

Delegate Kurtzman, Local No. 9: I just want to ask a question. The General Executive Board has been given power, when there is a vacancy on the General Executive Board, to use its own discretion in filling the vacancy. Will they appoint a member of the General Executive Board who has been a delegate to the Convention or not?

President Sigman: There is no restriction as to whom the General Executive Board shall appoint as a member to fill a vacancy. In the past whenever there were vacancies filled, they were filled by those who were delegates to the Convention, not because of a certain consideration, but for the reason that they were found to be the most capable for filling such vacancies.

Previous question was called for.

The question of adopting the recommendation of the Law Committee with reference to the rejection of Resolution No. 109 and the approval of Section 10 as read was put to a vote and carried, the vote being 164 for and 47 against.

Article IV, Sections 11 and 12 were read. No discussion. Approved.

Article IV, Section 13 was read.

Vice-President Ninfo: In connection with this section there is a resolution submitted by the delegates of Local No. 1. The resolution is No. 103, and it ap-

pears in the proceedings of the Seventh day, page 138, and reads as follows:

Resolution No. 103

Introduced by delegation of Local No. 1.

Section 3, Article V shall read in conclusion:

No member of the General Executive Board shall be eligible to serve as a paid General Organizer.

Your Committee on Law maintains that our International is a militant labor organization, more or less continually engaged in strikes or lockouts, and its past records show many cases of emergencies which have arisen where it was necessary to send members of the General Executive Board to act in an organizing or supervision capacity, and that it was essential that the General Executive Board at times select some one whom it thought best among its members to perform that duty. The Committee on Law, therefore, believes that this authority shall rest with the G. E. B., and therefore recommends the rejection of this resolution.

Vice-President Ninfo: I move that Section 13, as proposed by the Committee be adopted.

President Sigman: Delegate Bleiman, Local No. 1, has the floor.

Delegate Bleiman: I want to understand this: If I am a member of the General Executive Board and if I am also an organizer of the General Executive Board to whom am I responsible for my doings? If I have to report to myself as to what I have done in the organizing field, where is the common sense and logic of that? Can you please tell me?

Delegate Heller: It seems to me that even if we are going to adopt the resolution, no one who is a vice-president should in any way receive remuneration from the General Executive Board. I know that within two months, regardless of that resolution, that vice-president is going to become indirectly a full paid officer of the International Ladies' Garment Workers' Union. I have had that experience in the city of New York in connection with voluntary organization committees being inaugurated in the Cloak and Dress Makers' Joint Board. There is no possibility of having directors and executive officers at the head of an organization of our size that attends to the interests of 125,000 members who

would not be paid for their work even though they perform have to give the greater portion of their time to such work. I have seen the work of the General Executive Board and of the general organizers of the International. One day they are in the city of Boston, the next day in Cleveland, then in Chicago, and they certainly should be paid for such services. The resolution, therefore, is impracticable, because as I said before, in a few weeks they would be placed on the payroll of the International even though such resolution was adopted. I believe that the general organizers in the General Executive Board should be men of the proper experience and should be paid for their services. I therefore support the recommendation of the Law Committee.

Previous question was called for.

Upon a vote being taken the vote stood 158 for the adoption of the proposition as recommended by the Law Committee, and 25 against.

President Sigman: I now want to announce that we will deviate from our discussion of the constitution since Delegate Breslaw of the Credentials Committee has something to say.

Delegate Breslaw: We have received a communication stating that Brother Sidney Chaitin is the substitute sent to represent Local No. 66 in place of the rejected delegate, and that Brother J. Sepp is the substitute for the rejected delegate of Local No. 5 of Chicago.

I move that these two substitutes be seated as delegates to this convention.

This motion was duly seconded and carried.

President Sigman: Delegate Kurtzman of Local 9 wants to make a statement.

Delegate Kurtzman: Mr. Chairman and delegates, in the name of Local 9, I wish to make a statement.

When the delegates of Local 9 came to this convention last Saturday, and after we were seated as delegates, a committee of us went to Brother Hyman, consisting of myself and the other delegates of our local, and we asked Brother Hyman that the resolutions that had been passed upon and accepted by our local meeting, be referred to the Resolutions Committee. Hyman refused to give up these resolutions which were

adopted by our local meeting. I just want to make this public declaration on behalf of Local No. 9, that we eight delegates, all excepting Hyman and Cooper, had accepted the resolutions.

President Sigman: Brother Hyman, are you a delegate to this convention? Are you elected by a local as a delegate to this convention and were you seated here as a delegate? Have you complied with the instructions of your local in introducing the resolutions decided upon by them?

Delegate Hyman: No, because I am an individual and am not supposed to introduce the resolutions.

President Sigman: What is your office in your local union?

Delegate Hyman: I am Secretary-Manager of the local.

President Sigman: Have you prepared resolutions for your delegation?

Delegate Hyman: I have, a few.

President Sigman: I didn't think Local 9 had any resolutions to offer, but as long as it was brought to the attention of the convention that there were resolutions, it is interesting to know why the head of the local found it necessary not to carry out the instructions given to him by his local, and why he refused to grant the request of the delegates recognized by this convention to submit such resolutions.

Delegate Hyman: Most of the resolutions our local adopted were resolutions that were introduced by other locals, such as recognition of Soviet Russia, etc.

President Sigman: I want to give some advice to Delegate Hyman. As the chairman of this convention, I call upon him to submit the resolutions he has in his possession as a delegate of Local 9, to this convention and in the regular order of procedure adopted we shall read these resolutions at this convention, and then if the necessary vote is received the resolutions will go on record and will be acted upon by the various committees.

We have here with us a representative of another organization known as the "Ort," the Society for Promotion of Trades and Agriculture in Eastern Europe. This representative was sent by the European organization to the United States to make an effort here to raise money, knowing that this is a

generous country and ready to help those that are in need at all times. I am told that he is a remarkable speaker and I expect you will enjoy the brief talk that he will deliver to us this morning.

I will now introduce to you Dr. Singalovsky.

Dr. Singalovsky made an impassioned appeal to the delegates on behalf of his organization and called upon the delegates to vote a substantial sum of money for the promotion of trade school and agricultural pursuits among the Jews of Eastern Europe, where the "Ort" is operating. Dr. Singalovsky's speech made a profound impression on the delegates and he was given a rousing reception when he concluded.

The session adjourned at 12.45 p. m., to reconvene at 2.15 p. m. for an afternoon session.

Tenth Day—Afternoon Session

Thursday, May 15, 1924

The tenth day, afternoon session of the convention was opened at 2.30 p. m., Thursday, May 15, 1924. President Sigman in the chair.

President Sigman: The Law Committee will continue with its report.

Vice-President Ninfo continued reading the report of the Law Committee as follows:

Vice-President Ninfo: I desire to say that in discussing Article II, Section 5, during the morning session, I have failed to read to you Resolution No. 107, appearing on page 138, Seventh day's proceedings, which was introduced for the purpose of amending that section:

Resolution No. 107

Introduced by delegation of Local No. 1.

Article II, Section 5, shall read as follows: To be eligible as a delegate to the convention a candidate must be a member of the I. L. G. W. U. in continuous good standing for at least two (2) years preceding the date of the holding of the Convention, unless the local union shall not have been in existence for two (2) years, in which event the candidate must be a member of the I. L. G. W. U. since the organization of such local union. No member shall be eligible as a delegate to the Convention from a different local unless he or she is an officer of that local. No mem-

ber shall be eligible as a delegate to the Convention unless he or she is a practical ladies' garment worker and has joined his or her local union in accordance with the provisions of this constitution, and has been engaged in the ladies' garment making industry for at least six (6) months within the year immediately preceding the Convention unless he or she is in the service as an officer of the local and assumed office not less than three (3) months prior to the election of delegates to the Convention. This law shall not be applicable to the general organizers. Paid officers of local unions and those members who may have been working under cards issued under agreement with any other local of the I. L. G. W. U. shall be exempt from the requirements that they must be actually engaged in the industry for at least six (6) months within the year immediately preceding the Convention. No member shall be eligible as a delegate to the Convention who was at any time within six (6) months prior to the date of the Convention a salaried or non-salaried officer of any other International union or of any local union not affiliated with our International union. No delegate shall represent more than one local union, and the votes shall be counted proportionately according to the membership of the local which the delegate represents.

Your committee recommends the non-concurrence of this resolution.

Upon a vote being taken the Resolution was rejected.

Article VI, Sections 1, 2, 3, 4, 5 and 6 were read. No discussion. Approved.

Article VI, Sections 7, 8, 9, 10, 11, 12 and 13 were read. No discussion. Approved.

Article VI, Section 14.

Vice-President Ninfo: Local No. 1 has presented, in regard to this particular matter, the following resolution:

Resolution No. 118

Introduced by Samuel Rothman of Local No. 1.

WHEREAS, at the present time an officer of the union has the privilege to hold office indefinitely; and

WHEREAS, this practice tends to prevent other members from becoming active leaders in our union, and

WHEREAS, such indefinite terms of office prevent the greater majority of the members from getting acquainted with the activities and methods of our organization, now therefore be it

RESOLVED, that the constitution of the International Ladies' Garment Workers' Union be so amended as to limit the term of office of its officers.

Your committee recommends the rejection of this amendment, for there is a special provision in our constitution that the term of a paid or unpaid officer of a local union, Joint Board or District

Council, whether elected or appointed, shall be for not more than one year.

The recommendation of the committee was sustained.

Article IV, Section 15, was read.

Vice-President Ninfo: The committee proposes that this section be amended to read as follows:

Sec. 15. Nomination of officers and Executive Board members of L. U.'s shall take place at a special meeting called for that purpose at least three (3) weeks prior to the date of election. The Executive Board of the L. U. shall report to the Membership at such special meeting the date and place of the election. Further notice shall be given to the members through the press or by letter of the date and place of the election at least three (3) days prior to the holding of the same. At the special nominating meeting the L. U. shall proceed with the nomination and election of an Election and Objection Committee of not less than three (3) good standing members, unless such power has been delegated by the membership of the Local to its Executive Board. Candidates receiving the highest votes shall act as the Election and Objection Committee at the election. In case the election of an Election and Objection Committee has not been held at such special meeting for any reason, such election shall be held at the next meeting of the L. U., which shall be called for a date prior to the election.

Upon motion this amendment was approved.

Article VI, Sections 15, 16, 17, 18 and 19 were read. No discussion. Approved.

Article VI Section 20, was read.

Vice-President Ninfo: The following resolution was submitted by delegates from Local No. 1:

Eighth day, page 142.

Resolution No. 119

Introduced by Delegates Morris Nachlin and Joseph Weinstein of Local No. 1.

WHEREAS, various factions in the union at times of election of officers use methods, by the use of leaflets and dates tending to discredit one candidate and favor another, and

WHEREAS, such practices tend to influence the election of one candidate by the slander of another, now therefore be it

RESOLVED, that the Convention of the International Ladies' Garment Workers' Union shall abolish such practice.

Your committee recommends that this resolution be withdrawn for this proposed amendment is covered in the proposed constitution Article 6, Section 20.

The recommendation of the committee was sustained.

Article VI, Section 21, was read. No discussion. Approved.

Article VII, Section 1, was read. No discussion. Approved.

Article VII, Section 2, was read.

Vice-President Ninfo: In connection with this section we have received two resolutions, Resolution No. 66, introduced by Local 22 appearing in the Sixth day's proceedings, page 119:

Resolution No. 66

Introduced by delegation of Local No. 22.

Section 2, Article 7 of the constitution be amended to read as follows:

The Joint Board shall be a representative body consisting of a number of delegates in proportion to the membership of each local union affiliated with it.

The basis of proportion to be determined by each Joint Board respectively.

and Resolution No. 104, introduced by Local 1, appearing in the proceedings of the Seventh day, page 136, which reads:

Resolution No. 104

Introduced by delegation of Local No. 1.

Section II, Article 7.

The Joint Board shall be a representative body consisting of a number of delegates in proportion to the membership of each local union affiliated with it. The basis of proportion to be determined by each joint board respectively in conformity with the census of the International.

These same resolutions were introduced at the last Cleveland Convention. It was debated on the floor of the Convention and, at the suggestion of Ex-President Schlessinger, this matter was referred to the General Executive Board for study.

The Constitution Committee appointed by the General Executive Board gave to this matter very much consideration and they adopted in the new draft the same clause concerning equal representation.

Your committee devoted considerable time to this resolution, and has heard the representatives of the locals who presented the amendment.

Your committee, however, could not find any logical reason for the proportional representation in the Joint Board. On the contrary, your committee feels that such an amendment, if adopted, would create a lot of dissatisfaction and would drown the voice of the smaller locals. It would be folly for our organization, which we claim to be progressive and democratic, to smother the expression of the will of the small locals.

This is the majority report.

Your committee recommends that both resolutions be rejected.

Delegate Weinstein of Local 1 and Delegate Cohen of Local 11 spoke against the recommendation of the committee.

Delegate Nagler (Local 10): This question has come up on the floor of the Convention and been rejected by a big majority time and time again. I trust that the delegates will not occupy their time with such nonsense and reject it unanimously.

Delegate Langer (Local 35): The argument put forward by the minority is that the small locals dominate the Joint Board. After all, what is the function of the Joint Board? The function of the Joint Board is to control and protect the interests of the members. What interest has the small organization at the Joint Board if not the interest of its members? Are they entitled to protect their members or not? That is the argument that we hear at every convention. But we must not overlook the fact that every trade represented at the Joint Board must be protected, and they can only be protected by representatives on the Joint Board.

Delegate Nachlin (Local 1): How many members are represented by the locals? Let's take Local No. 64 first. The fact is that Local 64 is composed of only some 100 or 150 members. Local No. 11 according to the latest report, has about 1700 members. No. 17 has 3000 members. Now let's see how many members are in Local No. 1. We have thirteen delegates at this Convention. We are not paying the expense of the Joint Board according to our representation. We are paying according to our membership, so that is why Local 1 has a right to come to

the Convention and say, "Brothers, we want to be represented according to our membership."

Delegate Mollie Friedman: As the mover of the resolution, I would like to have the floor for a few minutes. We introduced that resolution, not with the idea of violating democracy. I opposed this resolution years ago when I did not know how it actually works in operation. We have found that in the daily life of our organization the present form of representation is not a proper one.

Delegate Breslaw: I request the privilege of the floor be extended Brother Feinberg to say a word.

Delegate Feinberg. After having had actual experience in the working of the organization, I am sorry to disagree with Sister Friedman. Occasionally some of bigger locals get the notion of advocating a fantastic proposal which in a good many instances is not in reality representing their own membership. In my experience I have not found as yet a single incident where the smaller locals have at any time infringed upon the bigger locals, insofar as the welfare of the general membership is concerned. When agreements are to be signed or general strikes to be called, it isn't a question of the Joint Board alone; it goes to a referendum. I believe that some of the delegates, at least, have not given it enough thought and I am sure that the delegates to this convention will reject this resolution.

Delegate Heller: Let us clearly understand that the question of proportional representation is really a question of principle as explained here by some of the delegates and is not a mere desire to get as much power as possible. I deny that any principle is involved in this proposition. The story of the demands in the name of democracy for the establishment of proportional representation reminds me of the present demand of the opposition to the labor government in England. They too, now want proportional representation in order to be able to oust the labor government. It is simply a question of power and nothing else, and if it is a question of power it deserves that much consideration. Our National unions and our Joint Boards and our various central bodies are nothing but voluntary associations, organized by the mutual consent of the various participants in those organizations.

The previous question was called for.

Delegate Levy of Local 1, asked for the privilege of the floor to speak on this question.

A motion to deny Delegate Levy the privilege of the floor was carried.

President Sigman: We will now take a vote on the question of the recommendation of the Law Committee.

The recommendation of the Law Committee was voted upon. The vote stood at 208 for, and 40 against.

President Sigman: I must now announce that we will interrupt the report of the Committee on Law and delay it until tomorrow morning. We will take up something else at this moment which in my judgment should be disposed of and then I want to call upon one or two of our guests who are with us this afternoon; and after that I will call upon the committees on Union Label and Unemployment Insurance to present part of their reports.

By order of this convention a committee was appointed to visit two men, one in prison here in Massachusetts for the last four years, charged with committing a crime which is punishable by death. These two men are Sacco and Vanzetti. Secretary Baroff, First Vice-President Ninfo, Delegate Antonini, Delegate Desti, and myself, and I might also add Mrs. Sigman, visited these two men.

The case is well known. It has stirred up the entire labor movement not only in this country but throughout the world. At the American Federation of Labor convention a resolution was adopted in connection with the case.

These two men were found guilty about four years ago and sentence has not yet been pronounced on them. A fight is on to get a new trial for them on the basis that a good many of the witnesses who testified against them in the trial gave perjured evidence. The judge who presided in this case was rather reluctant to act in either way. Vanzetti gave us the impression of being a very nice and quiet young man, cool-headed and sensible, and after you have a brief conversation with him, you must come to the conclusion that it would be impossible for a man of his type to commit such a crime. Vanzetti is incarcerated in a prison where he is permitted to work. He is now by trade a

parts-maker, and if he is freed I suppose he will have to join the Amalgamated Clothing Workers Union.

Sacco is kept in a prison but he is not permitted to do any work whatsoever. He is constantly kept in a cell without any activity whatsoever. Four years is a very long time. I myself know what a six months incarceration means. I almost became a cripple because I didn't have sufficient exercise. It seems to me that if he is kept in prison under such circumstances he will become insane. Sacco is a nice young man and from what I can judge I don't think he could commit the crime that he is charged with.

They appreciate very much whatever the labor movement has done for them. They realize that if it were not for the labor movement, they would not be present with us in this life. Whatever we can do to get them out of jail they certainly will appreciate.

There is a resolution in connection with this matter that has been proposed and Delegate Ninfo will present it to you. I trust that the convention will act favorably on the resolution.

Vice-President Ninfo read the following resolution in connection with this matter:

WHEREAS, Nicola Sacco has been confined in the Norfolk County Jail at Dedham, Massachusetts, since the fifth day of May, 1920, and

WHEREAS, there have been pending a number of motions for new trial since the winter of 1922, said motions having been fully and finally argued and submitted to the Court for final determination in the month of October, 1923, and

WHEREAS, said motions, or none of them, have as yet been passed upon or denied by the Honorable Webster Thayer, and

WHEREAS, for the entire period of over four years, the said Nicola Sacco has been confined in the Dedham County Jail in a cell-room 6 x 8 feet, with but one window, and that looking into a corridor, and has been denied all form of work in spite of his consistent demands for work, with the result that the said Nicola Sacco has been made to undergo continuous mental torture, and

WHEREAS, each and every effort made by counsel of said Nicola Sacco and the friends of Nicola Sacco to secure employment for him of some kind or character under proper control and supervision of the Sheriff of Norfolk County, have been arbitrarily refused, now therefore be it

RESOLVED, that we, the International Ladies' Garment Workers, in National Convention assembled, at Boston, do hereby respectfully petition to the Honorable Channing Cox, Governor of the Commonwealth of Massachusetts, to take some proper steps as the Chief Executive of that Commonwealth, to provide for the said Nicola Sacco some

form of employment to relieve the mental torture that he has been compelled to undergo for the period of four years last past, while awaiting the final adjudication of the courts of Massachusetts, and be it further

RESOLVED, that our President be hereby directed to appoint a Committee composed of executives of this organization to present this Resolution in person to the Governor of the Commonwealth of Massachusetts.

**MORRIS SIGMAN, A. BAROFF, SAL NINFO
L. ANTONINI, B. DESTI.**

A motion was duly made and seconded and unanimously carried to adopt the resolution.

President Sigman: Before I call on the next committee to present its report I am going to take advantage of one of our good friends here in Boston who has been trying to take advantage of us during the time that our convention has been in session. I didn't expect him to do it but somehow or other he has been trying to get away and avoid addressing this convention. In New York amongst all our International locals we have one man whom we consider the legal adviser when it comes to a conflict between the unions and the employers' associations, or individual employers. In the city of Boston the International Union and its local unions have a man who holds exactly the same position, who is confronted with the very same troubles whenever conflicts arise and in a good many cases we call upon him even when we have no troubles.

I take great pleasure in presenting to you our Boston legal adviser, Brother George E. Roswer.

Mr. Roswer: Mr. President, Delegates to the Convention and invited guests: Brother Sigman has stated that I have been taking advantage of your convention in trying to avoid making a speech. I must say that that is true, because I realize that you have a great deal of important work to do, which is more important to the tailors of the country than listening to a speech from me, and besides that, there are a great many orators at this convention so that I am a little bit afraid to speak before an audience composed entirely of orators and speakers.

However, since I have the honor and the privilege to address you I want to say personally, and on behalf of the radical and labor movement of the New England district, that we are happy to have this convention in Boston and want

to facilitate and aid in every way in making this convention a success. This is your Twenty-fifth Jubilee Convention. During the twenty-five years that have passed you have laid the foundation for a permanent and enduring organization.

This afternoon I want to say just a word or two on the question of the technique of strikes. I want to talk shop, particularly as I have been informed that most of the local managers and business agents of the organization are in the hall.

What do I mean by the technique of a strike or a lockout? I think we have reached the point in the history of the organization when we should begin to apply technique and science and the highest degree of efficiency in the conduct of a strike or lockout. What do I mean by that? I mean that whenever we have a situation in a city or town that requires action on the part of this organization, immediately we should organize a board of strategy. You may call it a strike committee or what-not, but a board of strategy which will consider the elements in the situation. My experience of over twenty years in the labor movement has taught me that many strikes and many controversies are started and carried on without taking into consideration all of the elements in the particular situation. Let me make it a little plainer if I can, I mean when we have a particular situation in a city or town on the question of the union shop, we should carefully survey not only the question of the season, not only the question of the union's finances, its ability to carry on that fight but we should go a step further and find out, first, what is the financial standing of the particular firm or the association that we are fighting; second, what is our own financial situation; third, what are the possibilities for publicity; fourth, what are the possibilities of picketing and what kind of picketing we should carry on; fifth, what are the possibilities of police interference, interference with pickets; sixth, what are the possibilities of injunctions? And right here, Mr. President and delegates, I want to say that I have seen in different organizations—not in yours—the spirit of the people disappear the moment an injunction is issued. I say that we have got to reach the point that if an injunction is issued, even though it may be a sweeping injunction, we must have sufficient technique, sufficient ability, sufficient in-

genuity, to get around the injunction, if you please. In other words, when the strike starts or the lockout starts, we have to have in our mind the probability, the likelihood that an injunction will be issued. The next question that would immediately develop is, what is the next move? How are we going to face the situation? Are we going to give up the struggle simply because an injunction was issued? We must not be frightened by an injunction, but we must have adaptability and ability and ideas to get around that situation.

We have not only to consider the question of finances, the question of season, not only the financial standing of the employers, but we have got to find out what and who their customers are; what the possibility of the market is. I think it is still possible to figure out and to ascertain by a survey of the market what the situation in a city is, whether or not the economic factors are such that in all probability there is going to be a good season or a poor season or a fair season, so that we can measure our tactics and determine exactly what we are going to do.

Now, some of you may think that this is idealistic, that it is a Utopia, that it is a dream, that it cannot be done. My experience in this city of Boston has taught me that it can be done. In the city of Boston these ideas were carried out. Brother Monosson will tell you how it was possible to get the idea over to the people of Boston. The question of publicity is important.

Let us make a careful study of every labor situation and what we are going to do in the event of police interference, in the event of an injunction, in the event of all contingencies, and I am certain that if all the labor situations are carefully studied we will develop what is known as a strike technique or the technique of battle in all these controversies.

I make these suggestions to your organization, this appeal for technique in the labor struggle, because I feel that you being in the vanguard of the labor movement, will be the first to take advantage of and develop that idea to its highest extent. I thank you. (Applause).

President Sigman: I have just been informed that a meeting hall was secured for tonight's session. Delegate Monosson will soon give me the name

and I ask the delegates not to leave until the name of the hall is announced and also the time that the night session will take place.

There is something else which is, I am certain, of great interest to every delegate to this convention as well as to our visitors. You know the International at its last convention decided to have the history of the International for the last twenty-five years written. When some of our guests addressed the convention and made references to the history of the International, and referred to certain incidents of our early struggles, it was quite apparent that the delegates were very attentive and were very much impressed.

Of course, you know that in writing a history, you must have an able person to do it. We have made an effort to get the ablest man that we could to write up the history of our International for us. The history is not ready yet because of the fact that we miscalculated the entire situation, because we were ignorant as to how great the material was, etc.

We have with us the man who is writing this history and is putting it into book form. I don't think he needs much of an introduction. A good many remember him when he was supplying us with Jewish articles in the *Freie Arbeiter Stimme*.

I have the honor to present to you Dr. Louis Levine.

Dr. Louis Levine: Delegates to this convention, I have been watching you today making history and I find that you are all evidently very expert at it. I want to take just a few minutes to tell you briefly about how the history you have been making is being written, or has been written, because it is practically finished. I have tried to reconstruct the past in the most truthful, faithful, and vivid fashion in which I knew how. After all one must remember that the past is the memory of mankind. If you will analyze yourselves, every personality is largely based on memory. What we are is what we remember of ourselves. And it seemed to me that just as we have to have our individual personality, so we also have to have a collective personality; we have to know something about the group in which we belong and the group with which we work.

The history of the International goes back forty years if you begin with the first union in the industry.

A jubilee convention seems to be a convention where the old fellows tell you how glorious it is to be as old as they are, so that you younger people may be ashamed that you were born so late. In this history I have tried to show how and whither the industry is tending, so as to make it possible for every member who wants to acquaint himself intelligently with the possible developments of the next ten years, to face them both backward and forward to see how they have come to be and what they are likely to be.

President Sigman: I will now call upon the committee that has several names to report to you.

Vice-President Meyer Perlestein, Chairman of the Committee on Unemployment Insurance, Union Owned Shops and Stores, Sick Insurance and the Union Label, rendered the following report on Unemployment Insurance:

Report on Unemployment Insurance

Mr. President and Delegates,
Seventeenth Convention, I. L. G. W. U.

Your committee on Unemployment Insurance herewith submits the following report.

One of the most important problems in modern economic organization is the period of unemployment of wage earners, able and willing to work. The evils of unemployment cannot be fully appreciated by anyone who has not himself experienced them. They have, however, been generally realized by those giving thought and attention to the problem.

Your committee has perused a great deal of information compiled by men who made a study of this subject, not only in the United States but in every country where unemployment was tackled with the view in mind of finding some solution for that very great problem.

Unemployment is the one hazard that really causes more distress than any other hazard affecting the life of the workers. Not only are the workers themselves the sufferers of the pangs of unemployment but those to whom they are responsible—their wives and children.

Unemployment is an evil striking at the very roots of the family, and touching all members of the unit. It affects not only the present generation but the children who in twenty years will form the backbone of our nation.

Unemployment means lower standards, anxiety and dread of the family, and the mortgaging of the future. It has a direct and disastrous effect on the welfare of children. In many instances, when the bread winner is thrown out of employment, mothers take work into their homes where their children are housed. Such conditions tend to demoralize the children.

Leading authorities on the question are all in agreement that a reasonable security of employment is a fundamental condition of social progress. The progress of an industry can be judged by the returns it gives to the people who are engaged in that industry. When people are at work commodities are being produced and sold, which determines the increase or return on wealth invested. In a prosperous industry the workers earn a fair remuneration which they in return use for articles required in their daily life.

The adoption of practical methods for the remedy of unemployment tends towards the stabilization of industry and would tend to decrease fluctuations in industry. When thousands and hundreds of thousands of productive workers are thrown out of employment their consuming power is immediately cut. This factor tends to create unemployment in other industries dependent upon this consuming power. It is this that creates industrial crises or panics. Industries to make up the losses of idleness tend to higher prices. Higher prices reduce consumption, which in turn tends to increase unemployment. Proper methods for the remedy of unemployment would lead to steadier employment. Steadier employment in turn would lead to lower prices and the result would be more consumption and more employment.

Under the present state of affairs, the suffering of unemployment affects the worker more than it does the other links of industry. Let us take our industry as an example. The manufacturer and the retailer make up their overhead and a fair return on their investment during the few busy months of the year. The manufacturer as well as the retailer takes cognizance of the fact that our in-

dustry is supposed to be a very highly reasonable one, so they take no chances but bring up the price of the product to such an extent that they are assured of their return. The worker is really the only sufferer and we have enough data to prove that during the war period when the wages of the workers were at a peak, the yearly income of the average worker did not give him enough for the minimum comforts of life.

Most of our employers are not anxious to bring about stabilization of employment periods, because they base their profits on the individual unit and do not seem to be interested in returns based on quantities produced in longer periods of employment. The worker is interested in having his employer base his profits on quantity production, because the quantity basis reduces the price per unit and creates heavier buying, which in turn creates steadier employment.

Our industry is one of the country's richest and most profitable. Why then should not this industry provide its human factor with a definite income based on actual necessities?

We have established minimum weekly wage scales. We have a minimum wage scale for operators which is \$50 per week. The wage scales of the other workers are much lower. This minimum wage scale is based on the principle that the workers will be employed at least 40 to 42 weeks per annum. If that should be the basis, a worker would then have the minimum to live on in accordance with the minimum budget established by the United States Statistical Bureau. But, does the average worker receive his weekly wage for such a length of time? We know that he does not. We know that during the most prosperous periods the average worker in our industry is not employed more than thirty to thirty-two weeks per year. Under such circumstances this guaranteed minimum weekly wage becomes a farce. It only succeeds during the weeks of employment, but becomes a starvation wage when based upon the actual total income per year.

Can we proceed along these lines in the future? We cannot. We must realize that, besides a bare living, the worker of today expects to get some of the comforts that civilization has to offer. It is the industry in which we are working that must provide us with this. The time must come when the weekly wage scale paid to our workers must be based on a guaranteed definite income per year—a definite income during the weeks of

employment and during the weeks and months of unemployment. Human beings were not created for the purpose of developing industry; industry was developed for the purpose of benefiting humanity. Here we have thousands and hundreds of thousands of human beings who have developed one of the largest and richest industries in our country and are being denied the share of what is justly theirs.

The problem of unemployment has been dealt with by governmental and other agencies in the most advanced countries of Europe. For instance, as far back as 1901 the first law was passed in the city of Ghent, Belgium. This Unemployment Insurance law was passed, making the government responsible for the unemployed of that city. Various improvements have been made in Belgium since then. Time does not permit us to make a detailed report on the various unemployment plans adopted in Denmark, Norway, and Switzerland which have been operating for a number of years. Italy and Russia have as late as 1922 and 1923 improved upon their original unemployment methods and are at present partly assuming the responsibility of unemployment in their countries. Your committee has paid much attention to the English and German plans for unemployment. In these countries the question of unemployment insurance dates to its adoption in 1911 and these are considered as the most workable and practical plans which have yet been introduced and practiced in Europe. Amongst these plans is one which can be called the "Three Party Plan," which plan divides the responsibility of unemployment insurance among the three directly interested parties of industry—labor, capital and government. The original plan has since been improved upon by various acts.

Your committee has also studied the various plans of unemployment in the United States, some of which are important for the future development of unemployment insurance in this country. Some of these plans are not workable, as they are conducted either by individual unions for their members or by private employers for their employees, the latter being known as the "Paternalistic" schemes of the employers.

There are three outstanding unemployment experiments which were attempted in this country. Two of these are beginning to show certain desired results. The third one broke down because it was based on the principle that the problem of the unemployed must be

solved by the unemployed themselves and not by the industry in which they are employed. We must realize that because of the political and industrial conditions in our country the problem here must be tackled on a different basis than in England and Germany. The burden of caring for the unemployed in America must be borne fully by the industry.

The three American plans have been:

First, the plan of the Cigarmakers' Union, where the membership of the union itself provides funds for the care of their unemployed. This plan has failed.

The second and most important experiment made in this country was made by our own International Union in the city of Cleveland, where every employer guarantees his workers forty weeks' employment per year. To assure this, the employer deposits an amount equal to 10 per cent of his weekly payroll as a fund which is being used in case the employer does not fulfill his guaranteed period of employment.

The third experiment is in operation at present in the clothing industry in the city of Chicago. The plan in Chicago is as follows: Each employer contributes weekly one and a half per cent of his payroll and each worker contributes the same percentage of his weekly earnings towards a shop fund. A worker in a certain shop when out of employment, failing to secure employment, receives from that shop a maximum of \$20 per week for no more than five weeks per year.

The plan in operation in Cleveland is more constructive than the Chicago plan, because it gives the worker a better assurance and a higher income. The Cleveland plan is also more constructive because it tends to lengthen the period of employment and it works as an incentive for the employer to provide employment in order to get back the amount accumulated in the reserve fund. So the Cleveland plan does give some assurance to the worker that has a job but fails to provide an income for the worker who may be temporarily out of a job for some reason or other. In the Chicago plan the workers make very high payments and the chances for remuneration are very meagre. The Chicago plan also fails to provide an income to any worker who is out of a shop.

Your committee has therefore, after examining and studying all previous and

present attempts for the remedy of the unemployment evil come to the conclusion that the unemployed in our industry must be divided into two classes. There should be a guaranteed income for the worker who has a place of employment and is employed or partly employed during the year, and a definite income for the worker who is temporarily out of a job for some reason or another.

Your committee highly favors the plan submitted by the General Executive Board in behalf of the Joint Board of Cloakmakers of New York to their employers. The plan in substance is that each employer should guarantee his workers a definite period of employment per year, and, to assure these promises, each employer is to deposit a definite sum of money—a percentage of his weekly payroll—which shall be used for payments to the workers if the guarantee is not fulfilled. When the guarantee is fulfilled, the money accumulated in the fund reverts back to the employer. Secondly, that each employer should pay an additional percentage of his payroll to a collective industrial fund to provide for those workers who are temporarily out of jobs.

These two principles should be made part of our negotiations with the employers and they should be made to realize their responsibility towards those they employ and towards those they will employ. The business end of the industry must carry the full burden of unemployment for the productive end. By the employer creating these funds, it is not really he who does it, it is the industry through him that creates it for the good of its human factor which tends to benefit the industry as a whole. Your committee therefore recommends that in all our future negotiations with employers, the remedy submitted here for unemployment should be considered in accordance with these principles; and that the incoming General Executive Board should do its utmost to educate our own members and the industry as a whole for the necessity of establishing and enforcing the plans based on the principles submitted by this committee.

Your committee feels that our organization is in a position and should make all possible efforts to bring about improvements in the industry which will make our lives what they really ought to be, one of more joy and more freedom. At this our Jubilee Convention,

in which we are celebrating our glorious history of twenty-five years of existence and achievement, we shall lay the foundation for the remedy of one of the most troublesome evils of our industrial and social life.

Resolution No. 97

Introduced by Delegation of Local No.

1.

WHEREAS, the ladies' garment industry is a reasonable industry and as such it creates a condition where a large number of our members are, at all times, subject to unemployment thus affecting and undermining the achievements and standards gained after bitter struggles which in consequence results in the suffering of our members and their families, and

WHEREAS, this seasonal industry yields sufficient profits for the employers and provides them with a comfortable living during the entire year, and

WHEREAS, it should be the responsibility of the industry to provide all those employed in it with a living and insure them and their families with their upkeep, and

WHEREAS, the cause of unemployment is primarily due to the present form of management and system in the industry, be it therefore

RESOLVED, that this Convention, decide to devise and employ all means to help bring about the inauguration of an Unemployment Insurance Fund which shall be supported solely by the employers, thus assuring each member of the International a comfortable living and also safeguarding him during his trying period of unemployment.

This resolution is covered by the report of the Committee on Unemployment Insurance.

The report was unanimously adopted.

Vice-President Meyer Perlstein then proceeded to read the report on Union Owned Shops and Stores.

UNION OWNED SHOPS AND STORES

Union owned enterprises are no longer a dream, they are becoming a strong factor in our industrial life. Union owned banks, union owned mines, and other union owned cooperatives are at present established institutions and are becoming powerful factors in the markets of the world.

Our own International Union was one of the first organizations in this country to realize the necessity of making the first attempt to organize union owned productive and distributing centers. At our Chicago convention upon the recommendations of the General Executive Board, resolutions were adopted dealing with the establishing of union owned factories and stores, but due to

unforeseen circumstances it was impossible to carry through these resolutions. At this time the plan of organizing union owned factories and stores is becoming an absolute necessity in the country in general and in our industry especially.

The struggle against the so-called "social" shop which was begun many and many years ago did not bring its desired results as yet. The union has succeeded in becoming a powerful factor in the determination of conditions and hours of labor in our industry, but the business end of the industry is in such chaotic stage that it threatens to undermine our accomplishments and it also interferes with the general progress of the industry. As a whole, it seems that it is very beneficial for the employer to maintain and develop the so-called "social" shop which is in reality not more than the worst type of sweat shop on a much larger scale.

The public at large pays very high prices for the product and does not know that the high priced garments they are purchasing are in most instances produced in the worst types of sweat shops.

In order to completely eliminate the sweat shop the union must become a factor not only in the places where garments are being produced, but also where the garments are being sold. While the conditions and earnings of our workers are very low, the prices of the garments are exceedingly high and are rising. The industry is in need of a stabilizer. Large organized producing and distributing centers will become the long sought for stabilizer of our industry.

We are strong enough. We are powerful enough to not only attempt but to successfully inaugurate such establishments. We are confident that such establishments will also be helpful in gradually giving to our workers the opportunities to get a larger share of the profits derived from their labor, also give the workers the necessary opportunities to develop and manage industry with the ultimate aim in mind of eventually gaining control of it.

Your committee took up resolution No. 74, Seventh day's proceedings on page No. 120, introduced by the delegation of Local No. 22. The following is the resolution:

WHEREAS, the aims and aspirations of our International Union are in addition to the establishment of the conditions of labor in

our industry which shall be an inspiration for all the workers of this country to follow, also to work toward the abolition of the present capitalist system which has proven itself to be pernicious and unjust to the majority of the people who are doing the actual work of the world and getting in return a meagre share for their labor, be it therefore

RESOLVED, that the incoming General Executive Board stands instructed to establish cooperative union owned shops which will tend to diminish and eventually abolish the power of capital in our industry.

Your committee has also taken up the part of the General Executive Board report which deals with the question of union owned shops. We recommend the adoption of the resolution and the report of the General Executive Board. Your committee has realized the financial burden of organizing such enterprises, but we feel that our membership is ready to make special effort for this great, useful and essential experiment. We therefore recommend that the incoming General Executive Board immediately begin to study and work out a comprehensive plan for the establishments for such union owned co-operative stores and shops, and as soon as the General Executive Board will be ready with its plans our members should be called upon to back and finance such enterprises.

The report of the Committee was adopted.

Vice President Perlstein proceeded to read the report on Sick and Family Protective Insurance.

SICK AND FAMILY PROTECTIVE INSURANCE

Your committee took up the question of insurance for our members during time of illness when they are not able to work, and also for the insurance of the family who is deprived of their bread winner in case of death. Under the present system of industry, a worker is being paid a wage during the time when he is actually at work. There are no provisions made by the industry to take care of the same worker during the time of illness. Our workers are not able to save sufficient funds in order to be able to properly cure themselves in case they are unable to work. Your committee firmly believes that it is the duty of the union to establish such funds in the organization which will enable the worker to take proper care of himself when he is in need of rest and medical attention.

We must appreciate the efforts of those of our locals which have such funds. These locals are the stronghold of our organization. They are pioneers in this movement and their success has taught us to proceed farther along the same lines and give to our members and their families protective insurance at all times when they are in need of it. Local unions who have insurance for their members who are sick, also for the families deprived of their bread winner, are stronger because of the fact that the members in these locals feel more responsible towards their organization which takes care of their needs, not only in the economic struggle while they are at work, but also in time of need and distress. Sick benefits and family protective benefits tend to make the membership more stable, and to stimulate a stronger sense of responsibility to their union.

Then comes, too, the question of family protection after the death of the member of our union who has worked in the industry for years and has struggled to maintain his family, who usually after his death leaves his family with very meagre savings, and in most instances with none.

We are proud of the fact that our union has always in its deliberations and accomplishments gone far beyond the immediate needs of the particular member who is affiliated with the organization. We have always taken into consideration the families and all those who are dependent upon our members. Therefore it behooves our organization to at this time consider the matter of sick and protective insurance very seriously and to see that we adopt measures to bring about a system of insurance for the dependents of our members who are left helpless after the death of such members and most of the time a burden to their families or the community.

According to the reports of the Union Health Center under control of the Joint Board of the Cloak, Dress and Reeler Makers' Union in the city of New York we find that a large number of our members are suffering from various diseases and are dying at a very young age, leaving small children without any protection except that of the mother who is in most cases despondent and unable to care for the little children immediately after the death of their fathers. One successful attempt to establish a family protective fund has

been made by our locals in the city of Cleveland. Every member of those locals is paying up an assessment of two dollars per year which assures his beneficiaries of a \$400 insurance. This plan has been in operation for the last three or four years and has shown a big surplus over and above payments to beneficiaries.

Your committee therefore recommends that a policy of sick benefit insurance should be adopted by every local union affiliated with our International Union, and that the incoming General Executive Board be instructed to study a plan for family protective insurance. The plan may be based on the principle that our International Union shall organize a special fund for that purpose or that some collective arrangements shall be made with any reliable insurance company and that as soon as such a plan is worked out it shall be submitted for approval to our local unions.

Delegats Morris Friedman: Our Committee does not intend to interfere with a member after he is dead. Of course, we are primarily interested to make this union a factor not alone in the shop, but to make it a factor in the home of the worker. The child of the worker is as much a worker as his father. When the mother of the small child is left, after the support of the family is gone, that mother in many cases is positively not able, either mentally or physically to provide for the child. I believe that this part of the committee's report should be just as much emphasized as the first part, because in many instances it is a much greater necessity than the sick benefit fund.

Therefore I recommend that the report be adopted.

The question was put to vote and the recommendation unanimously adopted.

By special permission of the convention the following resolution was introduced and referred to the proper committee.

Resolution No. 129

Introduced by delegation of the Joint Board Locomotive Cook and Shovel Makers Union of Philadelphia.

WHEREAS, Article Six of Article six of our Constitution provides that there shall be no more than one local union in any particular town or branch in any one city, and

WHEREAS, there is a Local 71 known as the Pressers Local of Philadelphia, and

WHEREAS, the Dress Pressers instead of being members of Local 71 are members of Local 50, be it therefore

RESOLVED, that all pressers of Local No. 50 shall be transferred to Local 71, and be it further

RESOLVED, that the name of Local 71 be changed to read Local No. 71, Cook and Dress Pressers of Philadelphia.

Referred to Committee on Adjustment.

Vice-President Perlestein: The other reports will be presented at the next session.

Various announcements of committee meetings were made.

President Sigman: The night session will take place at the Seenic Auditorium, corner Berkeley street and Warren avenue at 7 o'clock.

At 5:30 the session adjourned to reconvene at 7 p. m.

Tenth Day—Evening Session

Thursday, May 15, 1924

The tenth day, evening session, was called to order by President Sigman at 7 p. m. on Thursday, May 15, 1924, at the Seenic Auditorium, Berkeley street and Warren avenue, Boston.

President Sigman: Vice-President Perlestein will now present the report of the Committee on Union and Sanitary Label.

Vice-President Perlestein presented the report as follows:

Report on Union and Sanitary Label

Your committee has received the two resolutions on the question of the union label, resolution No. 47, introduced by delegates of Locals 6 and 66, Embroidery Workers, page 98, Fifth day's proceedings, reading as follows:

Resolution No. 47

WHEREAS, the Embroidery Locals, No. 6 and 66, though in control of a large percentage of shops in that industry have still to contend against the ever increasing number of new and unorganized shops in New Jersey whose strenuous and costly organizing attempts have been made without appreciable success, and

WHEREAS, the unorganized state of these shops is a cause of constant irritation, creating a cut throat competition and reacting unfavorably upon the welfare of the unorganized workers in this industry, and

WHEREAS, the bulk of embroidery in the shops controlled by their two locals is done

exclusively for the women's apparel trade in all its branches, and

WHEREAS, the union label on embroidery to be used in the shops of the women's apparel trade would greatly eliminate the evils mentioned above, facilitate the exercise of greater control of the industry and safeguard the interests and welfare of the embroidery workers, be it therefore

RESOLVED, that this Seventeenth Convention instruct the incoming General Executive Board to introduce right after the adjournment of this Convention the union label on all embroidery, and be it further

RESOLVED, that a clause demanding the union label on embroidery shall be incorporated in the agreements with all the manufacturers of women's garments.

Resolution No. 26, page 94, Fifth day's proceedings, introduced by Local 132, Button Makers of New York.

Resolution No. 26

WHEREAS, the Button Workers' Union, Local 132, though in control of a large percentage of shops in that industry have still to contend against non-union shops in greater New York and New Jersey, and

WHEREAS, the unorganized state of these shops is creating cut-throat competition and reacting unfavorably upon the welfare of the organized workers in this industry, and

WHEREAS, the buttons made in the shops controlled by Local 132 are made exclusively for the cloak, suit and dress industry, and

WHEREAS, the Union label on buttons to be used in the shops of the women apparel trade would greatly eliminate the evils mentioned above, facilitate the exercise of greater control of the industry and safeguard the interests and welfare of the button workers, be it therefore

RESOLVED, that this Seventeenth Convention instruct the incoming General Executive Board to introduce right after the adjournment of this Convention, the Union label on buttons, and be it further

RESOLVED, that a clause demanding the union label on buttons shall be incorporated in the agreement with all manufacturers of women's garments.

Resolution No. 7, Fourth day's proceedings, page 69, introduced by delegate of Local No. 41.

Resolution No. 7

WHEREAS, the Tuckers, Hemstitchers, Plasters and Novalty Workers have recently organized in New York City, and

WHEREAS, due to the fact that their shops are small and numerous it is not possible to bring the workers of the entire trade into the organization, which causes ruinous competition between Union and non-Union shops, and

WHEREAS, a label placed on each part can easily be introduced in this trade, which will eventually force the employers to demand the label and thereby force them to establish Union conditions, be it therefore

RESOLVED, that this Seventeenth Convention of the International Ladies' Garment Workers' Union assembled in Boston, Mass.,

adopt measures to enact a label for our trade, and be it further

RESOLVED, that the members of the International Ladies' Garment Workers' Union be instructed not to do any work on merchandise that is pleated, tucked or hemstitched and does not bear the Union Label.

We have also taken up that part of the General Executive Board's report which deals with the question of the union label, and have decided to submit to you the following plan for adoption.

Your committee had a thorough discussion of the methods and policies that should govern the adoption and supervision of the label that is to be put into operation by our International. The committee has also investigated the methods employed by other organizations that are making a practical use of the union label. We feel that the label could set a standard for the entire Ladies' Garment Industry and become a powerful weapon in our fight against the sweat shops, because we realize that, in order to successfully combat the sweat shops the union must become a power not only in the shops where the garment is being produced but also in the market where the garment is being sold. In order to attain that power we must educate the consumer to distinguish the garment which has been produced in a fine, modern and sanitary factory from the garment produced under unhealthful and unfair conditions. The label could be made the standard by which the consumer could measure the worth and value of the products he is buying. We therefore recommend the following plan:

1. That a union label department be established under the supervision of the General Secretary Treasurer who shall designate a person with the approval of the General Executive Board. The duty of this person shall be to take charge of such department, to promulgate and organize all the essential activities in order to bring the label into the market, and to organize a controlling agency or agencies for the proper supervision and distribution of the label.

2. That we design a special label to be combination of a union and white sanitary label. This label is to be copyrighted and printed on white silk.

3. Manufacturers or groups of manufacturers who are making use of the label should pay a nominal sum for it. This sum shall be fixed after the department is organized and the charge of this label shall be based upon the costs

of its printing, advertising, and supervision.

4. Any jobber or manufacturer who applies for the label should sign a general agreement with union and also sign a special agreement for the privilege of using the label. No manufacturer or jobber employing submanufacturers who operate less than 16 machines shall be given the privilege of using the label.

5. Jobbers or manufacturers who are given the privilege of using the white sanitary label are to comply with all the sanitary standards adopted by the Joint Board of Sanitary Control. Special care is to be given to the ventilation of work rooms. Label shops are to be inspected monthly in order to see that sanitary and fire preventive standards are fully lived up to.

6. In shops where suits and being produced no label shall be given for the coat unless the skirts are produced on the same premises or under the same conditions.

7. In every city there shall be a label secretary designated by the International. Such secretary shall have the local jurisdiction of the distribution of the label in that particular city or locality. This local secretary is to be the supervisor of the label department of the International.

8. In every shop there shall be a label custodian designated by the International who shall have strict supervision over the labels in that particular shop. The labels that employers apply for and which are granted to them shall be turned over to the custodian of the shop who shall keep them under lock and key, and shall dispense them only when fully convinced that garments on which the labels will be used have been produced under conditions stipulated in the agreement.

9. The label department shall organize an energetic publicity and educational campaign to be divided into two parts. The first is to be newspaper and magazine advertising. The second a campaign of personal conduct which would help greatly the advertising campaign to reach the consumer and actually create a demand for the garment that carries the mark of health

and cleanliness. For this work a sum of not less than from fifty thousand to seventy-five thousand should be appropriated for the first year. We must realize that good and effective results cannot be accomplished in such a short time and we therefore recommend that the advertising campaign be organized on the basis of a three year period. If \$200,000 will be appropriated for this three year period effective results will surely be attained. The second, the personal conduct campaign, is another very effective means of label propaganda. Women's auxiliaries, label clubs, and women's organizations in general, could be organized all over the country in order to make the buying public at large realize the necessity of supporting the clean and fair production conditions that prevail in factories where sanitary union label garments are being produced.

For that purpose a specially selected group of our women should be engaged who would be sent throughout the country to address women's clubs and organizations and also to come in contact with retailers and buyers, etc.

The above plan was submitted by special committee of the General Executive Board and adopted by your committee. We want to impress the delegates of this convention with the necessity for the immediate carrying out of this plan. We firmly believe that by carrying through this project our organization will be strengthened, that our members will derive much better results from their labor, and that the industry as a whole will be placed on a much higher plane.

In reference to the demand for the label made by the Embroidery Locals No. 6 and 66, and by Local No. 132 Button Makers of New York, and by Local No. 41, your committee recommends that the incoming General Executive Board be instructed to immediately begin negotiations with those employers and have them adopt the label. We further recommend that in all future negotiations with employers of our other trades, a clause should be incorporated in the agreements we make with them, requiring of them that when they use tucking, plaiting and embroidery or buttons, they should use only those that carry the Union Sanitary Label.

This concludes the reports of your committee.

Respectfully submitted,

Meyer Perlstain, Chairman.
Molly Friedman, Secretary.
M. Cinamon.
Karl Grabber.
N. Kurtzman.
Max Bruck.
May Harmon.
Joseph Gold.
Giovanni La Ruso.
Sara Hurwitz.
Sara Greenberg.
Elizabeth Harria.
G. De Nola.
H. Greenberg.
Harry Rosa.
Joseph Kirney.
Louis Maggio.
N. Golovsky.
Edward Levi.
Marco Durante.
I. Ehrlich.

A motion was made and seconded that the report be adopted.

President Sigman: Any discussion on the report?

Delegate Wisniewsky: I am for the recommendation of the Committee but with an addition. The Committee recommends the establishment of a label. I think it is one of the means that will help organize our trade, but it seems to me that the Committee has in mind only the wholesale industry and not the retail industry. It doesn't mention anything about the small shop with less than sixteen machines. It seems that we leave out the entire ladies' tailor trade and the dressmakers' trade and I think that all of us would like the entire ladies' garment trade to be embraced in this recommendation.

Vice-President Perlstain: If you refer to the shops with sixteen machines, we have in mind the wholesale trade. When it comes to the custom trade, it will have to be left to the discretion of the Label Department of the International.

Delegate Bleiman: Doesn't that recommendation apply to a shop with fourteen machines? I approve the entire scheme but there is one thing that I think will prove detrimental to the industry, if we should allow the jobber to get the label.

President Sigman: I will have to call you to order. According to this report,

jobbers cannot get the label in a direct manner. If the shops comply with the conditions and requirements of the unions, that is shops of sixteen machines—I will suggest a change to fourteen machines, because this is the minimum standard which we are asking in the industry now while negotiating with the employers—and if the jobber supplies such factories with work, then his product will be entitled to the label. If he doesn't, he wouldn't get them. The label cannot be given through anyone else except those who manufacture the goods on their own premises. So if a jobber employs ten sub-manufacturers, these ten sub-manufacturers must maintain shops in accordance with the provisions established here in this recommendation and in accordance with the contractual relations in the industry. Then these factories get the label and the jobber has merchandise to distribute which carries the union label. If he does not employ this type of shops he cannot have the label. His merchandise cannot bear the label.

Delegate Bernstein: We suggest in our resolution two different kinds of labels, one for the consumer, that is for the one who buys the merchandise after the garment is made, and the other label for the factory where we work on unfinished garments. I am not dissatisfied with the recommendations of the Committee, but I do hope that the incoming General Executive Board, if this report is adopted, will go a little further than the recommendations of the committee.

Delegate Biell: The place where I come from, most of the factories have eight machines. I don't know exactly what the question is before the house and I would like the chairman to explain it.

President Sigman: The Committee on Union and Sanitary Label has been working on the assumption that they are preparing recommendations for the New York cloak and suit market, and having in mind the cloak situation in New York, the size of its shops, they have set a minimum of sixteen machines. I suggest that the number of sixteen machines should be reduced to fourteen, in order to be consistent with the proposals the Joint Board has submitted to the employers and which were taken up in conference prior to this convention.

Secondly, I think that this convention should legislate only for the term it is delegated and authorized to act. We are having conventions every two years; therefore the appropriation of funds, whatever the amount may be, should be for the next two years, until the next convention meets and when the next convention assembles it will then be in position to decide how to act in connection with the label. It is very likely that the next convention may make such changes where additional funds will not be needed for the continuation of the propaganda. The scheme may work out in such a manner that there will be no need for additional funds. So let us for the time being, not legislate except for the two years.

Then, there was a remark by Delegate Wishevsky with regard to the label on custom-made garments. In the ladies' tailor line the largest number of shops have only fourteen machines, and there are shops of even four or six machines, certainly less than fourteen machines; in their case such a shop would be just as legitimate as a shop with fourteen or sixteen machines in the cloak industry. Again, when you take the bonnaz embroidery, in their case the shops are also much smaller than they are in the cloak and dress industry. So I suggest that the ladies' dress trade, the bonnaz embroidery trade, the chiffon embroidery trade and all the auxiliary trades should be left to the discretion of the General Executive Board.

Delegate Heller: Mr. Chairman, I think we should deal with the two trades which were referred to the Committee on Resolutions.

Delegate Prisant, Local 22: Why mention the number of machines at all? Any good union shop should get the label.

President Sigman: I want to say in answer to your suggestion so far as the cloak industry is concerned, that I think it is advisable that fourteen operators and fourteen machines should be definitely set as a standard at this convention because 90 per cent. of the cloak industry does not represent the type and character of work which you may have in mind. You will find very few exceptions where a fine line of work is made, and where, while ten operators are employed, forty finishers may be employed to complete the garment. So I believe that in such exceptional cases

the General Executive Board or the Label Department should use sufficient judgment to meet these exceptions; but, on the average, I think fourteen working machines are a pretty fair and reasonable standard.

Vice-President Perlstein: What we want is to create a demand by the consumer for the garment that carries the Union and Sanitary label. We must not only reach the labor press, but the general press, such as the Saturday Evening Post, the Ladies' Home Journal, etc., and thus reach the consumer. We must organize our campaigns through newspapers and magazines and it will be a very expensive campaign. We are convinced that we will have to advertise it for a period of years. So far as the sixteen machines are concerned, we believe that the union label shop should give the workers a little more than the ordinary union shop because we want to get something in return for the label; but we believe and the president believes and you believe that fourteen machines should be the standard of the industry and that is exactly what the Label Committee is recommending. The main thing is to carry on our campaign as outlined and the International should provide sufficient funds to carry on the campaign.

Previous question was called for.

A motion was duly made and seconded and unanimously carried that the recommendation of the Committee on Label be accepted.

Delegate Heller: I move an expression of thanks be extended to the committee for their good work in this convention.

The motion was unanimously carried.

Vice-President Ninfo was next called upon to resume the report of the Committee on Law.

Article VII, Section 3, was read. No discussion.

Approved.

Vice-President Ninfo: In this particular section we have a resolution No. 93, appearing on page 186, Seventh day's proceedings introduced by the delegation of Local No. 1, as follows:

Resolution No. 93

Introduced by delegation of Local No. 1.

WHEREAS, an officer who serves too long a term becomes estranged to the views and psychology of the workers in the shop, and

WHEREAS, it has been demonstrated that wherever officers have been serving for a number of years it has been an obstacle to bring in new men with new ideas into the union, be it therefore

RESOLVED, that each local union, joint board, or district council shall have the right and privilege to adopt a by-law to its constitution to limit the time that one may hold a paid office consecutively.

The Law Committee, although it agrees with the introducers, in the first and second clauses (for a certain sporadic case) vice-versa is of the opinion that in many cases, where the old officers have been substituted for new officers, with new methods and new ideas these have brought into the union new obstacles, less efficiency and more chaos. The committee, however, feels that the membership of our union cannot be deprived of the equal rights and privileges granted by the constitution to each and every member and therefore recommends the rejection of this amendment.

Delegate Heller: The convention adopted eligibility for various officers in our union. Those eligibilities have been enumerated and consequently no man can be deprived of his rights if he possesses the qualifications that are prescribed in the constitution.

The recommendation was rejected.

Article VII, Section 4, was read. No discussion. Approved.

Article VII, Section 5, was read.

Vice-President Ninfo: In this connection the following resolution, No. 110, appearing on page 138 of the seventh day's proceedings, was introduced by Local No. 1.

Resolution No. 110

Introduced by delegation of Local No. 1.

Article VII, Section 6, to read as follows:

The preliminary object of the Joint Boards shall be to attend to complaints of members against their employers, to supervise and control union shops, and to establish a labor bureau by the affirmative vote of delegates representing a majority of affiliated locals. All decisions of the Joint Board with the employers shall be subject to approval by the membership-at-large. It shall be the duty of the Joint Board to see that harmony

prevails among the local unions affiliated with it.

Your committee has been informed that settlements involving collective agreements, which deal with an entire industry, have always been submitted to the vote of the membership, therefore the committee recommends the rejection of this provision.

Vice-President Ninfo: I move that Section 5, as originally appearing in the constitution, be adopted.

Motion was unanimously carried.

Article VII, Sections 6 and 7 were read. No discussion. Approved.

Article VII, Section 8 was read.

President Sigman: In the old Constitution, for many years, and maybe since this International Union was organized, we had a provision in which it was stated that local unions of the International engaged in one and the same trade in a given locality should organize a Joint Board; all locals of the International, without considering what branch of the ladies' garment industry, shall organize a district council. Many a time the International Union has made attempts to organize district councils as provided in its Constitution. When I was a young man I made an effort in the city of New York on two occasions which fell through because of the fact that locals, organized into a joint board have sufficient work to take care of, enough problems with which they are confronted, not to have much interest in a district council. I will not go into details of this proposition, but I trust the delegates will accept this proposition and insert the word 'shall' in place of 'may' and let it go at that.

The suggestion of President Sigman was adopted.

Article VII, Sections 9 and 10 were read. No discussion. Approved.

Vice-President Ninfo: We received a resolution under the seventh day's proceedings, page 137, No. 101, introduced by the delegation from Local 1, as follows:

Resolution No. 101

Introduced by delegation of Local No. 1.

Article VI, Section 5, add "A local union joint board or district council shall also have the right to adopt the recall as a by-law in their constitution."

Your committee recommends the rejection of this amendment because the new drafted constitution has enough power to remove from office any officer who is unfit or whose conduct is unbecoming to a representative of a union.

The recommendation of the committee was adopted.

Article VIII, Sections 1, 2, and 3 were read. No discussion. Approved.

Article IX, Sections 1 and 2 were read and approved.

Article IX, Section 3 was read.

President Sigman: I would like to ask if there is any provision which makes it obligatory to have such applications. I think there should be one clause which should make it compulsory for each local to fill out applications.

Delegate Heller: This was originally included in the draft but after a review was taken out and left to the discretion of the General Executive Board by supplying the necessary applications.

The section was approved.

Article IX, Sections 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19 and 20 were read. No discussion. Approved.

Article X, Sections 1, 2, 3, 4, 5 and 6 were read. No discussion. Approved.

Article XI, Sections 1, 2, 3, 4, 5, 6, 7, 8 and 9 were read. No discussion. Approved.

Article XI, Section 10, was read.

Vice-President Ninfo: The committee received Resolution No. 85 in connection with Section 10, which appears on Seventh day's proceedings, page 185, and which reads as follows:

Resolution No. 85

This resolution was introduced by delegation of Local No. 10.

WHEREAS, the constitution of the I. L. G. W. U. was amended at the last convention limiting the arrearages of members to 20 weeks instead of fifty-two weeks which existed prior to this amendment, and

WHEREAS, this change has proven to be too burdensome upon the members of the local union and also a financial loss to the International, therefore be it

RESOLVED, that the constitution be and hereby is amended so that the clause governing arrearages should be extended to fifty-two weeks before a member is considered from the rolls of membership.

Your committee feels that a member who has the union at heart will not hesitate a moment to contribute his share for the maintenance of his local union and therefore your committee recommends the non-concurrence in this amendment.

The previous question was called for.

A motion made and seconded to reject this resolution and to retain Section 10 as originally drafted was carried.

Article XI, Section 11 was read.

Delegate Wishnovzky: I object to this section. If a member becomes sick with consumption or any other disease and is suspended or expelled I think it would be an injustice.

Vice-President Ninfo: The section means that if a member becomes sick with tuberculosis or any contagious disease, he should resign and not stay with the rest, otherwise he may infect the whole shop.

Motion duly made and seconded to approve this section as read was carried.

Article XI, Section 12 was read.

Delegate Bleiman: I think that this section is out of place. It is too drastic and too severe because it absolutely takes away the right of the locals to determine whether any one may become a member of the local union or not. It may still happen that a member is in good standing in the local, yet some officer, through prejudice or difference of opinion, may not think him eligible for membership in his union. You give the sole authority to the General Executive Board as to whether or not this member shall become a union man again. This is too drastic and too severe, and it takes away the local union's authority. Therefore, I believe that the members of this convention should approve of this article without section 12.

The previous question was called for.

President Sigman: I just want to enlighten Brother Bleiman on this section. If a member's expulsion has been caused by the General Executive Board which board is considered by this convention as the highest authority and the supreme court in this organization, he shall not be reinstated without the consent and approval of the General

Executive Board, which I consider very logical and consistent.

A motion made and seconded for the adoption of section 12 was carried.

Article XI, Section 13 was read.

Delegate Blisman: I want to know from the Chair whether this section 13 applies to any political party.

President Sigman: I will be very clear and definite in my answer. Every organization whether it is a political organization, an economic organization, an educational organization, or any organization which you may imagine which is not a part of this International Union and which tries to interfere with the International's functions and its workings as stated here, is included in this section.

Delegate Sarah Horowitz: I just want to say that in my opinion section 13 is very vague and it can be interpreted in many different ways. We might belong to a club, a social club and we may discuss union questions there.

President Sigman: We are very little interested in what may happen in social clubs. We are discussing here dual organizations and it is this element which we are giving consideration to and not social clubs or tea parties. We are discussing dual organizations detrimental to this International Union.

Delegate Horowitz: I would recommend that section 13 be made a little more clear. We want to know specifically how we are going to interpret that particular meaning.

Delegate Cinamon: I would like to know this: If a political party or its press criticizes in any shape or form the General Executive Board or the International as a whole, how will its members be considered and dealt with?

President Sigman: We are not discussing criticisms. We are discussing something more than criticism. We are discussing dual organizations. We are discussing actions which are detrimental to organized labor. If any members of ours participate in such organizations, I think that they should be dealt with and punished.

I will permit one more question. Delegate Biall.

Delegate Biall: Does this include a political party?

President Sigman: Any organization outside of our International that does the things enumerated here, working to the detriment of our Union, and any member belonging to such organizations will be held to account.

I want to inform the delegates that we are deliberating on matters of the International and we are not going to waste our time on organizations that don't concern us in the least and with whom this International has nothing in common.

Read the section again and read it slowly and carefully so that it is properly understood.

Vice-President Ninfo re-read section 13, Article XI.

The previous question was called for.

A motion made and seconded to adopt section 13 as read, was carried by a vote of 172 against 31.

Article XII, Sections 1, 2, 3, 4, 5, were read. No discussion. Approved.

Article XII, Sections 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19 and 20 were read. No discussion. Approved.

Article XIII, Sections 1, 2, 3, 4, were read. No discussion. Approved.

Article XIII, Section 5, was read.

Delegate Weinstein: I move that this provision be postponed until Committee on Officers' Report renders its report.

President Sigman: If a general strike is called in a given industry in any city or in many cities the General Executive Board shall have a right to levy a tax of 25c per week on each member of the International in order to be in a position to support the strike. Our old provision was that the International has a right to levy an assessment of a \$1.50 per year only in case of emergency.

The above section was adopted.

Article XIII, Sections 6, 7, were read. No discussion. Approved.

Article XIII, Section 8, was read.

Vice-President Ninfo: On the question of the assessment we have received a resolution that has been numbered No. 16, which appeared on page 71 of the Fourth day's proceedings, introduced by the delegation from Local 59, as follows:

Resolution No. 16

Introduced by delegates of Local 59.

WHEREAS, at present every member of the International pays local or strike assessment, and

WHEREAS, a member being transferred from one local to another local of our International is forced to pay local or strike assessment again, and

WHEREAS, this condition of affairs is unjust to the members of all locals transferring from one local to another, be it

RESOLVED, that the incoming General Executive Board stand instructed by the convention to enact a law whereby members transferring from one local to another shall not be compelled to pay local or strike assessments twice.

We recommend non-concurrence in this resolution for the reason that the old constitution, Article 10, Section 5, Page 68, and the new constitution, fourth day's proceedings, Article 13, Section 5, Page 90, apply to every member, and members charged two times may call the attention of the General Office and money will be refunded. On the Local assessment, the committee is of the opinion that we cannot stop to charge the transferred members a local assessment as the amounts are never alike and for like purpose. The committee feels that even if such fund is collected for the special purpose as strike fund it should not be returned if the scope is for the good of the membership of an industry.

The resolution of the committee was adopted.

Article XIV, Section 1, was read. No discussion. Approved.

Article XIV, Section 2, was read and approved.

Article XV was read and approved.

Vice-President Ninfo: Mr. President, I also called the attention of the delegates to the fact that this morning you passed a decision changing the representation on the General Executive Board of small town representatives from 7 to 6 and of New York representatives from 8 to 9. In the name of the Committee I move that this particular law go into effect at once.

The motion was carried.

We have also received three or four other resolutions which I wish to read to you.

Resolution No. 102

Introduced by delegation of Local No. 1.

Section I, Article 4.

Change the words "Vice-President" to "members of the General Executive Board."

Your committee recommends the rejection of this resolution as it does not see any importance in it or any material or moral benefits to be derived therefrom.

Resolution No. 105

Introduced by delegation of Local No. 1.

Section X, Article 2.

Eliminate word "first" from the first sentence.

Your committee recommends the rejection of this resolution, for it does not see any importance in it or any material or moral benefits to be derived therefrom.

Resolution No. 98

Introduced by delegation of Local No. 1.

WHEREAS, it is the duty of the members of the General Executive Board not only to serve in deed the membership of the International but it is also necessary that their influence shall have a respectful and moral effect upon the general membership, and

WHEREAS, the present form of electing the general officers does not serve that purpose, be it therefore

RESOLVED, that the Seventeenth Jubilee Convention of the I. L. G. W. U. shall revise this system of election for President, Secy., Treas. and General Executive Board representatives in such a manner that the votes cast shall be counted proportionately according to the membership the delegate represents, and be it further

RESOLVED, that all decisions of questions at the Convention shall be adopted in the same manner.

Your committee recommends the non-concurrence in this amendment.

Resolution No. 94

Introduced by delegation of Local No. 1.

WHEREAS, the structure of our present form of organization is such that it centralizes the entire control of the organization in the hands of a few, thereby bringing about a state of affairs in which the majority of the membership is uninformed and indifferent to union matters and does not participate in the shaping of the policies, tactics and activities of our unions, and

WHEREAS, such conditions delay and obstruct the growth and progress of our organization, and

WHEREAS, our unions are still based on narrow craft divisions which give rise to petty craft interests, narrow selfishness, misunderstanding, much unnecessary friction and are detrimental to the unity and solidarity of the workers which is so essential to extend the interests of the workers against the employers, and

WHEREAS, we believe that the Shop Delegate System of organization, by the very nature of its structure will call into the field of union activity many more members than are now active and will develop in our workers the knowledge and ability requisite for the management and strengthening of our organization and will train and prepare the rank and file for the eventual control of industry which is the ultimate aim of the working class, be it therefore

RESOLVED, that the Seventeenth Jubilee Convention of the I. L. G. W. U. go on record as legalizing the Shop Delegate System of organization, that is that our constitution be so amended as to permit any Joint Board or local union not affiliated with a Joint Board, if it so desires to decide by a majority vote to reorganize itself on the basis of the Shop Delegate System.

Since this resolution is dealing with a new policy, the Committee on Law has referred this resolution to the Committee on Resolutions. This concludes the report of the Committee on Law.

Faternally submitted,

COMMITTEE ON LAW

S. Ninfo, Chairman.
 Phillip Ansel, Secretary.
 J. Weinstein
 R. Kaufman
 Abraham Berkowitz
 S. Taylor
 Benj. Weissberg
 Isidor Schoenholz
 M. Weinstein
 Chas. Friedman
 Max Carolinsky
 Chas. Pomerantz
 P. Delmonaca
 Mandy Fineberg
 L. Epstein
 Max Trubakoff
 Sophie Pollack
 J. Bernadsky
 Yetta Spector
 Morris Blalis
 David Naadelman

Vice-President Ninfo: I move the report of the committee as a whole be adopted.

The motion was seconded and unanimously carried.

Delegate Braslaw: I move a vote of thanks be extended Chairman Ninfo and the other members of the committee.

The motion was seconded and carried.

President Sigman then called upon Vice-President Jacob Halperin, chairman of the Committee on Organization, to read the report of his committee.

Vice-President Jacob Halperin began the reading of this report.

Report of Committee on Organization

Chairman and Delegates:

Your Committee on Organization, in addition to deliberating on the question of organization in general, has received a number of resolutions submitted by delegations representing locals and joint board from different parts of the United States and Canada, all of which were thoroughly considered and acted upon.

In connection with the above, your Committee wishes to state that, from the information received from the different delegations who appeared before it at hearings, it learns that while our Union has succeeded in building up strong locals in the large ladies' garment centres and work conditions have been greatly improved, it must be remembered nevertheless, that there are still thousands of workers unorganized and there is a great deal of work still ahead of us in the large cities as well as in the suburban towns.

During the past few years the production of ladies' garments has branched out and extended to a number of new places, as a consequence of which it has become necessary to extend our field of organization in order to maintain the present standards established through years of hard struggle and sacrifices on the part of our International.

The employers engaged in the manufacture of women's apparel, in their thirst for large profits, are constantly seeking new territories where they can evade union control and where they can dictate wages, hours and other terms of labor under which the workers shall be employed, without regard whatsoever for the health or welfare of the workers involved, threatening at the same time to undermine the existence of thousands of organized workers employed in the large centres where ladies' garments are produced under union conditions.

Your Committee realizes that in proportion as our industry drifts out to these localities, the problem of organization becomes more complicated and costlier. First, because the workers em-

ployed in these towns have very little or no conception at all of trade unionism, and the bulk of them are even antagonistic towards our aims and purposes of our International; and secondly, the authorities in the various towns where our organization work is conducted are invariably opposed to organized labor and the use of injunctions by them against us at the behest of the employers is becoming a common everyday occurrence. There are many other difficulties involved in the work in these country towns, most of which you are familiar with, and it is therefore unnecessary to dwell upon it at length.

In view of the above stated facts and considerations, your committee heartily approves of the recommendation made by the General Executive Board in connection with organization, particularly the part which reads as follows:

"The Convention should also instruct the incoming board to maintain and extend the present out-of-town organization activities in localities adjoining the big garment-making centres in New York, Philadelphia, as well as the western cities and the Dominion of Canada, wherever ladies' garments are being produced."

In connection with the resolutions received from the different delegations, your Committee wishes to submit the following recommendations subject to your approval:

Your Committee received resolution No. 1, appearing on page 67, Fourth day's proceedings, resolution No. 15, appearing on page 71, Fourth day's proceedings, resolution No. 42, appearing on page 97, fifth day's proceedings, and resolution No. 46, appearing on page 98, Fifth day's proceedings, presented by several delegations of New York locals, all of which are of a similar character.

Resolution No. 1

Introduced by delegates of Locals Nos. 38 and 90.

WHEREAS, the Custom Dressmakers' Union, Local No. 90, of the City of New York, has made many attempts to organize the 9000 workers engaged in that industry and did not meet with success, and

WHEREAS, the 600 workers who belong to the Union have the greatest difficulty in maintaining the conditions in some of the shops due to the fact that the greatest number of establishments in the City

of New York are non-Union and conditions therein are much inferior to those in Union shops, and,

WHEREAS, the inferior working conditions in the non-Union shop, the lower wages, the longer hours, and the general treatment of workers is bound to have and has had an adverse and demoralizing influence upon the conditions of the workers in Union shops, and

WHEREAS, the ladies tailors employed in the tailoring departments of the same employers cannot maintain union conditions due to the competition of the unorganized female workers and vice versa, and

WHEREAS, this unorganized mass of female and male workers may become a menace to the wholesale ladies' garment industry of New York City, and

WHEREAS, a joint Executive Board Meeting of both locals met for the purpose of carrying such an organization campaign, arrived at the conclusion that it is very difficult and almost impossible for these two small locals to carry such a campaign to a successful end, and

WHEREAS, the Convention assembled in Chicago, Ill., in May, 1920, and again in Cleveland, Ohio, in 1922, instructed the incoming G. E. B. to carry on an organization campaign in the Custom Dressmakers' Industry, be it therefore

RESOLVED, that the Seventeenth Biennial Convention of the I. L. G. W. U., assembled in Boston, Mass., instruct the incoming G. E. B. immediately after the adjournment of the Convention to take proper steps to start an intensive campaign for organization of the above mentioned industry composed of Custom Dressmakers', Ladies Tailors and Theatrical Costumers, and be it further

RESOLVED, that this Convention authorize the incoming G. E. B. to appropriate the necessary funds to make such a campaign a success.

Resolution No. 15

Introduced by delegation of Local 62.

WHEREAS, there are thousands of workers employed in the factories who are manufacturing silk and muslin Ladies' Underwear in the city of New York, and who are not yet under control of the Union in spite of the many efforts made by Local No. 62 to organize these workers, and

WHEREAS, the conditions under which the workers are laboring in the non-union shops are different from the working conditions in those shops now under control of our Union therefore making the task of maintaining our Union conditions more and more difficult, and

WHEREAS, our experience in the past has definitely proven that an Organization campaign against individual shops does not meet with the desired results regardless of how effective such campaign may be, be it therefore

RESOLVED, that this Convention instruct the incoming G. E. B. to immediately make arrangements with Local No. 62 for the purpose of carrying on an

extensive General Organization Campaign in the city of New York which would alternately bring all the non-union workers in the ranks of Local No. 62, and thereby establish such working conditions in the non-union shops as prevail in the shops now under control of our Union.

Resolution No. 42

Introduced by delegates of Local No. 90:

WHEREAS, the Custom Dressmakers' Union, Local 90 of the City of New York, has made many attempts to organize the 9,000 workers engaged in that industry and has not met with success, and

WHEREAS, the 600 workers who belong to the Union have the greatest difficulty in maintaining the conditions in some of the shops, due to the fact that the greatest number of establishments in the city of New York are non-union and conditions therein are much inferior to those in Union shops, and

WHEREAS, the inferior working conditions in the non-union shops the lower wages, the longer hours, and the general treatment of workers is bound to have and has an adverse and demoralizing influence upon the conditions of the workers in the Union shops, and

WHEREAS, the conventions in Chicago, Ill., in May 1920, and again in May 1922, in Cleveland, Ohio, instructed the General Executive Boards to carry on an organization campaign in the custom dressmaking industry, be it therefore

RESOLVED, That the Seventeenth Convention of the I. L. G. W. U. assembled in Boston, instructs the incoming General Executive Board, that immediately after the adjournment of the convention, proper steps shall be taken to start a campaign for the organization of the thousands of girls in the custom dressmaking trade, and be it further

RESOLVED, that this convention authorize the incoming General Executive Board to appropriate the necessary funds for making such a campaign a success.

Resolution No. 46

Introduced by delegations of Locals Nos. 6 and 66:

WHEREAS, the hand embroidery industry has in recent years grown to such a proportion that it now numbers over 10,000 workers in the City of New York, and

WHEREAS, the working conditions and standards in these shops are much inferior to those prevailing in other embroidery trades which are under union control, and

WHEREAS, the inferior working conditions in these shops are bound to have and already have an adverse and demoralizing influence upon the conditions of the workers in our union shops, be it therefore

RESOLVED, that the Seventeenth Convention of the I. L. G. W. U. assembled in Boston instructs the incoming General Executive Board that immediately after the adjournment of the convention, proper steps shall be taken to start a campaign for the organization of the thousands of girls in the hand embroidery industry, and be it further

RESOLVED, that this convention authorize the incoming G. E. B. to appropriate the necessary fund for the making of such a campaign a success.

Your Committee is aware that the General Executive Board has offered a recommendation to this convention in connection with organization work in the miscellaneous trades in New York City and vicinity. Your Committee therefore, while heartily approving of this recommendation, desires to amend it as follows:

We propose that the convention instruct the incoming General Executive Board to inaugurate an organization drive in New York City for the purpose of organizing all the miscellaneous trades, this drive to be carried out under the direction of the International with the participation of all the locals of the miscellaneous trades, and, if possible, in conjunction with the Joint Board of the Cloak, Skirt and Dressmakers' Unions, the expense of which shall be borne by the locals involved in this campaign and the General Office.

The urgent necessity for such an organization drive is obvious to anyone who has watched the progress of our activity in New York during the last several years. While we have succeeded in establishing union conditions in a number of children's dress, house dress, waist and dress shops in the New York district, there still remain literally tens of thousands of workers outside of the protection of the union and working under inferior labor conditions. The effect of this unorganized part of the industry on the conditions in the union shops is very harmful and tends to place a whip in the hands of even the union employers who constantly point to us that as long as the entire industry is not organized the conditions in the union shops cannot remain stabilized and secure.

We recommend therefore, that the incoming G. E. B. make a supreme effort to organize these trades in New York as completely as are the workers in the cloak trade. It will add a great number of members to our organization and will secure once and for all to them standard union conditions that will not be challenged.

Your Committee received Resolution No. 114, page 139, Seventh day's proceedings:

Resolution 114

Introduced by the Baltimore delegation.

WHEREAS, the workers engaged in the manufacture of dresses, waists and underwear in the City of Baltimore and vicinity are totally unorganized, and

WHEREAS, the number of workers engaged in these industries is very large although they cannot be estimated in exact terms, and

WHEREAS, the conditions prevailing in these unorganized branches of the ladies' garment industry are inferior to those existing in the organized centers and thereby threaten to undermine the union standards which were acquired through many years of bitter struggles, and

WHEREAS, several attempts were made in the past by our International Union to organize these workers which proved to be only partly successful and not of a lasting character, be it therefore

RESOLVED, that this Convention instructs the incoming G. E. B. to start a new movement towards organizing these workers and bringing about permanent organization in these in the City of Baltimore and vicinity.

Your Committee is aware that the International has made several attempts to organize the white goods trades in the city of Baltimore, but that these efforts have met with little success in the past. In view of the size of this trade in Baltimore and the importance of having it organized your Committee nevertheless recommends that the incoming G. E. B. take up the Baltimore white goods trade situation as soon as possible after the convention and launch an organization campaign.

Your Committee received Resolution No. 76, page 133, Seventh day's proceedings:

Resolution No. 76

Introduced by the Boston Locals, Nos. 7, 12, 24, 39, 49, 56, 73 and 75.

WHEREAS, there are a number of shops in the New England States engaged in the manufacture of cloaks, suits, skirts, waists and dresses and water proof garments employing a large number of men and women who are still outside of the rank of our union, and

WHEREAS, there are a number of shops engaged in the manufacture of wrappers, kimono and children's dresses in the New England states which are as yet not under the control of our International, and

WHEREAS, these workers are working under conditions and receiving wages inferior to those prevailing in union shops which fact obviously endangers conditions in union shops and threatens to overthrow them, and

WHEREAS, in view of present conditions there is great dissatisfaction amongst these non-union workers who are now ripe for organization, be it therefore

RESOLVED, that the Seventeenth Convention of the International Ladies' Garment Workers' Union assembled in Boston instruct the incoming General Executive Board to appoint an organizer in the New England States, with headquarters in the city of Boston and start an immediate campaign to organize all the ladies' garment workers in the New England States.

Your Committee recommends that the incoming G. E. B. be instructed to take this matter up in conjunction with the Boston locals and devise ways and means as to how to organize our trade in the suburban towns of Boston.

Your Committee received resolution No. 54, page 117, Sixth day's proceedings:

Resolution No. 54

Introduced by delegates of Chicago locals.

WHEREAS, there are hundreds and thousands of unorganized children's dressmakers and white goods workers in the City of Chicago, and

WHEREAS, the conditions in these industries are unbearable as long hours of labor, impossible low wages, worst kind of oppression prevail in these industries, be it therefore

RESOLVED, that the incoming General Executive Board is instructed to conduct an organization campaign in these industries and do its utmost to help the workers of these industries to establish for themselves human conditions and fair wages.

Your Committee recommends that this resolution be referred to the incoming G. E. B. for action after the present struggle in the dress industry of Chicago will have been settled.

Your Committee received Resolution No. 52, page 117, Sixth day's proceedings:

Resolution No. 52

Introduced by delegates of Local No. 44.

WHEREAS, in the City of Cleveland there are a great number of ladies' garment workers belonging to Italian nationality still unorganized, and

WHEREAS, the newly organized Local No. 44 is financially unable to stand these expenses, and

WHEREAS, in the judgment of the officers of Local No. 44 now is the proper time to start such movement, be it

RESOLVED, that the incoming General Executive Board be instructed, that not later than its second quarterly meeting, it shall appoint an Italian Organizer to organize the unorganized and to take care and handle, with the co-operation of the Joint Board of Cleveland at least for a certain period of time, the affairs of the members of the Italian Cloak and Dress Makers' Union Local No. 44.

Your Committee recommends that the incoming G. E. B. take up the subject matter with the Cleveland Joint Board and devise ways and means for organizing the Italian workers in the City of Cleveland.

Your Committee received Resolution No. 39, page 97, Fifth day's proceedings:

Resolution No. 39

Introduced by the delegates of Locals Nos. 26 and 29:

WHEREAS, a number of manufacturers in the city of Cleveland are buying ready-made garments from Porto Rico, and

WHEREAS, the garments made up there are made under the most miserable conditions, and

WHEREAS, these conditions if permitted to develop will endanger the conditions of all organized centers of our International Union, be it therefore

RESOLVED, that the incoming General Executive Board make an investigation of the above territory and launch a campaign for the purpose of organizing the workers engaged in the making of ladies' garments there.

Your Committee recommends that the incoming G. E. B. make an investigation, at the first opportunity, of the ladies' garment market in Porto Rico and its effects on the American market. Your committee is aware of the fact that a great many waist, dress and embroidery shops are in operation in Porto Rico today, supplying products to American retailers and operated under non-union conditions. Your Committee knows also that feeble attempts by local garment workers have been made in the past to organize the industry in Porto Rico. It would be desirable therefore, to learn all we can about the women's apparel trades in Porto Rico and to see, if, in conjunction with the local trade union movement, it would be possible for us to help organize these workers.

Your Committee received Resolution No. 44, page 98, Fifth day's proceedings:

Resolution No. 44

Introduced by the delegates of Locals Nos. 31, 51, 85, 93, 115, 136 and 140:

WHEREAS, the International Ladies' Garment Workers' Union has, within the last two years conducted energetic organization campaigns in the various towns and cities in the State of New Jersey, and

WHEREAS, these campaigns were very successful and more shops have been organ-

ized in New Jersey during these campaigns than ever before, and

WHEREAS, there are still shops in New Jersey where ladies garments are made under non-union and inhuman conditions which are in great need of organization, therefore be it

RESOLVED, that the Seventeenth Biennial Convention assembled in Boston, instructs the incoming General Executive Board to continue this organization campaign amongst the ladies' garment workers in the State of New Jersey.

Your Committee recommends that the convention concur in this resolution.

Your Committee received Resolution No. 28, page 96, Fifth day's proceedings:

Resolution No. 28

Introduced by the delegates of Locals Nos. 26 and 29:

WHEREAS, there are a great number of ladies' garment workers in Cleveland and vicinity who are not organized, and

WHEREAS, the mid-western organization district as organized now has not the means of organizing the workers in the ladies' garment centers of Cleveland and vicinity, and

WHEREAS, it is very important that all the workers in the ladies' garment centers in that vicinity should be organized, be it therefore

RESOLVED, that the incoming General Executive Board should be instructed to organize the mid-western organization department in such as to be able to organize all the unorganized workers in Cleveland and vicinity.

In connection with this resolution your Committee wishes to state that the organization departments of our International Union did their utmost in conducting campaigns and organizing the unorganized, but we must realize that the departments have worked under certain handicaps; 1st, because of the fact that the industrial conditions were not satisfactory; 2nd, the funds available were limited and we therefore believe that with the increasing of the available funds, much more progress could be made in the future. The Committee wishes to state that it is the primary duty of the departments to conduct campaigns and organize unorganized trades. When it comes to individual shops of organized trades in the bigger cities, it is the duty of the Joint Board or District Council of that locality to take care of the organization work of these individual shops.

Your Committee received Resolution No. 76, page 133, Seventh day's proceedings:

Resolution No. 76

Introduced by the Boston Locals, Nos. 7, 12, 24, 39, 49, 56, 72 and 75.

WHEREAS, there are a number of shops in the New England States engaged in the manufacture of coats, suits, shirts, jackets and dresses and water proof garments employing a large number of men and women who are still outside of the rank of our union, and

WHEREAS, there are a number of shops engaged in the manufacture of wrappers, blouses and children's dresses in the New England states which are as yet not under the control of our International, and

WHEREAS, these workers are working under conditions and receiving wages inferior to those prevailing in union shops which fact obviously endangers conditions in union shops and threatens to overthrow them, and

WHEREAS, in view of present conditions there is great dissatisfaction amongst these non-union workers who are now ripe for organization, be it therefore

RESOLVED, that the Seventeenth Convention of the International Ladies' Garment Workers' Union assembled in Boston instruct the incoming General Executive Board to appoint an organizer in the New England States with headquarters in the city of Boston and start an immediate campaign to organize all the ladies' garment workers in the New England States.

In view of the fact that the Eastern Organization Department is taking care of the particular district referred to in this resolution and also owing to the fact that quite a number of locals are already organized in that territory, your Committee recommends that this matter be referred back to the G. E. B. to extend its activities in the New England States.

Your Committee received Resolution No. 37, page 96, Fifth day's proceedings:

Resolution No. 37

Introduced by the Delegates of Locals Nos. 26 and 29.

WHEREAS, there are hundreds of unorganized workers in the city of Toledo, and

WHEREAS, these workers work under the most miserable conditions, and

WHEREAS, such a state of affairs is a menace to the welfare of the organized members of our International Union, be it therefore

RESOLVED, that this Convention instruct the incoming General Executive Board to launch an organization campaign in the city of Toledo until all the workers will be organized.

From information received by your Committee, the G. E. B. has conducted a vigorous campaign in the city of Toledo, but owing to injunctions issued against our International in that city, this campaign has met with little suc-

cess. Nevertheless your Committee realizing the importance of having Toledo organized, recommends that the incoming G. E. B. launch an organization campaign in the city of Toledo with the view of bringing about union conditions in the local cloak trade as soon as it, in its judgment, considers the time opportune for such a move.

Your Committee received Resolution No. 34, page 96, Fifth day's proceedings:

Resolution No. 34

Introduced by the Ladies' Garment Workers' Union of Mt. Vernon, Local No. 112.

WHEREAS, the ladies' garment workers of Mt. Vernon have been doing intensive organizing work during the past few years which campaign has proven that the industry could be thoroughly organized if proper means were at our command, and

WHEREAS, there are still a great number of unorganized shops in the City of Mt. Vernon and vicinity, which are a constant menace to the organized shops in that section, be it therefore

RESOLVED, that the incoming General Executive Board be instructed by this Seventeenth Biennial Convention in Boston assembled to endorse a strike in Mt. Vernon, and all of Westchester County for the purpose of subverting the unorganized shops.

Your Committee recommends that this resolution be referred for consideration and action to the incoming G. E. B.

Your Committee received Resolution No. 30, page 95, Fourth day's proceedings:

Resolution No. 30

Introduced by the Baltimore delegation, Local 4:

WHEREAS, in accordance with a resolution adopted by the last convention held in the City of Cleveland, May, 1921, the General Executive Board of the International Ladies' Garment Workers' Union launched a campaign of organization in the City of Baltimore, beginning April, 1922, under the leadership of Vice-President Jacob Halpern for the purpose of establishing union conditions in the City of Baltimore in the cloak and suit industry, and

WHEREAS, after a general strike in the City of Baltimore in the month of June, 1922, which brought about a change of conditions with in part of the cloak and suit industry, and

WHEREAS, Union conditions were established only in about 30 per cent of the shops, scattered in and around the City of Baltimore while the rest of the shops remained unorganized and their doors closed to the members of our union, and

WHEREAS, in some of these open shops the old piece-work system has been re-established and as a result of which a sub-contracting system has been revived by which

and skilled mechanic employ a set of unskilled workers on a section-work basis, paying them wages much lower than those which prevailed in the cloak industry prior to the 1910 general strike, and

WHEREAS, the revival of the sub-contracting and piecework systems in the cloak shops of the City of Baltimore endangers the very existence of our locals in that city and threatens to wipe out the achievements accomplished by our members through so many struggles, if rational action will not be taken by this convention, therefore be it

RESOLVED, that this Jubilee Convention of the I. L. G. W. U. assembled in the City of Boston decides that immediately after the adjournment of this convention a new move to organize the unorganized part of the cloak and suit industry in and around the City of Baltimore be started with a view of bringing about a change and improvement in the conditions which exist in that city, and be it further

RESOLVED, that should the employers in the cloak and suit industry refuse to cooperate in bringing about such change in conditions in a peaceful manner, the incoming General Executive Board shall then stand instructed to declare a general strike in the cloak and suit industry in the City of Baltimore, and to conduct that strike under their supervision and to use all of their power, morally and financially to bring about a change of conditions in the City of Baltimore similar to those prevailing in the City of New York.

Your Committee recommends that the convention concur in this Resolution.

Your Committee received Resolution No. 27, page 94, Fifth day's proceedings:

Resolution No. 27

Introduced by the Joint Executive Council of Miscellaneous Trades, by Delegates of Local No. 6, Local No. 90, Local No. 91, and Local No. 132:

WHEREAS, the Conventions in Chicago, Ill. in May, 1920, and in May, 1922, in Cleveland, Ohio, instructed the General Executive Board of the International Ladies' Garment Workers' Union to organize an Eastern Organization Department under the supervision of the General Executive Board for the purpose of organizing the workers employed in the making of cloaks, suits, dresses, waists, children's dresses, hoodedresses, white goods, embroidery, raincoats and all other workers employed in the making of ladies' garments, and

WHEREAS, such an Eastern Organization Department has been established by the G. E. B. of the I. L. G. W. U., and

WHEREAS, the activity of this department has been up to the present day limited only to the cloak, suit and dress industries, therefore be it

RESOLVED, that this Seventeenth Convention assembled in Boston, Mass., in May, 1924, instructs the incoming G. E. B. to see to it that the Eastern Organization Department embrace in its activities all the workers employed in the making of all ladies' garments, without exception.

Your Committee desires to state that while it is true that the Eastern Organization Department has been doing organizing work largely in cloak, suit and dress shops, the reason for this limitation of its activities was not based on discrimination against the so-called miscellaneous trades, but principally because these miscellaneous trades are not yet fully organized in New York City, and before doing any work in out-of-town territory it would be first necessary to organize these trades fully in New York city, if this organization work is to bring the proper results. Besides that, it must be kept in mind that the means at the disposal of the Eastern Organization Department were limited and its attention had to be directed first to such trades which are organized in New York city and which are threatened directly by the existence of non-union shops in these localities. Your Committee, nevertheless, recommends that the incoming G. E. B. be instructed to extend the work of the Eastern Organization Department to all the branches of the ladies' garment industry to embrace also the miscellaneous trades as referred to in this resolution.

Your Committee received Resolution No. 23, page 73, Fourth day's proceedings, and Resolution No. 24, page 73, Fourth day's proceedings:

Resolution No. 23

Introduced by the Toronto Joint Board and the Executive Boards of the Toronto Locals.

WHEREAS, Toronto and Montreal are the two main cloak centres of Canada, and

WHEREAS, these two cities are so closely related to each other that it is impossible to have an influential union in our trades in Canada if one of these cities remains unorganized, which was amply proved to us by the experience of recent years, and

WHEREAS, it is our sincere conviction that a well organized and properly carried out attempt to organize the cloak trade in Toronto, is bound to produce desired results, be it therefore

RESOLVED, that the 17th Convention of the I. L. G. W. U. in Boston assembled, instruct the incoming G. E. B. to appoint a staff of organizers and to launch a campaign preparatory to a general strike in Montreal and Toronto for the purpose of unionizing the cloak and dress industry in those cities, and be it further

RESOLVED, that since there are in Toronto and Montreal about 5,000 unorganized dress-makers employed under deplorable work standards, that the convention likewise authorize an effective organizing campaign in the dress trade of Canada.

Resolution No. 24

Introduced by Delegate W. Wolkowe,
Montreal Joint Board.

WHEREAS, General trade depression, failure of many manufacturing establishments, reorganization of the cloak and dress industries, lockouts, and several injunctions issued against our union have had a demoralizing effect on our local organization, with the result that working conditions in our city have sunk to such a degree that can be compared only with the worst shop conditions that prevailed 15 or 20 years ago, and

WHEREAS, It is in the best interests of the I. L. G. W. U. that the Montreal organization become strong and influential and helpful in ameliorating the work conditions in that city so that it might become a deciding factor in the lives and destiny of those employed in the manufacture of ladies garments both in Montreal and Toronto, and

WHEREAS, The assistance of the General Executive Board is absolutely necessary in order to accomplish this in shortest possible time, be it therefore

RESOLVED, That the 17th Convention of the I. L. G. W. U. in Boston, Massachusetts, assembled, direct and authorize the incoming G. E. B. to assign immediately after the convention an organizer for Montreal for a period of at least three months for the reorganizing and strengthening of the local organizations, and be it further

RESOLVED, That the G. E. B. be directed to help in combatting the several injunctions now pending in the courts against the Montreal Joint Board, its officers and members.

Your Committee finds that in the last two years the General Office has made every effort to organize both these cities in Canada. The workers in the city of Montreal owing to many conditions did not respond properly to the call of the Union. We are glad to report, however, that from information received from the Montreal delegates to this convention, the workers in that city are beginning to learn their bitter lesson of lack of organization, and it seems as if at present the workers are ready to benefit by their past errors.

We therefore recommend that the incoming G. E. B. be instructed immediately after this convention adjourns to inaugurate an organization drive in both cities, and if necessary to call out a general strike for the purpose of establishing permanent union conditions in Canada, whenever in the judgment of the G. E. B. the proper time for such a move has arrived.

Your Committee received Resolutions No. 21 and No. 22, page 73, Fourth day's proceedings:

Resolution No. 21

Introduced by Corset Cutters, Local No. 24, of Bridgeport, Conn.

WHEREAS, the corset workers, a legitimate part of the industries controlled by the I. L.

G. W. U. are employed in a most exploited industry due to the fact that there is a lack of organization, and

WHEREAS, by struggling we succeeded in retaining the organization of cutters, the only local of this industry in the city of Bridgeport, and

WHEREAS, this local of cutters feel the responsibility for the other workers of the industry that comprise tens of thousands of men and women, therefore, be it

RESOLVED, that the Seventeenth Convention requests the incoming General Executive Board, as soon as possible, to make arrangements to place organizers in the field, so as to organize this industry completely.

Resolution No. 22

Introduced by the Corset Workers,
Local No. 33.

WHEREAS, the corset workers industry is part and parcel of the industries that come under the jurisdiction of our International Union, and

WHEREAS, this industry is employing tens of thousands of men and women, and

WHEREAS, it was the destiny of the corset workers of the City of Bridgeport to be the pioneers in their successful effort to establish a local of this industry, therefore be it

RESOLVED, that the 17th, biennial convention instructs the incoming General Executive Board to make an effort to organize the workers in the corset industry for which purpose organizers be assigned and as efforts be spared to crown the organization of the corset workers with success.

Your Committee recommends that the incoming G. E. B. pay particular attention to organizing work in the corset industry in Bridgeport, Conn. We lay stress on this recommendation because the two existing locals of corset workers in the city of Bridgeport have during the last few years struggled very hard against great odds to maintain a little organization in the hope that a time might come when they would succeed in organizing their industry in that city. It is a duty which we owe these workers as members of the ladies' garment industry and it is our hope that our International Union will be able to carry out a successful organizing drive among them and bring the corset workers into our fold.

Your Committee received resolution No. 20, page 72, Fourth day's proceedings:

Resolution No. 20

Introduced by the District Council of
the State of Connecticut.

WHEREAS, the Connecticut District Council comprising the following locals of our International: Local 20, 23, 34, 43, 127, 137, 138, 141, is making an effort to co-ordinate the efforts of the above mentioned locals in a

campaign to organize the workers of our industry in the State of Connecticut, and

WHEREAS, the Council is giving every cooperation to Brother Schub, organizer of the I. L. O. W. U. in his attempt to bring unionism to the unorganized workers, therefore be it

RESOLVED, that this Seventeenth Convention in Boston assembled request the incoming General Executive Board to take up an energetic campaign of organizing work in the State of Connecticut and do whatever is possible to bring about the desired results.

Your Committee recommends that the convention concur in this resolution.

Your Committee received Resolution No. 14, page 71, Fourth day's proceedings:

Resolution No. 14

Introduced by delegation of Local 62.

WHEREAS, there are numerous shops in the different cities and states other than New York who are employing thousands of workers for the manufacture of silk and muslin underwear, and the conditions that prevail in these out of town shops are such that they are becoming an absolute menace to the existence of the union shops in the city of New York, and

WHEREAS, the International is maintaining an out of town Department for the purpose of organizing workers in the various branches of the Ladies' Garment Industry in every town, and while many of those out of town shops are owned and operated by employers who own and operate factories in the city of New York as well, some of whom are under contractual relations with our Union, be it therefore

RESOLVED, that the incoming G. E. B. instruct the Out of Town Department to give particular attention to those out of town shops now making silk and muslin underwear, that they organize locals of white goods workers, thereby helping Local No. 62 maintain its conditions and also prevent New York manufacturers from opening out of town shops for the purpose of evading dealings with our Union.

Your Committee recommends that the convention concur in this resolution.

Your Committee received Resolution No. 4, page 68, Fourth day's proceedings:

Resolution No. 4

Introduced by delegates of Locals 50 and 76.

WHEREAS, the custom dressmaking industry in the city of Philadelphia has grown up to an enormous size, in which 2,000 workers are employed, and

WHEREAS, these workers engaged in the custom dressmaking industry being unorganized are working under practical slavery conditions and are undergoing

inhuman treatment on the part of the employers, be it therefore

RESOLVED, that this Seventeenth Biennial Convention, assembled in Boston, Massachusetts, instructs the incoming General Executive Board immediately after the adjourning of the Convention to assign a special organizer with the view of waging an organization campaign among the custom dressmakers in the city of Philadelphia.

Your Committee has received information that the General Office has maintained an organizer for this local for a number of months, but with little success. We nevertheless, recommend that the incoming General Executive Board make another effort to organize this trade.

Your Committee received Resolution No. 8, page 69 Fourth day's proceedings:

Resolution No. 8

Introduced by Local No. 52, Los Angeles.

WHEREAS, there has developed a large industry of dress manufacturers in Los Angeles, and

WHEREAS, that industry is not organized, and

WHEREAS, after careful investigation we have found out that a great portion of the cloaks, when the season comes, are made in many of the dress factories, and

WHEREAS, we are unable to keep up the Cloak Makers' Union, Local No. 62, unless an effort by the International is made to organize the above dress industry, therefore be it

RESOLVED, that we ask the convention to instruct the incoming General Executive Board to establish a Pacific Coast Department with headquarters in Los Angeles so that we will be able to organize the dress industry in Los Angeles, San Francisco and other places on the coast.

From information received by your Committee the General Executive Board has in the last two years conducted vigorous strikes on the Pacific Coast, and spent a very large sum of money in that territory. The employers, with the aid of the Chamber of Commerce, have done everything in their power to destroy the union out there. It was due to the persistent fight waged by International that the efforts were frustrated. It is the opinion of the Committee that while it is not advisable to establish a department at this time, nevertheless we recommend that the workers on the Pacific Coast be encouraged to take the initiative themselves, and that the General Executive

Board stand instructed to exert every means at its disposal in assisting the workers on the Pacific Coast in their efforts to build up a strong organization, so that in due time, it will be placed on an equal footing with other organizations located in our large industrial centers so far as union conditions are concerned.

Your Committee received Resolution No. 9, page 69, Fourth day's proceedings:

Resolution No. 9

Introduced by Delegates of Local 38.

WHEREAS, the agreement between the Ladies' Tailors, Theatrical Costume & Alteration Workers' Union, Local No. 28, the Employers' Association and the individual firms expires September 15, 1934, and

WHEREAS, the wages earned by 90 per cent. of our members cannot meet the incessant increase in cost of food, shelter and general commodities, and certainly does not correspond to the minimum wage rate established as essential by a government committee amounting to from \$2400 to \$3000 a year, and

WHEREAS, the workers employed in the ladies' tailors' trade are of the most under-paid in America considering their capacity for production, and the responsibility that this work demands of them, and

WHEREAS, many new shops sprang up which are difficult to organize singly, unless a general organization campaign is launched, and

WHEREAS, an important large section of work has developed in our trade, namely, where workers are employed under terrible conditions because they are not unionized, with the exception of one shop, the Metropolitan Opera Company, and

WHEREAS, a forty-hour week and a guarantee for the workers to make a decent living is the general demand of all the workers engaged in the entire ladies' garment industry, be it therefore

RESOLVED, that this Seventeenth Convention endorses a general strike in the ladies' tailors' trade in order to completely organize the workers of the ladies' tailors, theatrical costume and alteration workers' trade, so that we may secure a decent living for the workers engaged in this industry, and be it further

RESOLVED, that this convention instructs the incoming General Executive Board to render to Local No. 28 all assistance possible to carry on this organization campaign for a complete victory for the workers.

Your Committee recognizes the necessity of helping to organize the ladies' tailors into a powerful union, and there-

fore recommends that the incoming G. E. B. does all in its power to help to organize the ladies' tailors and even to call a general strike if in their judgment they find it necessary.

Your Committee received Resolution No. 5, page 68, Fourth day's proceedings:

Resolution No. 5

Introduced by Delegate of Local 131

We, the Retail Ladies' Garments Salespeople Union, of the International Ladies' Garments Workers Union, Local 131, who have established and succeeded in maintaining our organization for the last four years, with fairly good conditions at comparatively good salaries.

We have a section known as Division Street where salespeople work much longer hours at comparatively smaller wages. Our employers are on the watch for an opportunity to re-establish the unfavorable conditions that had existed before our group was organized. We hereby call upon the International Ladies' Garments Workers Union Convention to assist us in organizing the above mentioned section and thus strengthen our own group and make its existence secure. At the same time this would help the other salespeople to reap the benefits and enjoy the privileges of our organization.

We hope that the convention of the International Ladies' Garments Workers Union will give this matter serious consideration and enable our delegate Mr. Morris Goldowsky to bring us a favorable reply.

Your Committee recommends that the incoming G. E. B. take up this request of Local 131 and find ways and means for thoroughly organizing the sales people in the retail shops of our industry in New York city.

In conclusion, your committee desires to offer the following comment:

The method of organization decided upon at our last convention in Cleveland in 1922, namely, the establishment of organization district departments throughout the country under the supervision of organizers appointed by the President and the G. E. B. has proved to be workable and efficient. This method of organization has yielded fruitful results; thousands of unorganized workers have joined our ranks, many agreements were signed with manufacturers, and conditions in a great number of shops have been raised to equal conditions in the organized cloak and dress centres—notwithstanding the limited funds appropriated for organization purposes.

While your committee feels that it has no jurisdiction to come with definite recommendations with regard to increasing the budget

for organization purposes, it hopes, nevertheless, that this Convention will take up this matter and give it its earnest attention, so as to make it possible for the G. E. B. to proceed immediately after the Convention with vigorous organization campaigns throughout the country in every locality where women's concerns are being made.

Respectfully submitted,

COMMITTEE ON ORGANIZATION.

Jacob Halperin, Chairman
S. Perlman, Secretary

M. Nachin	Bernard Schob
J. Portnay	Max Gorman
Isidore Reich	Nicola Doti
Philip Soldner	Mary Titelbaum
Sam Kaplan	Becky Stern
Morris Cohen	H. Kaplan
L. Lipsky	B. Gilbert
Meyer Polinsky	C. Yandoli
Sam Prisman	M. Schacid
Pazina Margroster	Jos. Morabito
Agnes Fisher	

Motion made and seconded to approve the report of the Committee on Organization in full was unanimously accepted.

Various announcements of committee meetings were made.

A motion was made and seconded that the session adjourn.

President Sigman: Before we adjourn I want to make an announcement. According to the rules and regulations, sessions should be opened at 9.30 in the morning. This morning we opened the session at 10.15. I want to state that tomorrow morning, with as many delegates as will report, we will open the session on time. We will suspend the rule of the quorum, and if anything will be passed upon at that convention there will be no claim against it. So, if you want to participate in the discussions, be on time. Tomorrow morning, the Committee on Officers' Report will be called upon.

At 10.20 p. m. the session adjourned to reconvene at 9.30 Friday morning, May 16, 1924.

Eleventh Day—Morning Session

Friday, May 16, 1924

The eleventh day, morning session, was opened at 9.30 o'clock, at Convention Hall, President Sigman presiding.

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

International Ladies' Garment Workers' Union, Boston, Mass.

The Executive Council in session assembled in behalf of the American Federation of Labor extends to the International Ladies' Garment Workers' Union, its officers and delegates, in Convention assembled, and the rank and file, fraternal greetings and expresses the hope that the meetings of your International will prove helpful and beneficial not alone to your members but to the labor movement as a whole. It is the sincere hope and deep concern of all organized labor that in these trying days of trade unionism we shall emphasize the imperative need of unity and solidarity and to meet the common enemy unflinchingly and unflinchingly and triumphantly carry forward the banner of trade unionism to ever higher and greater heights. Please accept our congratulations upon achievements accomplished and our hope for still greater progress and advancement by your organization.

By order of Executive Council, American Federation of Labor.

SAMUEL GOMPERS, President.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings to officers and delegates. In view of the fact that Local 25 has suffered by being left alone, we the workers of Warren and Orman appeal to the Convention to remedy and strengthen the present state of Local 25 by amalgamating it with the dress-makers with whom we are so closely connected in the shops.

OLGA RECKMAN, Chairlady.

International Ladies' Garment Workers' Union, Boston, Mass.

Greetings and best wishes for a successful Convention. Labor Age Publication Society.

JAMES MAURER, President,
LOUIS BUDENZ, Manager.

International Ladies' Garment Workers' Union, Boston, Mass.

I had anticipated hope and pleasure that early adjournment of Executive Council meeting here would permit of my attending and addressing your Convention, but am extremely sorry to find that development in Toronto in our trade compels me to go there instead. Please convey to your delegates my extreme regret for my inability to be with you and to wish for you and your organization all possible success.

MATTHEW WOLL.

International Ladies' Garment Workers' Union, Boston, Mass.:

Heartiest congratulations and best wishes for a successful Convention. May your deliberations result in strengthening your organization.

JOINT EXECUTIVE COMMITTEE, VEST-MAKERS UNION A. C. W. OF A.

International Ladies' Garment Workers' Union, Boston, Mass.:

We received your check and we thank you very much in behalf of strikers for same.

ALPHONSE NOEL,

Treasurer Local Union No. 27, C. T. U. of Dover, N. H.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings to the International Ladies' Garment Workers' Union Convention. We congratulate you heartily upon your past achievements and are confident that your collective wisdom will guide your deliberations to further victories. May your efforts be crowned with success.

EXECUTIVE BOARD, Local No. 2.

International Ladies' Garment Workers' Union.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings and best wishes from Bronx Seventy, Workmen's Circle.

A. BACHER.

International Ladies' Garment Workers' Union, Boston, Mass.:

Accept my heartiest congratulations. Keep up your splendid work for the cause of Labor.

S. HILFERLING, Member Local 12.

International Ladies' Garment Workers' Convention, Boston, Mass.:

United Hebrew Trade Drive for Jewish Workers in Palestine conference consisting of all labor union and progressive organizations of Cleveland, forward greetings and best wishes. We hope in your resolutions you will display brotherly sympathy and financial aid to Jewish Labor in Palestine.

WILLIAM GOLDBERG, President Cleveland Conference.

International Ladies' Garment Workers' Union, Boston, Mass.:

The New York Joint Board of the A. C. W. of A. greets the delegates and its sister organization in Convention assembled and extends its heartfelt greetings and congratulations on your splendid and inspiring achievement.

NEW YORK JOINT BOARD, A. C. W. OF A.
DAVID WOLF, General Manager.

International Ladies' Garment Workers' Union, Boston, Mass.:

Greetings. Wishing you success in your work for the benefit of the entire needle industry and for the workers cause in general. We also express our great desire that this Convention guide itself by the same opinions expressed by the two previous Conventions which led to the Amalgamation of the Ladies' Tailors and Sample Makers into one local and consequently to repudiate the decision of the General Executive Board which have separated again this already existed Amalgamated local, known as Local 2. Through this action of separation the Ladies' Tailors were automatically excluded from the Joint Board. This is of harm at present and will bring more harm to the Ladies' Tailors and their local in the future. We therefore ask your consideration and instruct the incoming General Executive Board to bring about the entry of Local 26 if not again as one Local 2, into the New York Joint Board of the Clean, Suit and Dressmakers' Union.

WORKERS OF HATTY CAENEGIR, INC.

President Sigman: The Committee on Education will now present its report.

Delegate H. Wander, chairman of the Committee on Education, presented its report as follows:

Report of Committee on Education

Chairman and Brother and Sister Delegates:

Your Committee on Education has discussed at length the report of the Educational Committee of the International Union issued to this Convention, as well as the chapter on the educational work of our Union, in the report of the General Executive Board. We have studied the past work of the Educational Department of our Union, the recommendations offered by the General Executive Board with regard to this work in the future, and we desire to recommend to the Convention some of our own conclusions concerning this special activity conducted by our International Union.

First of all, we desire to give unstinted praise to the General Executive Board for its having loyally supported the educational work which our Union has been conducting for many years past with such singular success. We also wish to commend highly the work of the Educational Department which has left nothing undone, within its means, to spread education among our members and has conducted the work in a sincere and thorough-going manner. The special report issued by the Educational Department on its activities for the last two years recites this work in detail and a careful

reading of it brings out in full clarity how wholeheartedly and devotedly it was done.

Your Committee feels fully satisfied with the progress we have made in the field of labor education and is indeed happy that we can report of it with such satisfaction to this Jubilee Convention of our Union. When we think of the beginnings of our International Union twenty-five years ago, of the hopelessness and darkness in which the workers in our industry were steeped at that time and compare it with the fact that today our educational work alone, financed and conducted by our own means and efforts, is carrying enlightenment and education to thousands of our workers, we cannot help feeling that a brighter day has come in our industry and that it spells real advancement and progress.

Your Committee on Education desires to make to this Convention the following recommendation with regard to the educational work of our Union which it hopes our delegates will act favorably upon and give their approval to:

1. The Committee recommends that the Convention instruct the incoming General Executive Board to continue the educational work for the next term and that the same appropriation as was given to this department in the last two years be granted for its work in the future.

2. We recommend that our Educational Department pay more attention in the future to mass education, and we fully concur with the recommendation of the General Executive Board that "our Educational Department must be made the agency for spreading information on a wider scale among the mass of our workers in a manner that will serve to benefit them most and raise their intellectual level." In connection with this, however, we must admit that this is not the first time our conventions have gone on record in favor of more mass education. It will be necessary for the next Committee on Education to pay this feature of our educational activity more attention in the future and endeavor to get greater results from it.

3. We recommend that our International Union select every year a group of men and women from among its members who offer the best promise of becoming trained organizers and leaders in our organization, and who are by

their experience, personal gifts and record in the union entitled to it and send them to labor colleges where such training can be given to them. We recommend however that the selection of such members be made by the General Executive Board, with the aid of the Educational Department, in a systematic way and on a basis that will make use of the best available material in every one of our organizations and will make it possible for our union to obtain the utmost of results from these free scholarships to our members.

Your committee also desires to state that in connection with these scholarships we have received Dr. David Saposs of the Brookwood Labor College, who placed before us a request that we send our students to this institution for training if we decide favorably upon this proposal. As your committee was not in a position to make any commitments on this matter we would recommend that this convention refer this matter to the General Executive Board to decide what in its judgment it will deem best in this connection.

4. Your committee recommends that the Educational Department be directed to pay more attention to educational activity in cities outside of New York. It is not necessary for us to emphasize that New York is not the only place where educational work is needed, though of course it is equally obvious that the bulk of our education work will have to be conducted in that city for the simple reason that the majority of our membership is located there.

We are prompted to make this recommendation as at one of our hearings your committee received some complaints from representatives of organizations outside of New York city that educational work is not carried on in their localities as fully as they would like to have it. Delegate Bessie Gorin, Local No. 50, and Becky Stein of Local No. 69, both from Philadelphia, appeared and complained that very little educational work was done in their city. A similar complaint was registered by Delegate Freida Reicher of Chicago, Delegate David Harris of the Connecticut District Council and Delegate Loretta de Lisle from Worcester, Mass.

5. Your committee recommends that the next standing Committee on Education of our Union organize circulating

libraries to be located in union offices in every city where we have organizations, such libraries to contain principally books relating to the labor and social movements, the reading of which might benefit our members and make them more intelligent union men and women. These books shall be circulated among our members free of charge and steps to be taken to encourage such reading among them.

6. Your committee recommends that the next standing committee on Education of our International Union direct its attention towards the work of encouraging and aiding our members in becoming citizens. Your committee believes that naturalization work should be made part of the educational activities of our union. It is becoming more and more a vital question and in view of the restrictions on immigration and the severity with which the immigrant and foreign born workers are dealt with in this country, it is becoming more and more important that we aid our unnaturalized members to become citizens.

In conclusion, your Committee on Education reaffirms its belief in the importance of our educational work and its deep significance for our workers, and expresses its hope that this work will keep increasing in width and depth in the future, making for greater intelligence among our workers and a better understanding by them of the mission and ultimate goal of our labor movement.

Your committee also desires to express its thanks to the Committee on Education of our International Union for the work they have done in such a loyal and devoted way and to all those who have helped to make our educational work a success, including our educational director, Mr. Alexander Fichandler and the secretary of the Educational Committee, Miss Fannia M. Cohn.

Fraternally submitted.

COMMITTEE ON EDUCATION

Harry Wander, Chairman
Freda Reicher, Secretary

S. Rothman	Loretta De. Lisle
H. Willenberg	F. Liberti
I. Bushkin	Minnie Chaiken
Sarah Shapiro	Helen Matthews
Katherine Kelly	Bertha Kelly
Louis Reif	Frank Parisi
G. Macistro	Edna Berman
M. Maricanda	Louise Pastel
Morris Zeitz	Dave Harris
Julius Svingstad	

On motion made and seconded that the report of the Committee on Education be adopted, was unanimously carried.

The recommendations of the Committee on Education were taken up seriatim and unanimously approved.

A motion was made and seconded to adopt the report of the Committee on Education as a whole and was unanimously carried.

Delegate Bernstein made a motion that a vote of thanks be extended to the Committee on Education for its work.

This motion was unanimously carried and a vote of thanks was expressed to the Committee.

President Sigman: I will now call on the Committee on Young People's Trade Union Education to report.

Delegate Sister Fannia M. Cohn, chairman of the Committee on Young People's Trade Union Education, presented the Committee's report, as follows:

Report of the Committee on Young People's Trade Union Education

Brother Chairman and Fellow Delegates:

It was the good fortune of our International Ladies' Garment Workers' Union to be the pioneer of adult workers' education within the trade unions that is now supported by the entire labor movement. It therefore behooves us at the Twenty-fifth Anniversary of our organization to initiate another movement of equal importance and that is the education of the children of our members. We hope that this will become an important factor within the trade union movement.

Your committee has carefully considered the problem of the education of the children of our members. After much deliberation it prepared the following report:

The children of workers today are being brought up amid influences that tend to perpetuate the present social order. The grave defects of the existing system—the defects that produce wars, poverty, misery, crime and injustices are not brought before the consciousness of the young in such a way as to produce in them a strong determination to eradicate them.

In many cases we find that the children of the workers do not understand the economic and personal problems of

their fathers and mothers, do not sympathize with their aims and aspirations, and do not appreciate the value and importance of their trade unions and their efforts in the economic field. In fact, they are frequently influenced to oppose the social and economic interests of their parents.

The Trade Union Movement aims to eliminate the monstrous injustices and inequalities of today and to transform society on a basis of justice and happiness for all.

The children of today are the citizens of the future. It is upon their understanding of social and labor problems that the realization of our dreams of a beautiful future based upon justice, friendship and co-operative effort depends. It should, therefore, be the duty of the trade unions to provide such activities for the education of the workers' children as will help to create in our children a clear understanding of our aims, a deep sympathy for them, an understanding of the lives and problems of their fathers and mothers, an appreciation of the work of trade unions, an understanding of the social forces which operate in social evolution and as will make them healthy, clear thinking, well rounded individuals, each a force for social betterment.

But we also realize that the most important factor in the development of a child is the mother. Her influence is paramount in directing the child's mind and interests along the proper lines. She moulds the future citizen. But her influence extends still further. In the economic struggles of the husband, it is the wife who helps him in his efforts. Strikes are won at home as well as on the picket line. Woman's vote is also an important factor in deciding on political and social issues.

We, therefore, recommend:

1. That the Incoming General Executive Board be instructed to take steps to provide such activities for the wives of the members of the I. L. G. W. U. as will help them train their children in the best interests of workers and of society as a whole.

2. That social activities be organized by the Education Department, in which they can meet and get to know each other, thus creating greater solidarity among them.

3. That activities be organized for the wives and children of our members which will keep them in touch with the methods of our Union in particular and the labor movement in general and will provide means for them to co-operate with activities of the I. L. G. W. U.

4. We propose that an effort be made to assist the children of our members to spend the summer vacation in camps in surroundings in an atmosphere that will tend to liberate their minds from dogma and fear, develop the critical and creative faculties and give them a thorough knowledge of conditions of life.

5. That our Union participate in any movement which will set for itself similar aims and goals.

6. That to assist in the achievement of these aims, our Union continues in its efforts to eliminate the curse of child labor in our country, and to use its best efforts to raise the age limit of compulsory education and the minimum age of child workers.

Your committee has received the following resolutions:

Resolution No. 126

Introduced by 13 Delegates from 7 locals

WHEREAS, the purpose of the National Council of Child Development, an association of labor men and women, educators and parents, is to create an organization for children and youth that will help them to develop a greater degree of self-dependence, acquaint them with the social and economic problems that face mankind and prepare them for the intelligent participation in the work of bettering society, therefore be it

RESOLVED, that the Seventeenth Convention of the International Ladies' Garment Workers' Union assembled in Boston requests the Incoming General Executive Board to co-operate with the National Council for Child Development in making their efforts a success.

Your Committee endorses this Resolution and hopes that the General Executive Board will carry out the spirit of this Resolution and will be effective in developing the National Council of Child Development.

Your Committee further commends our President and our General Secretary-Treasurer and some of our vice-presidents who, through their co-operation, were influential in organizing the National Council of Child Development.

Resolution No. 80

Introduced by Local No. 35.

WHEREAS, the progress of humanity depends greatly upon the mental, intellectual and physical development of the younger generation, and

WHEREAS, our present elementary education though of great service to the civilization and progress of our country, became somewhat mechanical in its methods and one-sided in its spirit, and

WHEREAS, the wealthy classes if dissatisfied with the educational methods prevailing in our elementary schools are bringing up their children in private institutions, having the material means for it, the children of our workers are compelled to attend the existing public schools, where they are being brought up in a spirit which is contrary to the times and aspirations of organized labor, and

WHEREAS, the I. L. G. W. U. has established an Educational Department to carry on educational work among its members, be it therefore

RESOLVED, that the Seventeenth Biennial Convention assembled in Boston recognize the urgent necessity of having introduced a proper method of education for the children of the workers, and be it further

RESOLVED, that the incoming General Executive Board make a study in the field of child's education of having installed our own elementary schools for our children and bring in a definite report to the next Convention.

Your Committee recommends the adoption of the resolution except the Second Resolve, which should read—That our delegates to the A. F. of L. Convention stand instructed to introduce resolutions and work for their enactment, to the effect that the Executive Council of the A. F. of L., in accordance with the report of the American Federation of Labor Committee on Education on Social Studies in the Public Schools, submitted to the Portland Convention in 1923, exert every effort to the end that, to the studies in our elementary public schools, should be added social and labor problems that will acquaint the children of the workers with the aims, aspirations, trials and tribulations of the Trade Union Movement.

Although your Committee, in sympathy with the Second Resolve, believes that the education of the children involves such an immense expenditure that this can be done only by the communities as a whole, we should use every effort to make the studies in our public schools to serve the best interest of society as a whole and not privileged groups.

In connection with this Resolution, our Committee wishes to express its appreciation of the study made by the Committee on Education appointed by the Executive Council of the A. F. of L., which

highly educational report appears in a pamphlet—LABOR and EDUCATION—and which was submitted to the Portland Convention of the A. F. of L.

From this report we are quoting the following:

"The American labor movement does not wish public education to be influenced by partisan bodies of any kind.

The persons most competent to judge in detail what should be taught are those who are themselves engaged in the educational profession.

The best protection, however, will come from the professional independence and adequate information of the teachers themselves. When teachers are adequately paid, well informed on current problems, and able through the power of organization to resist improper influence, the schools will be safe. The growth of the American Federation of Teachers is therefore the best means of public defense, since this organization is consistently and effectively working towards these objects for the rank and file of the teaching profession.

We full-heartedly approve of this statement.

COMMITTEE ON YOUNG PEOPLE'S TRADE UNION EDUCATION.

Fannia M. Cohn, Chairman.
Joseph Shapiro, Secretary.

B. Reiser	Morris Biell
Abe Korman	Wolf Weiner
H. Saltzberg	H. Rosenwasser
Wm. Cohan	J. Bernstein
Fannie Luchefsky	Joe London
Phillip Starkoff	J. Cablati
Max Weprinsky	Peter Li Causi
G. Shuchman	Louis Galinsky
C. Nizza	Louis Maggio
Jennie Firstmeyer	

A motion was made, seconded and unanimously carried to adopt the report of the Committee.

A motion made and seconded to extend a vote of thanks to the Committee on Young People's Trade Union Education was unanimously carried and a vote of thanks expressed to the Committee.

President Sigman: We have with us this morning a representative of the Workers' Education Bureau of America, Mr. Spencer Miller, Jr., secretary of that bureau.

Mr. Spencer Miller, Jr., President Sigman and fellow workers: I regard it as a very great privilege to be here this morning and speak briefly to you about the subject of workers' education, upon which your Committee on Education has rendered such an admirable report. I have listened with deep interest to that report and to its projected plans, realizing as I do, that the work that you have been doing for the past ten years is a guarantee of the character of your worker in the future.

One of the significant discoveries of our own time is that the idea is the dynamic centre of all effective action in the community. Education, whether within the trade union or without, represents the instrument whereby the idea becomes the conviction and rule of action of the individual. This is true for organizations as well as individuals.

Your International has evidenced its belief in this principle. Among the achievements at this 25th anniversary of your International Union should be listed conspicuously, the distinctive leadership to the movement of workers' education within the trade unions which your International Union has given. And it is in the thought of expressing the appreciation of the American Workers' Education Movement for that service that I have come here today as a representative of the Workers' Educational Bureau. In addition I do bring you our greetings and the felicitations upon this anniversary.

Your president has referred briefly to the way in which Workers' Education and the Workers' Educational Bureau has commended itself to the American Federation of Labor. I shall do no more than to say that in the three years and more during which the Workers' Educational Bureau has been in existence, we have not only received the cordial support of the Federation of Labor, but we have developed an organic relationship with that Federation whereby we are enabled at the present time to present to the working people of this country throughout their own trade unions, educational facilities which are concerned with the development of their own organizations, and with the problems of effective citizenship in the common. You will be interested to know, I am sure, that your International Union was the first international to affiliate with our bureau. Today we have in active affiliation with the bureau over 65 per

cent of the entire membership of the American Federation of Labor. Furthermore, the movement which you have done so much to promote is reaching out to a large number of local communities throughout the country. There are at the present time in thirty states of this country not less than 30,000 working men and women who are meeting together regularly in their study classes and in their workers colleges to give consideration to those social, economic, industrial problems which concern themselves as members of their own trade unions and members of the communities. And if it be true, as has been said many times, that the rise of the British Labor Party to power has been made possible in no small measure by the twenty years of active work by the workers educational movement in that country, you can see the effect of training an intelligent and responsible citizenship in the trade unions. Such a membership is an asset to any democracy. Some years ago Elbert Hubbard told the story of a disconsolate farmer who was walking along a road reflecting upon the difficulties that he had with his crops. As he walked along with his head bowed down, he stumbled upon a horse-shoe. He picked it up and said, "that is good luck; 7 years of good luck I am to have." He walked along forgetting all about his troubles. About fifty yards down the road he stumbled against another horse shoe. He picked it up, saying to himself, "A twice fortunata man am I." He gathered up the two horse shoes and walked along on in a merry mood. After he had gone a half mile longer he picked up a third horse shoe. "Good fortune has certainly smiled upon me this day," he said, and, walked on. A little further along the road he turned a corner. There, in front of him, he saw a junk wagon with a load of old horse shoes; the tail board had dropped down and the horse shoes were falling to the road. "The moral of that story," said Mr. Hubbard, "is this: one horse shoe is good luck; two are twice good luck, three horse shoes are thrice good luck; but a cart load of horse shoes is junk."

I think we have all too frequently been looking for that horse shoe. The American trade union movement however long since recognized the fact that organized self-help is a more effective guarantee for the future than looking around for horse shoes. During the last forty years they have relied upon advancing themselves through wages, hours and working agreements. New occasions

teach new duties. The old formulas will not suffice; education is essential. The trade union movement of the future, if it is to succeed, must gather unto its membership and unto its leadership a degree of education and understanding which will fit all trade unionists for their important duties. As President Gompers himself has well said, "Whatever progress the American labor movement makes in the future, depends upon an educational basis."

It is that thing, it seems to me, that your International Union has so effectively symbolized. If I may indulge myself in a prophecy, I should be inclined to say that one of the things for which your International Union will be remembered longest will be the way in which it has given its generous and whole hearted support to the movement for workers' education.

I shall close briefly, with three reflections on the effect of workers' education on the individual, on education and on the community as a whole. With the onrushing of our industrial development, the individual worker finds himself increasingly at a handicap. His personality seems to be submerged with the advance of the machine, I am not sure but that we shall discover that the workers' education movement is the one cohesive force that is going to make for the preservation and for the refreshment of the personality of the individual worker. In the field of education I am sure that the workers' education movement is going to bring back to our educational institution the vivid sense that education is not a thing which may be divorced from life but is concerned primarily with life and is an interpretation of life. And then thirdly, there is that larger service to the community as a whole, workers' education will not be for one class, but in the interests of the entire membership of the community. That, it seems to me, briefly, is the significance of your movement. Today you are adding a new distinction to your International Union by giving support to this program for the education of the youth of the working people of this country.

May I say again to you as delegates, and to you, Mr. President, that it is an unusual pleasure to come here today, to tell you something of what your support has meant to the workers' educational movement in your country; and I trust that the next twenty-five years of

your own movement may bring as many distinguished services to your members and to the community as have these past twenty-five years. (Applause.)

President Sigman: A good friend of ours is here who is very much interested in the same subject. The friend we have with us is one of the first vice-presidents of the International Union, one of the very first paid organizers in our International Union. He served a number of years and then he stepped out into the educational field. Later he was active in social life. I have the privilege to introduce to you Brother Philip Davis.

Brother Philip Davis greeted the convention and spoke of the advantage of looking back to the tremendous past history of the organization, and in a few well chosen words congratulated them on giving the educational committee such hearty support. (Applause.)

President Sigman: I will now call upon the Committee on Officers' Report to present its report.

Delegate Langer, chairman of the Committee on Officers' Report, presented its report as follows:

Report of Committee on Officers' Report

Mr. Chairman and Brother and Sister Delegates:

Your Committee on Officers' Reports has felt the great responsibility placed upon it by the convention in having been charged with the analysis and the passing of judgment on the activities of the chief executive officers of our organization and the manner in which our General Executive Board has carried out the matters of our last convention and also the various other measures which it has initiated and materialized.

The members of your Committee have approached their task from the point of view of workers and producers in our industry and have analyzed the report of the General Executive Board in that light. We feel that our officers, in whose custody our organization has been since May, 1922, have had a task of great responsibility to perform. We also recognize the fact that the last two years have been replete with hardships and economic and industrial difficulties. The economic crisis on the one hand and the internal strife promoted by outside inter-meddlers on the other hand, have made the task placed upon our officers extremely difficult.

There is another point of view, another perspective, through which your Committee has reviewed the work of the General Executive Board. In our minds was constantly the thought and idea that these two years of work of our General Executive Board round out a quarter of a century of the work of our Union, that this seventeenth convention is also the silver jubilee of our great International. We have convened to celebrate this great event in the city of Boston, a historic place where the first beginnings were made in the battle for freedom and humanity in America. It was an appropriate thing to have brought the jubilee convention to Boston, a city where we are constantly reminded of the first pioneers for human rights of this great nation and where we today honor the men and women who have either passed out of our ranks or who are still with us, fighting in our midst since the inception of our organization for more humane working conditions and for higher standards of life and labor for the workers in our industry.

Your Committee believes that this convention has all the reasons to congratulate itself and our members at large upon the able and manly leadership of our Union, past and present, and those of our officers who, year after year and decade after decade, have fought with us our hard battles in the front ranks and have contributed their best towards the elevation of our members to the present standard of conditions in our industry.

Twenty-five years is perhaps a short period when measured with the gauge of general history of mankind. But to us, twenty-five years have been a long and arduous span of time. We have gone, during this quarter of a century, through immeasurable hard fighting and suffering. It was due to the devotion of the men and women in our organization that we weathered the storm and today we can freely and gladly proclaim that all the efforts on the part of our enemies to destroy our organization, have met with complete failure. Our International Union today is a great power for good to every man and woman engaged in our industry. Its influence upon the lives of our workers is unmistakably strong, and we take pride in the fact that not only are we concerned with the welfare of our own members, but that, as an organization, we have taken part in every movement

for the betterment of fellow-workers and in every fight for human freedom and liberty in our country and abroad.

Your Committee has carefully examined the work performed by our general officers during the past two years. We shall now begin our comments and state our recommendations to you with reference to all the important chapters incorporated in the report of the General Executive Board. This report, as we stated above, recites every event of importance which took place in our Union during the past administrative term among which were a number of victories, but also several set-backs and failures. We shall touch upon them all impartially and with detached judgment, having in mind that even where we occasionally encountered defeat, such defeats have not discouraged the spirit and the aspirations of our members, but have left them ready to renew and continue their fight for economic freedom after a short period of truce has elapsed.

Resignation of President Schlesinger and the Convention at Baltimore

Your Committee desires to express its regret that Brother Benjamin Schlesinger was compelled by ill health to give up in January, 1923, the post of chief executive officer of our organization, which he has held with such distinction for almost nine years. Your Committee is mindful of the splendid achievements which he has accomplished for our members during the years of his presidency. Your Committee, however, is highly satisfied that Brother Schlesinger after leaving our organization, is today engaged in a branch of the labor movement, which keeps him in close touch with our struggles and fights for the betterment of the conditions of our workers. We hope that Brother Schlesinger will continue giving his valuable aid and counsel in time of need to our organization in the future as he has been ready to serve us in the past.

In connection with the resignation of Brother Schlesinger, your Committee wishes to compliment the General Executive Board for the action it has taken in calling, in February, 1923, a special convention in the city of Baltimore for the purpose of choosing his successor, thus giving the membership of our Union an opportunity to express their will in selecting the chief executive officer of our Union through their representative delegates.

The Cloak Industry of New York

The chapter of the cloak industry of New York in the report of the General Executive Board presents a detailed portrayal of conditions in this principal industry of our International, describing fully the problems which confront us today and the remedies proposed by the leaders of our Union for their solution.

We have read with absorbing interest the analysis of the present-day evils in the cloak industry of New York, its history for a number of years past, and the statement of the principal causes which have brought about the deplorable state of affairs that we are facing in it today.

Your Committee also paid its closest attention to the program of demands submitted by the International officers and sanctioned by all the cloak organizations in New York City as a series of changes to be incorporated in the new agreements to be concluded by our Union with the various cloak manufacturers' associations and the individual cloak firms in the city of New York. We desire to say that we unqualifiedly approve the program of the G. E. B. as submitted to the employers, which was prepared after a careful study of every important factor in the cloak industry, and the influence it bears on the work conditions of our members, and we regard it as a program of constructive measures which, if carried out, cannot help but improve the general condition of our workers as well as put the entire industry on solid ground.

Your Committee realizes that it is not a small task that is confronting the incoming General Executive Board, as well as the leaders and officers of the Joint Board of the Cloak, Skirt, Dress and Reeler Makers' Unions of New York in their endeavor to materialize its all important program. But your Committee also realizes that the membership of our great International Union has, during the past fifteen years been accustomed to meet big issues and fight for big stakes, and your Committee expresses its deep-seated conviction that, given the will and determination that all our members are only capable of, we shall put our industry on a wholesome and sound basis if all of us, moved by unity and solidarity, shall make up our minds that the task no matter how big must be achieved and the goal must be won.

Your Committee therefore, is heartily endorsing the action taken by the General Executive Board, recommends that this convention instruct the incoming General Executive Board to establish these industrial reforms in the cloak industry, and that the resolution proposed at this convention, endorsing such action, be unanimously adopted.

In speaking about the cloak industry of New York and the organization of our workers in this industry, your Committee cannot help speaking in terms of admiration of this great body of organized men and women—almost seventy thousand strong—the Joint Board of the Cloak, Skirt, Dress and Reeler Makers' Unions of the City of New York. This main central body of the organized ladies' garment workers of New York City, is beyond doubt the outstanding single organization, not only in New York, but in practically the United States. It is a model of efficiency, concentrated activity and unimpeachable management. Your Committee cannot refrain from mentioning in connection with this, that while the membership at large and the rank and file of the organization is the backbone upon which this wonderful labor body today is built, it no doubt owes a great deal of its prestige and smooth running power to such leaders as Vice-President Israel Feinberg, its General Manager, and Vice-Presidents Joseph Breslow, Harry Wander, Jacob Heller, David Dubinsky and Salvatore Ninno, the managers of its principal locals and departments.

A motion made and seconded to adopt the recommendation of the Committee in connection with the Program of Demands as submitted by the cloak and suit locals of the city of New York is outlined in part of the report of the Committee on Officer's Report. It was unanimously carried.

An Increased Per Capita

Your Committee approves unqualifiedly that recommendation of the General Executive Board that the International per capita be raised 5 cents per week.

In recommending this approval, your Committee desires to emphasize the fact that the activities of our International Union are continually increasing in volume, and as new activities are constantly being added to them, the work of the General Executive Board cannot be carried out unless the International Union is supplied with sufficient funds.

A motion was made and seconded to adopt the recommendation of the committee in connection with the increase of the per capita.

President Sigman: Are you ready for the question?

Delegate Cinamon spoke against the recommendation of committee, stating that a good many of the locals are now working under a deficit, and that inasmuch as the trade is in an unfavorable condition it would be a hardship to increase the dues of the members. He therefore maintained that the per capita should not be increased and that the dues should remain as at present.

Delegate Iandoli opposed the recommendation of the Committee for the same reason as Delegate Cinamon.

Delegate Ninfo upheld the recommendation of the Committee stating that it is true that the per capita tax of the International was at one time 2c and was thereafter increased to 5c, and later to 10c, and that perhaps in two or four years it may be thirty cents. He said that the two previous opponents to the recommendation did not mention that the ladies' garment workers were, in those days, when the per capita was two cents and five cents, working fifty, sixty and seventy-two hours a week and thereafter the working hours were reduced to fifty, later to forty-four and forty-two and that the wages then were only on an average \$15 to \$20 a week, and that the working conditions in the last five or six years in the United States and elsewhere have been improved 250 per cent. He continued, "We cannot carry on the organization campaigns in the different centres to increase our membership unless we make additional levies. If we have to make it even thirty-five cents to accomplish our ends, let us do it. Let us put our shoulders to the wheel and push the wagon even further and further." (Applause.)

Delegate Lyon spoke against the recommendation of the Committee maintaining that we should be more concerned with the immediate benefits accruing to the members rather than disbursing funds of the organization for campaign purposes to increase our membership.

Delegate Bleiman opposed the recommendation, pointing out that the unfavorable conditions prevailing in New

York did not warrant the increased per capita, and that the additional funds that would be raised thereby are not necessary at present for general strikes or for financing organization campaigns.

Delegate Goldin, of Local 17, and Delegate Weisman of Local 35, supported the recommendation of the Committee, maintaining that a large number of resolutions were adopted at this convention urging the incoming General Executive Board to carry on big and extensive organization campaigns and they would have to be provided with sufficient funds.

Delegate Greenberg, of Local 91, supported the recommendation of the Committee, pointing out that if, as some delegates had stated, the conditions prevailing in the trade were not favorable, it was the duty of the members to support the recommendation of the Committee for additional funds and for the increased per capita and thereby improve conditions.

Delegate Levy of Local 1, while admitting that we must carry on extensive organization campaigns, maintained that the increase of per capita was not the proper means for raising the funds for such work. He suggested that instead of \$4 tax levied at the last convention for organization purposes, it be increased to \$6, and, in his opinion, this would cover the organization work the International was going to undertake for the next two years.

Delegates Shapiro and Fish supported the recommendation of the Committee pointing out that inasmuch as there was no opposition raised yesterday when resolutions were adopted to raise funds for the Union and Sanitary Label, there should be no objection to this recommendation, and that since the locals could afford to increase the salaries of their officers, they certainly can raise the five cents per capita. They maintained that the organization campaign should be carried forward with increased vigor and for that reason the recommendation of the Committee should be adopted.

Delegate Freedman of Local 40 spoke in favor of the recommendation. He pointed out that the cloak makers of Philadelphia are paying dues of fifty cents weekly, whereas the dues of cloak makers of New York are only thirty-five cents. Still the Philadelphia cloak-makers, he said, were in favor of in-

creasing the per capita because they realized that if they wanted to get service they would have to pay for it. He said that we are in the same position.

Delegate Weinstein of Local 1 supported the recommendation, stating that the same per capita could not apply now as ten years ago since the conditions prevailing then were entirely different from what they are now.

Secretary Baroff spoke in favor of the recommendation of the Committee, emphasizing the fact that the expenses of the International were considerably increasing and that the present element is harder to organize than in 1910. He laid particular stress upon the importance of the union label. He expressed fear as to what the outcome might be if the recommendation of the committee were defeated.

Delegate Antonini spoke in favor of the recommendation, saying that he believed in sacrifice if by that sacrifice results were accomplished.

Delegate Sarraff, of Local 20 spoke in favor of the recommendation. Delegate Dubinsky of Local No. 10, in a strong appeal called upon the delegates to support the recommendation of the Committee.

Delegate Heller, in a few remarks, addressed himself to no individual or particular local, but to the convention as a whole, strongly recommending the adoption of the report of the Committee.

Delegate Mary Avrutsky spoke in opposition to the recommendation.

Chairman Langer, in a few words summed up the opinion of the Committee and urgently requested the delegates to act favorably upon the recommendation.

President Sigman sounded a note of warning that both sides had exaggerated conditions in their arguments, and suggested that they adhere more strictly to facts.

Following a call for the question, the recommendation of the committee was adopted by a vote of 225 against 39.

President Sigman: We will now interpret the regular proceedings for a moment. We have with us one of our beloved and best friends. He has been asking me for the privilege of extending the greetings from his organi-

zation to ours, but I have been holding him off. Today, however, I must submit to him, and it now gives me great pleasure to introduce to you Brother Zaritsky, President of the United Cloth Hat, Cap and Millinery Workers' of America.

Brother Zaritsky was greeted with applause.

Brother Zaritsky: Friends, now that you have decided to tax your local treasuries, I want to say that it will be but fair for me not to tax your patience. I shall heed that warning given to me only yesterday and not give you an opportunity of finding me guilty of improper conduct. (Laughter.) I shall, therefore, be as brief as possible.

In reading through your report I find that you have quite a number of problems to solve at this convention. This is nothing unusual. The interesting part of it is that some of the problems are the same as we ourselves are facing today. The Cap Makers are facing some of the problems you are confronted with. One of them is the problem of gaining more and greater control of the shops, gaining more control of the trade, where the one who is least responsible in the industry benefits the most. We have elements in our industries, whether in the ladies' garment, or hat, or cap, or men's garments, who derive most of the profits and benefits of the industry and carry no burdens whatsoever. They have nothing to do with the production of the garments or caps, nothing to do with the capital, but who reap all the gain from it. And your problem today, as I understand it, is to find a way how to gain control over them. Ours is the same problem.

The jobbers' problem is not unique and not limited to our trades. It is part of the system where wealth has a greater standing before the law of the land than human effort, human labor; where wealth has its definite, specified, legal value and human labor has not; where dividends are fixed by law and guaranteed on capital, but no dividends on human labor are guaranteed or fixed by any agency of the government or of society. It is the conception of that philosophy more than anything else that we are fighting day in and day out. And in this struggle of one conception against the other, of the philosophy of human labor, human effort, as against capital, your organization as part of the great labor movement stands

out as one magnificent monument, stands out as a challenge to all the forces of greed, forces of reaction, forces of exploitation.

There are some who are rather impatient with the progress made by the labor movement in America. To such I say just look back twenty-five years, back to the situation that the cloak maker found himself in twenty-five years ago. The International owes no apology for its existence, for its activities, for its policies, for its methods. The history of the International for the past twenty-five years speaks for itself. Let the impatient, let the cynic, let the foe of the International just go through these pages of its history and he will find an answer to any question he may ask.

Friends, in conclusion and in bringing to you the hearty greetings of the organized Cap Makers and Millinery Workers on the occasion of your Twenty-fifth Anniversary, which is only the beginning of your organization, let me express the wish and hope that you will open another glorious chapter of new achievements and accomplishments for your organization, and through your organization for the labor movement as a whole, of which you are a part, and for the final triumph of the forces of human progress. (Applause.)

At 1 p. m. the session adjourned to reconvene at 2:30 p. m.

Eleventh Day—Afternoon Session

Friday, May 16, 1924

The eleventh day, afternoon session was opened at 2:30 p. m. at Convention Hall, President Sigman presiding.

President Sigman called upon the Chairman of the Committee on Officers' Report to continue the report of the committee.

Delegate Amdur, Secretary of the Committee proceeded with the report.

The Cloak Locals of New York

With deep interest we have read the report submitted by the General Executive Board on the activities of the locals comprising the Joint Board of New York. While we have every reason to be proud of the achievements and growth of these local unions, we regret to note that Local No. 9, instead of giving their fullest at-

tention to the interest of their members, drifted away to certain other activities, which are foreign to our organization, thus neglecting the trade problems confronting their members. They have permitted themselves to be led astray by persons who have no concern for the hardships and problems of our Union.

Your committee therefore recommends that the incoming General Executive Board pay its closest attention to Local No. 9 especially, that it should again function properly and be restored to its place among the active locals of our Joint Board in New York.

With reference to Local No. 82, your committee is of the opinion that in all future agreements with the various manufacturers in the trade, the interest of Local No. 82 should be safeguarded.

President Morris Sigman and Secretary Abraham Baroff

Your committee also desires to convey to the convention its unanimous feeling of admiration and esteem which it deems its privilege and pleasure to express towards the remarkable record in office made by our President and Brother, Morris Sigman.

From the first day Brother Sigman entered upon his duties, in February, 1923, when he was at once confronted with the big strike of the dressmakers in New York, which he settled in the course of a few days on terms highly satisfactory to the workers, and all through the fifteen months he has been occupying the office of president of our International Union, he has displayed leadership, courage and ability in carrying out every undertaking and move decided upon by our organization. His personal magnetism and true humane attitude to all who have come in contact with him has gained for him a great host of friends and well-wishers, which is, no doubt, one of his great personal assets and qualifications.

As we stand today on the threshold of great events in our organization, your committee feels that with such a leader as President Sigman at the helm, our cause is in good hands and we can face the future calmly, hopefully and serenely.

Your committee has studied very keenly the excellent work and the account of service rendered to our International by General Secretary Baroff, as reflected both in the general report and in the financial report of the General

Executive Board. And your committee desires to go on record as highly commending his activities to this Jubilee Convention, as of the chief financial officer of our International Union, for the able manner in which he has handled our financial affairs, despite the fact that often, very often, he was confronted with difficult problems in this field which required a great amount of patience, resourcefulness and tact to overcome.

But Brother Baroff has been not only the General Secretary-Treasurer of our International Union in the strict sense of the term. He also acted continually in a responsible executive capacity, in helping settle strikes, carrying on negotiations with employers, attending innumerable conferences of all sorts, and representing our International ably and tirelessly on many other occasions. This executive work, during the last term, took him to widely separate parts of the country, going from the East to the Pacific coast, Canada, Boston, Chicago on missions for our International which he has performed in an eminently satisfactory manner.

The Dress and Waist Industry of New York

Your committee has with keen interest examined the report of the gains and achievements of the Dressmakers' Union of New York, in their last strike. Your committee is glad to notice that the dressmaking locals have championed the cause for a forty hour work week. This gain of the dressmakers will surely have its effect on other trades.

Your committee also took cognizance of the fact that the General Executive Board has at last brought about the merging of the dressmakers of Local No. 23 with those of Local No. 22, and the pressers of Local No. 60 with those of Local No. 35, which was a problem to our International for many years, and which has finally succeeded in affiliating the dress industry with that of the cloak, skirt and reefer makers' unions, which is now known as the Joint Board, of the Cloak, Skirt, Dress and Reefer Makers' Unions, of New York.

The Cloak, Dress and Waist Makers of Philadelphia

We are glad to mention the fact that although the Joint Board locals of Philadelphia have been considerably weakened due to the evolutionary change that took place in our industry as a whole and in

Philadelphia in particular, nevertheless, we find that our unions in Philadelphia are maintaining their positions and have survived and are now counted among our best organized local unions.

We have carefully gone over the report of the Executive officers pertaining to the dress and waist makers of Philadelphia, Local No. 50. The bitter struggle which this organization has carried on for 26 weeks is still fresh in our memories, a struggle which has compelled our sisters and brothers to retreat and declare a truce with their employers. We are, however, glad to see that the truce has not lasted very long. Due to the strenuous efforts of our general officers, the workers of that particular industry again enjoy union conditions.

Your committee is of the opinion that the incoming General Executive Board exert all its efforts to regain the same foothold and influence for this organization, as it had heretofore. Philadelphia, during the last few years, was unfortunate in being confronted with the same internal destructive element as some other locals of our International. At one time it has threatened the very foundation of these unions. Thanks to the firm stand taken by the General Executive Board, together with Max Amdur, the manager of the Philadelphia Joint Board, and in conjunction with the active and loyal members of the rank and file, this element was effectively hindered in its dangerous and destructive activities, carried on by them amongst the cloak and dress makers in the city of Philadelphia. The General Executive Board was, at that time, compelled to reorganize the cloak operators Local No. 2, which is now Local No. 40, and the waist and dress makers Local No. 15, which is now Local No. 50.

We want to commend the action of the General Executive Board and we are rejoicing over the fact that sane and sound union methods are applied today in our Philadelphia organizations in order to obtain better conditions for their members.

Delegate Wishevsky: I disapprove of the recommendation of the committee because these workers in Philadelphia didn't understand the order of the General Executive Board. Discipline is one of the most important matters in an organization, to the Philadelphia workers, but I feel that an injustice has been done to them. They were workers who devoted all their time and energy to the

organization; such action should not be taken against them.

Delegate Rosenberg: The question is whether the General Executive Board has acted within its rights to discipline members and Delegates Wishevsky stated that he believes in discipline.

Delegate Sarraff opposed the recommendation of the committee, stating that the discipline resorted to by the General Executive Board in regard to house members was too severe.

Delegate Winick supported the recommendation, maintaining that the Executive Board assumed the proper attitude in disciplining those members, that it was absolutely necessary to preserve unity and harmony in the organization and to prevent the possibility of the International being undermined.

Delegate Sarah Shapiro opposed the recommendation stating that the work of the International should be to organize and not to reorganize. Disciplining the members, she said, is very well, but depriving them of their means of livelihood is absolutely unreasonable.

Delegate Houstock, of Local 66, and Delegate Finkelstein opposed the recommendation, stating that the Philadelphia members were among the most loyal of the organization and that they rendered great services to the International in picketing, etc. Delegate Houstock stated that those members complied with the order of the General Executive Board but they did not agree that its decision was proper.

Delegate Durdick supported the recommendation of the committee, stating that the Philadelphia members belonged to the left wing and did all in their power to undermine the organization until the General Executive Board had to resort to reorganization.

Delegate Becky Stein spoke in favor of the recommendations saying that the reorganization saved the locals in question.

Delegate Reisberg, in defending the report of the Committee referred to the reorganization as the climax to a chain of circumstances and conditions. He said that no one was desirous of reorganizing the locals in Philadelphia, but that it was resorted to as a last measure.

Delegate Amdur, the secretary of the committee, briefly summed up the com-

mittee's attitude. He denied the fact that the reorganized locals were weakened as a result of the action taken by the Board and stated that several hundred members had come back into the fold since the reorganization. In conclusion, he said that thanks were due to the energetic stand taken by the General Executive Board and to President Sigman for having saved the future of our organization in Philadelphia.

The previous question was called for, following which the recommendation of the committee was adopted by a vote of 204 against 26.

Chairman Ninfo: We will now interrupt the committee on Officers' Report because we have with us as one of our guests a representative of the Brewers' Union who desires to address the convention. I have the honor to introduce to you Brother Albert G. Kugler.

Brother Kugler was applauded.

Brother Kugler: Mr. Chairman and Friends, your ovation proves to me that our cause has friends in this house. On behalf of our organization, I extend to you our hearty greetings and hope for your continued and everlasting success. The organization I represent is one of the pioneer labor bodies in the labor movement and it has been a continuous success until we were confronted with the 18th Amendment. I just want to discuss the difficulties confronting us. We want a modification of the Volstead Act. The Volstead Act is a falsehood. We are having hearings in Washington at the present time. We are proposing to enact a bill that will consider a 2.75 beverage non-intoxicating. I am satisfied that 2.75 appeals to you and I ask you to support us in this legislation.

A motion made by Delegate Prinsant that our delegates to the Federation of Labor convention be instructed to bring in a resolution recommending the repeal of the 18th amendment was seconded and unanimously carried.

Chairman Ninfo: The committee on Officers' Report will continue.

Delegate Langer, Chairman of the committee on Officers' Report continued with the report of the committee as follows:

Your committee reports on the following four resolutions, numbers 49, 87, 11, and 32.

Resolution No. 49

Introduced by some delegates of Locals Nos. 22, 25, 38, 49, 81 and 100:

WHEREAS, Our Union, as an economic organization, consists of workers of all shades of opinion, and

WHEREAS, The General Executive Board of our Union has issued a ruling against the Trade Union Educational League and as a result of this ruling a number of members have been expelled or suspended from their rights of membership in the I. L. G. W. U.

WHEREAS, The disfranchised and expelled members have by their deeds proven their loyalty and devotion to the labor movement and the aims and purposes of the I. L. G. W. U., therefore be it

RESOLVED, That this Seventeenth Convention goes on record against the approval of the above mentioned ruling of the General Executive Board or any other measure to the same effect introduced at the Convention and be it further

RESOLVED, That we instruct the incoming General Executive Board and Local Unions, to reinstate unconditionally with full rights of membership all members expelled or abridged in their rights on the ground of the above order of the General Executive Board.

Resolution No. 87

Introduced by delegates from Locals Nos. 91, 104, 100, 5, 18 and 54.

WHEREAS, A union is a labor organization composed of members of one economic class but of varying shades of opinion, and

WHEREAS, the adopted policy of the General Executive Board of the I. L. G. W. U. of outlawing the Trade Union Educational League and declaring it a dual organization has resulted in the expulsion of eleven members of the Chicago locals and their removal from their jobs merely for their opinions and the depriving of members of their constitutional rights because of sympathy with the expelled, and

WHEREAS, this policy has brought with it a great distrust of our officers, disharmony in our ranks, and a discrimination against members that led employers to take advantage of our workers in the shops, therefore be it

RESOLVED, that we, the undersigned of the Chicago delegation, go on record against the policy of expelled members for their opinions and in favor of reinstating the eleven members to membership with full rights as old members, and be it further

RESOLVED, that the Seventeenth Convention of the I. L. G. W. U. reverse the decision of the General Executive Board and reinstate all expelled members within the I. L. G. W. U. without any conditions, remove fines and stop all discrimination.

Resolution No. 11

Introduced by delegates of Local 38.

WHEREAS, Local No. 38 went on record in accepting the "Expulsion" order of the G. E. B. under protest, and

WHEREAS, by its action of expulsion the G. E. B. has discriminated against some of the most active, devoted, militant and idealistic element in our union merely be-

cause they held different political views than that held by the G. E. B., and

WHEREAS, a union is naturally composed of members who have different political viewpoints, different opinions about forms of organization that they deem best for the welfare of the membership, and

WHEREAS, the "expulsion" order issued by the G. E. B. is a direct contradiction to our constitution, to any moral law or conception of any working organization, and

WHEREAS, a union of workers must tolerate the creeds and beliefs of every member, because freedom of self-expression is the foundation upon which a labor union is built, and is the only sure guarantee for unity and progress. In the name of the loftiest principle upon which our union was built, and in the name of the inviolable sacred rights of men, be it

RESOLVED, that this Seventeenth Convention disapprove the action of the G. E. B. and immediately repeals the "expulsion" order and grant unconditional reinstatement to all members discriminated against because of this order, thus demonstrating before the members of the I. L. G. W. U. and the organized labor movement as a whole, that in our union there is no room for suppression.

Resolution No. 32

Introduced by delegates of Local No. 49:

WHEREAS, the following members of the International Ladies' Garment Workers' Union, namely,

	Local
A. M. Kuclewsky	5
J. Goldman	5
H. Fogal	2
I. L. Davidson	81
Clara Gabia	100
Dora Lipschutz	100
Jennie Swaris	100
M. Cohen	104
I. Litwinsky	18
J. Terry	18
N. Boman	18

were expelled from their respective locals by the International for alleged misconduct towards their respective locals, such as, belonging to an organization, which is supposed to be detrimental to the best interests of the International, and

WHEREAS, it has been proven that the Trade Union Educational League is not a dual Union, but an organization which is aiming to bring about a class-conscious and educated rank and file that will be ready and able to carry on the class struggle in the future, and

WHEREAS, it has been proven during the strike of their respective locals in Chicago, that the above-named members were actively engaged in helping the strike to the best interests of the International, thereby proving their loyalty to their respective locals and fellow members, notwithstanding the fact that the said expelled members had no voice nor vote in the calling of the strike, and

WHEREAS, there is no rule in the constitution of the International forbidding its members to belong to any organization they may choose, be it therefore

RESOLVED, that the expelled members be reinstated in their respective locals with full rights as members.

The Committee proposes the rejection of these resolutions.

The recommendation of the Committee was put to a vote and carried.

Cloakmakers of Chicago.

We have carefully examined the activities of the Chicago Joint Board of the Cloak and Dressmakers' Unions, and we feel that our International has not failed to give its undivided and utmost attention to the great problems that have confronted that particular territory for the last two years.

From the report of the General Executive Board we learn that the Joint Board in Chicago still maintains its position and is loyally aiding the dressmakers in their present strike against their employers. This strike is not the first strike which our sisters and brothers of Local No. 100 are conducting against their employers. We can still remember the heroic battle which this organization has fought in 1917 to establish Union conditions. The Union is again measuring its strength with the employers.

Your Committee recommends that all assistance available be given by the incoming General Executive Board to them in order to bring this strike to a successful end.

Upon reading the report of the General Executive Board we find that the locals of the cloakmakers and dressmakers in Chicago are not being omitted by the internal destructive element. Instead of assisting the organization in its troubles; instead of helping their co-workers in their daily struggles for better human conditions, this element has made an attempt to create dissension and animosity among the members. They have, however, failed, due to the able leadership of Vice-President Perlstein and the co-operation extended to him by the members of the cloak and dressmakers' locals, who have their organization at heart.

Our Convention should heartily endorse the action taken by Vice-President Perlstein in accordance with the instructions of the General Executive Board in eliminating this treacherous element from the organization, which element sought the destruction of the organization in Chicago, which was built with the sweat and blood of the Chicago cloak and dressmakers.

In connection with the present strike in Chicago, your Committee recommends that a telegram of thanks be sent by

this Convention to the State Federation of Labor, the Chicago Federation of Labor and to the other labor organizations for their assistance rendered to our organization in our present struggle against the the Chicago waist and dress manufacturers.

New York Waistmakers

Your Committee, in summing up the situation of the waist industry in the city of New York, as submitted in this report, is glad to note that this industry is reviving and that Local No. 25 is now able to carry on a much greater activity among the workers for a strong organization.

We have reason to believe that in the near future Local No. 25 will again be counted among our strongly organized locals.

Joint Board and Joint Councils

In connection with the above chapter in the Officers' Report, we have received the following resolution:

Resolution No. 29

Introduced by the Joint Executive Council of Miscellaneous Trades, and by Delegates of Locals Nos. 6, 90, 91, and 132:

WHEREAS, the General Executive Board of the International Ladies' Garment Workers' Union has recommended to the locals of New York outside of the Joint Board of the Cloak and Dress Industry to organize a Joint Executive Council, and

WHEREAS, such Joint Executive Council of Miscellaneous Trades in New York has been organized, and

WHEREAS, the aim and object of this Council is to bring about a closer and more harmonious relationship between the various miscellaneous locals and to jointly carry on organization campaigns for all its affiliated locals, and

WHEREAS, such campaigns and activities can only be met with success providing all locals of Greater New York not affiliated with the Cloak and Dress Joint Board join this Council, therefore be it

RESOLVED, that this Seventeenth Convention of the I. L. G. W. U. approve the formation of this Council and instructs the incoming General Executive Board to see to it that all locals of the miscellaneous trades of Greater New York which are not affiliated with the Joint Board of the Cloak and Dressmakers' Union immediately after the adjournment of this Convention affiliate with the existing Council of the Miscellaneous Trades, and be it further

RESOLVED, that the incoming General Executive Board stands instructed by this Convention to give to the Joint Executive Council of Miscellaneous Trades all its a-

nancial and moral support in order that the council may be able to successfully accomplish the object for which it was organized.

Our Boston Locals

We congratulate our International Union, as well as the active men and women, members of our Boston Unions at the outcome of the strike in the dress industry.

Your Committee, upon going over this report, realizes that under the circumstances the Boston dressmakers scored a victory.

Your Committee is also of the opinion that the incoming General Executive Board be instructed to see to it that the decision reached by the former General Executive Board, that Local No. 49 should become a part of the Boston Joint Board, is complied with.

We are also glad to make mention of the fact that in all the past troubles and activities within the last two years in the life of the organization of the dress and cloakmakers in the city of Boston, Vice-President Monosson was always active and has contributed a great deal towards its success.

The Cloakmakers of Baltimore

In reviewing the situation in Baltimore, we find that the organization in that city has still a great deal of work to do in order to have a solid organization.

The incoming General Executive Board will surely take cognizance of that fact. We are gratified to find that Brother Sol Polakoff, who is managing the affairs of our Baltimore organization, is again active in the ranks of our Union.

Our Canadian Locals

It is a source of gratification for your Committee to note that the cloakmakers of Toronto, through the aid and able leadership of Vice-President Sol Seidman, together with the active support of members of that city, succeeded in restoring their organization to a state of live activity. However, the situation in Montreal is not very encouraging at the present moment. We, therefore, heartily endorse the recommendation of the general officers that an energetic organization campaign be carried on in these two cities simultaneously, with the assistance of the General Executive Board. We are of the opinion that, if this course is pursued, it will not take

very long and Montreal will again be organized.

Cleveland and Toledo

In considering the chapter in the report which deals with the organization in Cleveland, we are gratified to learn that the Union in Cleveland is very active and is continually endeavoring to better the conditions of the ladies' garment workers in that city.

From the report of the General Executive Board, your Committee realizes that the Toledo cloak market, which is not far from Cleveland, if it should be left unorganized, will remain a very serious menace to the latter's market. Besides the fact that the cloakmakers in that city have gone back to a period of slavery and subjugation, their condition also affects the working and living condition of the cloakmakers in the neighboring cities. We are extremely glad to see that the general officers have not overlooked the importance of bringing the Toledo problem to the attention of this Convention.

In view of the above, your Committee recommends that the incoming General Executive Board not spare any efforts to bring back Toledo as an organized center.

New York Raincoat Makers

We are glad to note that Local No. 20 is active in obtaining better conditions for its members and we also want to compliment the action taken by the General Executive Board in ousting Mr. Waxler from the office. This action was taken in co-operation with Brother F. Freedman, former secretary of Local No. 20.

The Out-of-Town Organization Department

The report touching on the work of the Out-of-Town Department is an additional chapter and an outstanding feature in the progress made during the past two years. It was always the aim of our International that every worker engaged in our industry be organized and enjoy the benefit of unity and organization. We are glad to note that, due to the activity of our International in the various out-of-town localities, very substantial results have been brought about in this field.

Due to the efficient work of this department under the guide and leadership of Vice-President Jacob Halpern, our

large family has been increased and many new members who have pledged allegiance to our organization are welcomed within our ranks.

Your Committee hopes that the men and women who represent the out-of-town locals at this convention will continue their activity in organizing those who are still outside of our Union and who do not as yet realize the value of organization.

Your Committee recommends that the incoming General Executive Board should give all its support to these newly organized locals and their workers in order to make these organizations as strong and as effective as possible.

Your Committee also desires to express its thanks and appreciation to the staff, which has assisted the Out-of-Town Department in its work.

Pacific Coast

Los Angeles, San Francisco and Seattle

In summarizing the report of the General Executive Board on the locals of the Pacific Coast, we find that considerable work has been done there by our General Office during the past two years. Although their efforts did not meet with success everywhere, especially in San Francisco, still it is our opinion that we have every reason to be proud of the heroic fight which our sisters and brothers of San Francisco have carried on against the employers on the "open shop" question. Although the strike has been lost, we believe that the splendid effort of the San Francisco workers has not been in vain.

We all realize that when the opportune time will present itself to the International and to establish union conditions in that city and territory for the workers engaged in the ladies' garment industry, it will not hesitate, but will act.

Your Committee cannot complete its report on the Pacific Coast without expressing its thanks and appreciation to Vice-President Lefkowitz for the work he has performed in the strike at Los Angeles.

Our Italian Workers and Anti-Fascisti Campaign

We are exceedingly glad to note the remarkable success and progress of the Italian members in our International.

In connection with this, we find a chapter devoted in the report, to the Anti-Fascisti Campaign conducted by our Italian brothers. We also note the action taken by our International Union through its delegates to the American Federation of Labor Convention in getting the endorsement of the largest assembly of labor in the United States to help check the progress of this destructive and reactionary activities of that organization.

Your Committee heartily endorses the stand taken by the general officers and we urged them to continue giving their support to the Anti-Fascisti movement in the future.

Employers Doing Their Own Cutting

The following resolution has been received by your Committee, appearing on page 142 of the daily proceedings:

Resolution No. 121

Introduced by the delegation of Local No. 10.

WHEREAS, the ladies' garment industry as it is constituted mainly consists of sub-manufacturing establishments, and

WHEREAS, we find that a large number of the so-called sub-manufacturers have repeatedly violated agreements entered into with our organization, the chief violation being the performance by the employers of their own cutting, and

WHEREAS, the condition has developed to such an extent that it has become a very serious menace to the ladies' garment cutters as a result of increasing unemployment to greater proportions, therefore be it

RESOLVED, that this Seventeenth Biennial Convention hereby instructs the incoming General Executive Board to see to it that upon making agreements with employers, a supplementary provision be inserted especially dealing with this phase of the regular agreement, and that provisions shall be made requiring the employer to deposit a special security for the faithful performance pertaining to employers who do their own cutting of this supplementary agreement, and be it further

RESOLVED, that in the event of the violation of this supplementary provision, the special security so deposited shall be forfeited as liquidated damages and as a condition for the resumption of contractual relations, the employer shall be required to reimburse the Union an amount equal to the damages suffered.

Your Committee recommends that this resolution be referred to the incoming G. E. B.

Aid to the Miners

We note in the report of the General Executive Board a chapter devoted to the miners' strike. We are glad of

the fact that our International has extended a helping hand in the great battle of fighting army of the miners in their trying hours. The assistance which our International has given them had its effect upon the entire American labor movement. The miners, together with all other internationals, feel that our International is entitled to the position it holds today within the ranks of the American labor movement. For this much credit is due to our general officers and the response and cooperation of our membership at large.

Your Committee realizes that this matter is a very complicated one. Your Committee, therefore, is of the opinion that this be left to the discretion of the incoming G. E. B. and that the latter body exercise its constitutional rights when essential.

Committees of the General Executive Board

Your Committee cannot refrain from expressing its gratitude for the work performed by the various standing committees composed of members of the General Executive Board during the last two years. After reading though this report we find that everyone who has been charged with a duty in the work and functions of our organization has sincerely and honestly performed his duty to the best interest of our International.

Your Committee therefore recommends that a vote of thanks be extended to them by this convention.

New York Designers

Your Committee heartily agrees with the opinion expressed in the report of the General Executive Board concerning the designers of Local No. 45, in the ladies' garment industry in the City of New York.

Left Hysteria

Your Committee has considered fully the chapter on the Left Hysteria in our locals, the events which led up to it and the measures taken by the General Executive Board to combat it.

Your Committee is fully mindful of the difficulty of the task which confronted the General Executive Board in dealing with this insidious attack upon the stability of our organization, an attack which was all the more dangerous because it was engineered by sinister influences from the outside, and made

an alluring appeal to a certain element among our workers by the fact that it was dressed up as a "revolutionary" enterprise.

The General Executive Board has met this attack squarely and unflinchingly, as befits the leaders of a great organization like ours. It has laid down the law that the business of managing our Union is the task and duty of our Union itself and not of outsiders, and under no circumstances will it tolerate dual allegiance and dual unionism within our organization. The General Executive Board, by its courageous stand, has made history for our labor movement in this respect, for which every true friend and well wisher of unity and solidarity of the working class shall always be thankful to it.

Your Committee recommends that this Convention go on record as fully approving the stand and ruling of the General Executive Board with regard to the Left Hysteria in our locals, as a line of action which is not only fully justified by the emergency situation which confronted our International Union, but which was made imminent and imperative by the funds which preceded it, as vividly told in the report of the General Executive Board.

Your Committee recommends full approval of the action of the General Executive Board.

When the matter was put to a vote, the recommendation of the Committee was carried, 202 voting in favor of it and 32 against.

Organization Work Among Negro Workers

We note that during the last few years the Negro worker is becoming a factor in the various branches of our industry. We endorse the stand taken by our International, in supporting the agencies which carries the message of trade unionism to the Negro workers.

Your Committee recommends that the incoming General Executive Board exercise the same policy as heretofore towards organizing the Negro workers, in our industry.

Immigration

Your Committee has considered fully and from every angle the problem of immigration, and desires to offer the recommendation that the convention go on record as reaffirming the former

policy of our International Union with respect to this highly important question.

The policy of our International is clearly reflected in the resolution on immigration proposed by our delegates to the American Federation of Labor convention in Portland, Oregon, in October, 1923, and your Committee recommends that this convention endorse this resolution in spirit and letter.

Educational Work

Your Committee recommends the approval of this recommendation.

New Homes of Our Organizations

We are proud of the fact that the above-mentioned organizations have established themselves in their own homes and this in itself marks the progress of our Unions.

Recommendations of the G. E. B.

Your Committee, after careful study, recommends that all the recommendations submitted by the General Executive Board, six in number, be approved by the Convention and carried out in practice.

Upon motion, the recommendation of the Committee was carried unanimously.

Needle Trades Workers' Alliance

Your Committee, reviewing the chapter pertaining to the Needle Trade Alliance, is in full accord with the General Executive Board with the mention made on this subject matter.

Our Publications

We heartily endorse the Russian column introduced in our weekly publication, to acquaint the Russian speaking members with the problems of our organization.

Your Committee recommends that this convention congratulate our editor-in-chief, Brother S. Yanofsky, on his sixtieth birthday, wishing him many more years of happiness and activity in the labor movement.

We also desire to express our appreciation which carry the message of love to Brother Max D. Danish, managing editor of "Justice," Brother R. Rende; Brother L. Finkelstein, as well as all the writers and contributors, who have contributed towards the success and progress of our weekly publications, and thereby educating our large membership and acquainting them with their duties and problems of our great International Union.

The History of Our International Union

In connection with carrying out the mandate of our last convention, your Committee desires to commend the General Executive Board on their selection of the eminent scholar, Dr. Louis Levine, to write up the history of the International. From the outline and synopsis submitted to the delegates at this convention, we find that this work will not only be of great historic value, but will also be a source of great knowledge to our leaders, members and the labor movement as a whole.

Vote of Thanks

Your Committee recommends that a vote of thanks be extended by the delegates assembled at this Convention to the Arrangements Committee appointed by the General Executive Board, as well as the Local Arrangements Committee, for their courtesies extended to the guests and delegates to this Convention.

The Committee further recommends that the Convention express its gratification for services rendered to our organization in the form of a token of appreciation to all the members of the General Executive Board, including President Sigman and Secretary Baroff, and to Brothers Yanofsky, Danish, Rende, Finkelstein and Wolf, and that Brothers Fish, Pinkofsky, Langer, Freedman and Leventhal act as a committee to decide upon and fix what token is to be given the above-mentioned brothers.

The Committee further recommends that the Convention express its appreciation in the form of a token to all those ex-officers of our organization who have been invited to attend this Convention, and that the same committee, consisting of Brothers Fish, Pinkofsky, Langer, Freedman and Leventhal, be given the discretion to decide upon the

form this token is to be rendered to them.

This concludes our report.

Fraternally submitted,

COMMITTEE ON OFFICERS' REPORT

Louis Langer, Chairman
Max Amdur, Secretary

Abe Rosenberg	Hyman Greenberg
Chas. Krevindler	L. Pinkofsky
L. Levy	Isidore Friedman
D. Schwartz	I. D. Giacomo
L. Hyman	Sam Winick
Joseph Fish	Yetta Malofsky
Hyman Newman	M. Ashbes
S. Friedman	L. Antonini
M. Leventhal	Fannie Schwartz.
S. Friedman	

Delegate Nagler: I move this Convention go on record thanking the Committee on Officers' Report for the work they have done.

The motion was unanimously carried.

Chairman Ninfo: The Committee on Resolutions will now submit its report.

Delegate Heller, chairman of the Committee on Resolutions, read the report of the Committee as follows:

The first resolution that was referred to us is No. 113, appearing on page 139 of Seventh day's proceedings:

Resolution No. 113

Introduced by the New York Cloak and Dress Joint Board.

WHEREAS, the conditions prevailing in the cloak industry of New York have led the General Executive Board, and all the cloak locals in Greater New York to adopt and endorse a program of demands to be made a part of the next agreement with all the employers' associations in the cloak industry in New York, and

WHEREAS, these demands are of the utmost importance to the welfare of our workers and their adoption in the industry is vitally necessary to the tens of thousands of men and women engaged in the making of cloaks, suits and skirts, and

WHEREAS, the negotiations so far conducted with the employers' organizations have made no headway and it is quite likely that a general strike in the industry might become necessary to carry out these industrial reforms into practice, be it therefore

RESOLVED, that the Seventeenth Jubilee Convention of the International Ladies' Garment Workers' Union give its sanction and fully authorize the General Executive Board, together with the Joint Board of the Cloak and Dress Unions in New York, to declare,

if necessary, a general strike in the cloak industry of New York to exact these highly vital reforms for the life interests of the cloak makers of New York and the country as a whole.

Concerning this resolution your Committee wants to say the following:

The cloakmakers of the City of New York are now confronted with a series of problems, the like of which are not known in the entire history of our International Union. In the last twenty-five years—the cycle which we have now completed—the cloakmakers as well as the rest of the great membership of our International Union, waged their struggles along the lines of recognition as organized workers, coupled with the achievements of shorter hours, better weekly scales and more humane treatment. This achievement was a task certainly worthy of the struggles and sacrifices of our great membership in the past twenty-five years. During the past years of our existence the International has grown in number, in strength, in influence in our own industry, in the industrial life of the country and to a great extent in the life of the workers of the entire world. For these achievements we can all be proud and congratulate ourselves for the glorious pages written in the history of the labor movement of the world.

But greater and more serious problems are now confronting our organization as a whole and the cloakmakers of the City of New York in particular.

The problems can be expressed in but a few words: Responsibility of management for the lives and welfare of the workers in their employ. The cloak industry of New York is mismanaged. The industry is over-expanded, broken up in unbelievably small units and as a result of this incompetency of management and unscientific method of carrying on the affairs of this industry—the workers are paying the price of suffering in pain and humiliation, repeated periods of unemployment and starvation. This system of irresponsibility must go! The workers of our International will tolerate it no longer!

The cloakmakers of the City of New York are at present faced with the problem how to break down the old concepts of business management now prevailing in the ladies' garment industry. The employers still cling to their old concepts that the machines in their factories are more valuable to them than the living

beings in their employ. They value the machines because they represent an investment of capital, but not the workers because no investment of capital has been made by the management in the lives, in the energy of those whom they employ. Cloakmakers of New York, you will have to fight and struggle for the establishment of the too long denied truth that the life of a human being is more sacred than any amount of dead invested capital—which is also the product of labor.

The cloakmakers of New York are faced with another problem. They will have to break down that old and indefensible theory that the risk that managements undertake in the course of business shall only be applied to rent, raw material, style, stock on hand, indirect labor and all other overhead expenses but not the risk as far as direct labor is concerned. The cloakmakers of New York will have to overcome this old philosophy of capitalism as it did overcome the old concepts of the "full and unalienable rights to hire and fire and manage the business according to the whims of each individual employer." We want an understanding with our employers for the future, an understanding of the kind that will embrace the principle that the workers must live in decency and comfort throughout the entire year. We desire to make the declaration that the problem of slack and unemployment is not of our making for we, the workers, are not the managers of the industry. The managers of our industry must assume the same risk for the welfare of the workers as they so wilfully and enthusiastically do in case of all other elements of production. Labor has a prior claim on the product which it produces! This shall be the declaration of the Seventeenth Jubilee Convention of our International Union.

The cloakmakers of the City of New York are facing a serious struggle but for a just cause—which is certain to terminate in a complete victory.

Cloakmakers of the City of New York, you are about to start on a new venture in the history of our movement. You are about to wage a fight for proper method of control. You are about to begin a struggle for the responsibility of management to the workers of the industry. You are about to struggle for the establishment of a method that will alleviate the suffering of unemployment and that will establish your right to live and to enjoy life.

Soldiers of New York,—workers of our ranks,—this is what the Seventeenth Jubilee Convention of our International Union has to say to you now: the technical sophistry of your employers against your demands is unjustified and contains no reasonable foundation. The force with which they are threatening you will be of no avail. The weapon of starvation which they hold out against you will be helpless to destroy your courage and decision. The victory is yours for your cause is just.

Good luck, brothers and sisters of the City of New York. Know you, that the one hundred fifty thousand members are with you. With courage, determination and optimism, guided by vision of the glory of the immediate future that is yours, go on. Your struggle is our struggle! Your fight is our fight! And your victory will be our victory!

Long live the Joint Board of Cloakmakers of New York!

Long live the International Ladies' Garment Workers' Union!

Your Committee recommends the unanimous adoption of this resolution.

Upon being put to a vote the motion was unanimously carried.

It being 5 o'clock the Chairman declared the afternoon at an end and announced that a night session will be held beginning 7 o'clock sharp, at Convention Hall.

Eleventh Day—Evening Session
Friday, May 16, 1924

The eleventh day, evening session, was called to order at 7.15 p. m., Friday, May 16, 1924, at Convention Hall, President Sigman presiding.

President Sigman called on Chairman Heller of the Committee on Resolutions to continue with the report of his committee.

Delegate Heller then proceeded to read the resolutions presented to committee in the following order:

Resolution No. 17

Introduced by delegation of Local 89.

WHEREAS, the Fascist terror rages in Italy with unabated virulence, suppressing the right of the workers to strike, harassing and besetting their organizations and imped-

ing by governmental repression and private violence their normal and orderly functioning as free associations of the producers, and

WHEREAS, hundreds of emissaries of the Italian Tyrant have been unleashed in the United States where they now operate under the protection of the Italian embassy and consulate for the avowed purpose of terrorizing the American workers of Italian extraction into seceding and withdrawing from the ranks of the bona fide American Labor Movement, and

WHEREAS, by the impudent and boastful admission of one of the most notorious agitators of Fascism in the United States, who was sent here by Mussolini himself, it is the avowed aim of these international marauders to wean the Italian workers away from the very ranks of our own International Ladies' Garment Workers' Union, an admission and a boast made in the presence of our vice-president, Sister Fannie Cohen at a public meeting in New York, and

WHEREAS, the only bulwark which has been raised against the Fascist penetration of the American Labor Movement is the Italian Chamber of Labor and the Antifascist Alliance of North America with the aid and support of other local groups, be it therefore

RESOLVED, that the Seventeenth Biennial Convention of the I. L. G. W. U. assembled in the City of Boston goes on record as being irrevocably opposed in the spirit, aims, purposes, methods and any and all manifestations of Fascism both in the United States and throughout the rest of the world, and that it does grant its fullest moral and financial support to the Italian Chamber of Labor of New York and its auxiliary organization the Antifascist Alliance of North America, and be it further

RESOLVED, that the General Executive Board be, and is hereby instructed to continue this support indeterminably or until such time as the Fascist peril has been completely and definitely eliminated, and be it further

RESOLVED, that the delegates of the I. L. G. W. U. to the next Convention of the A. F. of L. be instructed to ask that body to corroborate once more by appropriate resolutions its firm stand against Fascism and all its ramifications and that it use its great influence to secure a Senate investigation into the activities of Fascist emissaries in the United States.

The committee recommends to amend the last "resolve" of this resolution by striking out the word "instructed" and inserting the word "requested" so that the resolve as amended will read:

"that the delegates of the I. L. G. W. U. to the next convention of the A. F. of L. be requested to ask that body to corroborate once more by appropriate resolutions its firm stand against Fascism in all its ramifications and that it uses its great influence to secure a Senate investigation into the activities of the Fascist emissaries in the U. S."

With this amendment the committee recommends adoption of this resolution.

Delegate Antonini, in discussing this resolution, spoke of the activities of the

Fascisti representatives among the Italian locals and their endeavor to antagonize them against the Jewish work-ers.

The resolution was unanimously adopted.

Resolution No. 18

Introduced by delegation of Local 89.

WHEREAS, the trial of Marce and Vassetti in Massachusetts is assuming the form and properties of a veritable persecution, having been brought to an equitable conclusion after four years of suffering, and

WHEREAS, the defense of these hapless men is perhaps the most costly in the annals of American jurisprudence, owing to the interminable delay of the law and the evident indecision of the Court to adjudicate their case, and

WHEREAS, outside of the ranks of organized labor and its allied movements, these men can expect no financial assistance nor any moral help to the end that they may obtain redress, be it therefore

RESOLVED, that the Seventeenth Convention of the I. L. G. W. U. assembled in the City of Boston, reaffirms its twice expressed belief in the innocence of these men and respectfully urges the competent authorities to grant them a new fair and speedy trial so that the true end of justice may be effectively served, and be it further

RESOLVED, that a donation of 1,000 dollars be granted from the treasury of the I. L. G. W. U. towards the defense of these unfortunate workers.

Your committee recommends to amend the last resolve of this resolution by striking out the sum "1,000" and replacing "200" so that the resolve as amended will read:

"Resolved, that a donation of \$200 be granted from the treasury of the I. L. G. W. U. towards the defense of these unfortunate workers."

With this amendment the committee recommends adoption of this resolution.

The resolution as amended was unanimously adopted.

Resolution No. 40

Introduced by delegates of Local 56:

WHEREAS, our International has grown very big on the economic field, second to no organization in the American Trade Union Movement, and

WHEREAS, we recognize that in order to become strong politically as well we must all be equipped with the ballot and exercise our rights of citizenship, be it therefore

RESOLVED, that a naturalization campaign be started at once among the members of our International Union so that every worker will be in a position to fully exercise his political rights and to protect his own interests and the interests of his class.

The committee recommends to strike out the resolve of this resolution and substitute the following resolve:

"RESOLVED, That the International Ladies' Garment Workers' Union calls upon its members who are not citizens to become citizens of the United States, and

BE IT FURTHER RESOLVED, That the incoming General Executive Board render all possible assistance to the existing institutions of labor organized for the purpose of helping and encouraging naturalization of working immigrants in the United States."

With this amendment the committee recommends adoption of the resolution.

The resolution as amended was thereupon put to a vote and adopted.

Resolution No. 10

Introduced by delegates of Local 38.

WHEREAS, a successful beginning has been made to organize the several thousand theatrical costume workers of New York, and

WHEREAS, organization work is being made difficult because of the existence of a rival union chartered by the American Federation of Labor which claims jurisdiction over the organization of sewers, dressers, wig-makers, wardrobe mistresses, etc., and

WHEREAS, in order to organize this trade it is necessary that all workers working on theatrical costumes doing dressing, cutting, sewing, pressing, repairing, etc., must belong to one union, and

WHEREAS, our International has the jurisdiction over the ladies' garment industry, and

WHEREAS, the theatrical garment trade clearly belongs to that line of the garment industry, therefore be it

RESOLVED, that the incoming G. E. B. be instructed to take this matter up with the Executive Council of the A. F. of L. with a view to correcting what was apparently a mistake, and merging the union in question with that local of our International which has a charter from the International to organize and is at present organizing the theatrical costume workers.

Your Committee in considering this resolution was desirous first to secure information with respect to the jurisdictional difference the delegate from Local 38 stated to be in existence. The only information that your committee could get was that there was a local union organized by the A. F. of L., the head of which is a woman whose name the delegate did not remember. Unfortunately, the name of the organization too, was not available to the introducer of the resolution. The facts which were presented however, were to the effect that this woman whose name is not known, was of an acquisitive nature and sought to acquire control and did acquire control over work which in the opinion and judgment of the introducer of this

resolution properly belongs to the ladies' tailors, Local No. 38.

Your Committee desires to state that while it still holds its admiration and respect for women in general, yet since the situation in the specific case looked to be very complicated and serious enough to warrant consideration the committee unanimously recommends the reference of this resolution to the incoming General Executive Board for thorough investigation and action.

The recommendation of the committee was put to a vote and adopted.

Resolution No. 12

Introduced by delegates of Local 45.

WHEREAS, about six years ago the designers of New York applied for a charter to the I. L. G. W. U., to be recognized as wage-workers after realizing that their conditions were grave and similar to those existing in the cloak, suit and dress industry prior to the general strike in 1910, before a strong union was organized, and

WHEREAS, the I. L. G. W. U. issued a charter to this organization in 1920 and helped to organize the United Designers of Ladies' Wear in the City of New York, known as Local No. 45, and

WHEREAS, conditions prevailing at present in the cloak, skirt, suit and dress industry of New York as far as the designer is concerned, are unbearable because of the fact that many of the manufacturers are doing their own designing and thereby depriving members of the Designers' Union from earning a livelihood, and

WHEREAS, these conditions can only be changed and remedied by prohibiting manufacturers from making designs of cloaks, suits, skirts and dresses and thereby provide enough work for members of the Designers' Union, be it therefore

RESOLVED, that this Seventeenth Biennial Convention decide that when signing the future contracts between the Joint Board of the Cloak, Skirt, Suit and Dressmakers' Unions of New York and the manufacturers collectively or otherwise, a clause be incorporated that no one of the firms be permitted to do the designing and that members of Local No. 45 be employed for this work.

The General Executive Board in its report to this Convention (page 87) treats with the problem of the designers' organization in the city of New York in the following manner:

"The designers in our industry, organized for the last six years in a local, are making but little progress. The old difficulties in organizing the designers into a union because of the tendency of some of them to regard themselves as belonging to a privileged class of highly skilled workers, have not yet been overcome, despite the fact that the Cloak and

Dress Joint Board has been giving them considerable aid.

"It cannot be said that the unorganized designers in the trade are so well-treated by their employers that they can afford to remain without an organization. Quite to the contrary, the designers are suffering from as many trade evils and drawbacks as the rest of the workers in the trade, and in addition they have no regular standards of work by which their earnings may be fixed.

"There is, however, more activity right now in the ranks of the designers than there has been for a long time past. The coming negotiations in the cloak industry with the various employers' associations have stirred up the designers and they have begun a drive for a complete unionization of their craft. The designers are making up their minds that their trade must be organized if they are to get better conditions.

"It is clear, nevertheless, that unless the New York Cloak and Dress Joint Board protects the designers in the agreements to be renewed in the industry, they cannot be expected to achieve much by themselves. The designers must be covered in the collective agreements as the other workers in the industry are. Only then can they expect to improve their position in the shops and to fully organize their craft."

The committee desires to state that it fully concurs with the expression of opinion on this subject given by the General Executive Board. The Joint Board of the Cloakmakers' Union of New York is certainly a necessary element in the process of accomplishment of full recognition of the rights of the Designers' Union, Local No. 45. The committee, however, desires to state that the designers of New York can never expect to become in any way an effective and independent organization until such time as the designers themselves will become active participants in the work of building an organization for the protection of their interests. No one can or should ever rely upon others to do the work which should properly be done by those who are directly concerned.

With these remarks the committee recommends that the incoming General Executive Board should use all means at its command for the purpose of placing the Designers' Union, Local No. 45, in a position of the fullest protection of its rights as members of the International Ladies' Garment Workers' Union.

The recommendation was then put to a vote and unanimously adopted.

Resolution No. 2

Introduced by delegates of Locals 50 and 76.

WHEREAS, our International Union and its Locals throughout the country have gone through great hardships during the past few years, as a result of severe injunctions which hampered our attempts to improve the living conditions of our workers, and

WHEREAS, because of these injunctions the legitimate exercise of the right to picket in time of strikes was taken away from us in an unwarranted manner, be it therefore

RESOLVED, that the International Ladies' Garment Workers' Union, assembled in Boston, Massachusetts, express its resentment most bitterly against such one-sided application of judicial power, which denies our fundamental rights in our industrial conflicts, and be it further

RESOLVED, that this Convention instructs our delegates to the next Convention of the American Federation of Labor to use all efforts for the launching of a forceful movement against such unwarranted acts on the part of our judges toward organized labor, and be it further

RESOLVED, that copies of this resolution be forwarded to all Justices of the Supreme Courts of the United States, and to all Federal Judges and to the members of the House of Representatives and the Senate of the United States.

Resolution No. 55

Introduced by delegates of the Chicago locals.

WHEREAS, the injunctions issued against our striking dressmakers in Chicago are so vicious and are contrary to every sense of justice, and are also contrary to the fundamental rights guaranteed to our members by the constitution of this country, be it therefore

RESOLVED, that the incoming General Executive Board be instructed to do its utmost to have these injunctions repealed.

Resolutions No. 2 and No. 55 deal with the injunction evil that is constantly hampering the American Labor Movement of which our International Union is a part—during times of struggle for improved conditions of labor. Resolution No. 2 deals with the injunction evil in a general way, whereas resolution No. 55 is concerned with the injunction issue against the striking dressmakers of the city of Chicago. Both these resolutions propose temporary remedies which have been tried time and time again by our International Union as well as other organized workers of this country. These suggestions however, were not of any permanent benefit to the Labor Movement.

Your Committee is certainly in full accord with the introducers of the resolutions herewith dealt with, namely: that all efforts be made by the incoming General Executive Board to try to alleviate the suffering caused through the various restraining orders issued against our workers in various parts of our country. Your Committee however, desires to emphatically lay before the Convention the fact that all its efforts were futile. As long as the law of this country and interpretation of such laws will be in the hands of such parties whose economic interests are in direct opposition to the interests of labor, the injunction evil will spread and will become more and more intensified in its cruelty and oppression. We must also state that regardless of the truth contained in the pronouncement of the American Federation of Labor that "Labor is not a commodity" but a part of human energy and human life, the view of the judges of our country was not in agreement with it. Labor in this country is considered as a mere commodity by those in power and is going to be treated as such as long as labor will not be in a position to exercise its organized power on the political field.

In recommending the acceptance of resolutions No. 2 and No. 55, the committee considers it its duty to analyze in this brief manner the case of injunctions against labor unions and is taking advantage of this opportunity to call upon you delegates, to remember that the only hope for the abolition of the injunction evil lies in your political independence. With these remarks the committee recommends concurrence in resolutions No. 2 and No. 55.

The recommendation of the Committee was unanimously adopted.

Resolution No. 28

Introduced by delegates of Local 82.

WHEREAS, the Examiners, Squarers, (Bo-graders) and Bushers Union has been affiliated with the International Ladies' Garment Workers' Union as Local No. 52, since May 15, 1917, and

WHEREAS, this Local Union, in accordance with the decision of the Fourteenth Convention of the International Ladies' Garment Workers' Union, has been affiliated with the Joint Board, Cloak, Shirt and Hatter Makers' Union since September, 1918, and

WHEREAS, we have not, up to this date, succeeded in obtaining full recognition in all agreements, which condition hinders to a great extent the organizing of a number of workers, and practically interferes with

the possibilities of protecting our members in other shops, and

WHEREAS, the Sixteenth Convention already approved our resolution, that the General Executive Board and the officers shall use all efforts in securing full recognition for our local union in all new agreements made in the cloak industry in the city of New York, and

WHEREAS, the said resolution was not carried into life during the last two years for various reasons, particularly because no new agreements were made, and the old agreement was continued for another two years, and

WHEREAS, the General Executive Board and the officers of the I. L. G. W. U. participate in conferences now held with various groups of manufacturers to work out a new agreement for the cloakmakers' unions of New York, be it therefore

RESOLVED, that the Seventeenth Convention instructs the incoming General Executive Board and officers to see to it that full recognition is secured for our local union in all future agreements made in the cloak industry of the city of New York.

Resolution No. 28 is almost an exact duplicate of Resolution No. 29, which was acted upon favorably at our last Convention held in Cleveland, Ohio. This demonstrates that mere acceptance of resolutions or the giving of instructions do not completely accomplish the organization of a one hundred per cent. local union. In order to carry out the accepted resolutions, there must be actual work behind such resolutions.

The committee therefore, in its recommendation to adopt this resolution and in its request to the G. E. B. to use all efforts to secure full recognition for Local No. 82, also considers it its duty to at the same time call upon Local No. 82 to use its efforts and energies of the active members of the union to carry on good organization work in order to make the act of securing recognition more certain.

With this remark the committee recommends the adoption of this resolution.

The recommendation of the committee was put to a vote and unanimously adopted.

Resolution No. 3

Introduced by delegates of Locals 50 and 78.

WHEREAS, after the general strike which was called by the General Executive Board of our International in 1922, in the waist and dress industry of Philadelphia, there remained a great portion of shops unorganized, and

WHEREAS, these unorganized shops are controlled by the Waist & Dress Manufacturers' Association of Philadelphia, and

WHEREAS, this Association is doing all in its power to undermine union conditions in the shops and is a menace to the welfare of our industry as a whole, be it therefore

RESOLVED, that this Convention instructs the incoming General Executive Board to wage a forceful campaign in the waist and dress industry of Philadelphia, and be it further

RESOLVED, that this Convention endorses a general strike for the said city and empowers the incoming General Executive Board to call it at the opportune time.

The history of the organized waist and dressmakers of the city of Philadelphia is adding a glorious chapter to the history of our International Union. The organization of the dressmakers of the city of Philadelphia has carried on many struggles during the time of its existence. It has paid dearly but willingly for the place which it is now occupying among the organized ladies' garment workers of our country. The waist makers of Philadelphia were not defeated in 1921-22. After their historic strike of twenty-six weeks which had to be given up they gathered strength again, and between the last Convention and the present Jubilee Convention of our International Union carried on another struggle which was crowned with considerable success. They now again, declare before the assemblage of representatives of the entire country: Brothers and sisters, we are again ready for battle against our oppressors. We are again ready to struggle, to suffer for the victory which we have set out to gain. There is, therefore, no doubt in the mind of your committee that the future struggle of the waist and dressmakers of the city of Philadelphia will be crowned with complete victory and will add a new chapter in the glorious record of this organization.

The committee therefore is unanimous in recommending that the incoming General Executive Board be empowered to call a general strike in the waist and dress industry in the city of Philadelphia whenever in its judgment the moment for such a struggle will be opportune.

The recommendation of the committee was unanimously adopted.

Resolution No. 19

Introduced by the Connecticut District Council.

WHEREAS, the membership of our locals in the small towns of the State of Connecticut is small, due to the fact that there are very few shops in our communities, and in order to strengthen the influence of the numerous locals of our International Union through its representatives, a District Council

was formed in the State of Connecticut, which brought the locals closer together, the benefits of which are already felt by them.

Therefore we express our appreciation to the General Executive Board for their consideration and attention which they so generously gave to our organization. We do hope that the incoming General Executive Board will continue to give us active support.

Resolution No. 60

Introduced by delegation of Local 22.

WHEREAS, the Sixteenth Convention has referred the task of bringing about an amalgamation of the dressmakers of both Locals Nos. 22 and 23 into one Joint Board, and

WHEREAS, both Locals Nos. 22 and 23 after many conferences agreed that the dressmakers of Local No. 23 are to be amalgamated with Local No. 22 and affiliated with the Joint Board of Cloak, Skirt and Reefers' Union of New York, be it therefore

RESOLVED, that the Seventeenth Convention shall express its appreciation to the General Executive Board and particularly the president for the good work rendered in carrying out the hard task of the last convention and bringing it to a success by affiliating the dressmaker locals and uniting them into the Joint Board Cloak, Skirt and Reefers' Union of New York which affiliation brings success to all concerned.

Resolution No. 112

Introduced by the eight Boston Locals.

WHEREAS, the General Executive Board has proposed it, and our membership in general has voted for it, that the Twenty-fifth Convention of our Union be held in our city of Boston, and

WHEREAS, our locals and all our members feel highly elated, honored and gratified with this distinction allotted to us, be it therefore

RESOLVED, that we, our locals and members, feel sincerely thankful to the G. E. B. and the International as a whole, for this historic honor and we pledge ourselves to always and forever stay loyal to our great organization and to do all in our power to make it ever bigger and more influential.

Resolutions No. 19, 60 and 112 deal with the subject matter of a rare occurrence in the present period of misunderstanding in the Labor Movement. The subject matter contained in these resolutions is very pleasing to the committee and is in our opinion, a good cause for encouragement, hope, and optimism for those who intend to dedicate their lives to the Labor Movement. The Boston locals of our International Union the organization that have so wonderfully received and entertained the delegates to this convention, the Dressmakers' Union of New York—the place of painful past occurrences,—and the District Council of Connecticut, the new organization for protection of the interests

of the workers in the vicinity away from the big center of union activity among ladies' garment workers—all these organizations combine to express appreciation and gratitude to the officers of our International for past performances and achievements. A real rare occurrence in the present moment and a wonderful action of encouragement.

Your Committee desires to state that the officers of the International Ladies' Garment Workers' Union as well as the officers of the other organizations all over the country are not legally entitled to any expression of thanks. They are in many instances employees of the organizations and receive material reward for all their efforts in behalf of the various organizations represented by them. Moreover, they receive a much higher compensation in the spiritual pleasure derived by them in the course of their work—their ideal. And, under normal circumstances therefore, the Committee's report would have ended with the above declaration. In the present day however, when for one reason or another, a paid officer of the union who is a part of the rank and file of labor, who has graduated from the factories and shops, who has been elevated to the high rank which he now occupies by the consent and request of the workers whom he represents—is nevertheless in many instances looked upon by some who do not understand, with contempt, with envy, and occasionally is made the target for many undeserving attacks—resolutions of this nature are highly appreciated and are accepted as an indication of the coming of the day of a better and clearer understanding in the ranks of labor.

Your Committee desires to express its full gratitude to the introducers of this resolution. The officers in the labor movements are very often misunderstood. Their failures which are only failures of any human being are always exaggerated; their achievements are very seldom remembered and mentioned, especially in times of depression when economic conditions cause certain inconveniences to the workers whom they represent; on the one hand, despised by the employers of labor against whom they are constantly directing the army of organized workers, and on the other hand, misunderstood by the very same workers who have asked, elected and occasionally drafted them to serve as their leaders.

Your Committee interprets these resolutions as a call to the great member-

ship of our union to unite, to tolerate one another, to understand one another, to forgive one another, to bear with each other and to abolish the lines of distinction between the officer and the member. It is a call to the membership to know that to be a representative of a union is an honor bestowed upon the recipient and that honor should be kept sacred for the sake of the purity and love upon which the great movement of labor is based. Your Committee deeply appreciates the new relations and concepts of leadership and membership expressed in the resolutions and is glad to take advantage of this opportunity to express its heartfelt appreciation to the introducers of these resolutions.

With these remarks the committee recommends unanimous adoption of these resolutions.

The recommendation upon being put to a vote was unanimously adopted.

Resolution No. 41

Introduced by Fannia M. Cohn, representing Local 135.

WHEREAS, the figures of the 1920 census show that while there were at that time about three million five hundred thousand women engaged in industry in America, while the number of women belonging to unions is about two hundred thousand, and

WHEREAS, greater numbers of women are invading the mills and factories and are joining the army of wage-earners, but the organization of women into trade unions is not following suit, and

WHEREAS, while it is recognized that the organization of working women is much more difficult than is the organization of men, it is also recognized of equal importance, as if left unorganized the danger is great that the unorganized working women will lower the standard of living of working men, and

WHEREAS, it is certain that most working women are either the wives, daughters, sisters or friends of men who are members of trade unions, therefore be it

RESOLVED, that our delegates to the A. F. of L. Convention stand instructed to introduce resolutions and work for the adoption that the A. F. of L. in cooperation with all international and national unions formulate a plan of the organization of working women that should include an educational campaign among women directly and through the organized men indirectly.

The subject matter contained in this resolution is clearly and definitely covered in the Officers' Report to this Convention, pages 166 to 167, of which the following is an extract:

Our International Union also participated in February, 1924, in a conference called together by the Executive Council of the American Federation of La-

bor to consider the problem of organizing the millions of unorganized women in America, and the status of women in industry in general. The magnitude of this problem can easily be visualized from the fact that the figures of the 1920 census show that there are now approximately 3,500,000 women in gainful pursuits engaged in industry, while the number of women belonging to unions is about 200,000. In addition to the enormous size of this task, the problem of organizing women workers is quite a complicated one. It can be stated without contradiction that as yet no successful methods of organizing women workers have been found, and this conference of international unions, representing industries in which large masses of women are employed, was called for the purpose of tackling this question in all earnestness.

The conference agreed on the following program for the effective carrying out of all the plans suggested during the sessions:

1. That an organizing council composed of a representative designated from its Executive Board by each national or international union concerned with the problem of organizing women in industry shall approve and initiate joint undertakings.
2. That an executive secretary, who shall be a bonafide trade unionist, shall be designated by the President of the American Federation of Labor to act as the representative of the movement to organize women workers; the office of the executive secretary shall be in the A. F. of L. Building.
3. That the formulation of plans for the organization of women wage-earners and the execution of these plans shall constitute the work to be carried on jointly through the secretarial office and the national and international unions co-operating. The secretary shall also have charge of the preparation of educational matter and informational matter on women in industry.
4. Each union to state what financial support it will contribute in a lump sum or monthly for this work. Each organization is also asked to state how many organizers can be assigned to this work.
5. That the entire movement for the organization of women wage-earners, together with the activities of all persons entrusted with this work, shall always be under the supervision and direction of the President and the Execu-

tive Council of the American Federation of Labor.

It is believed that the best results will come from sustained activity to strengthen the work of national and international organizations and to provide for co-operative organizing campaigns between unions which have common problems in various localities. There is an advantage and an economy from central planning and execution of plans and from polling of information.

Simultaneously with the conference on the status of women in industry, our representatives also attended a conference under the auspices of the Executive Council of the A. F. of L. to consider the problem of prison-made products insofar as they affect the conditions of the prisoners themselves and of free workers engaged in the making of similar products outside.

From the above quotation it is clearly evident:

- (1). That the subject matter contained in this resolution is fully covered by the report of the General Executive Board submitted to this Convention, and
- (2). that it was on the initiative of the A. F. of L. that such conference was held and that the program for the organization of women workers, as quoted above, was adopted at such a conference. The Committee, therefore, is of the opinion that the efforts on the part of the delegates to the next convention of the A. F. of L. can very well be directed in channels not quite as clear and as acceptable to the A. F. of L. as the question of carrying on organization campaigns among women.

The Committee further believes that the delegates to the American Federation of Labor will be such as they always were, that possess a quite satisfactory acquaintance with the principles, policies and methods of our International Union and can be fully relied upon to carry out such policies during conventions of the A. F. of L. without any specific instructions to do so.

Your Committee having no resolution before it requesting the approval of the program as submitted by the General Executive Board—a matter which will certainly be covered by the Committee on Officers' Report—could not find a purpose that this resolution can serve. It therefore recommends non-concurrence with this resolution.

Upon being put to a vote the recommendation of the Committee was unanimously adopted.

Resolution No. 9

Introduced by delegates of Local 38.

WHEREAS, the agreement between the Ladies' Tailors, Theatrical Costume & Alteration Workers' Union, Local No. 38, the Employers' Association and the individual firms expires September 15, 1924, and

WHEREAS, the wages earned by 95 per cent of our members cannot meet the incessant increase in cost of food, shelter and general commodities, and certainly does not respond to the minimum wage rate established as essential by a government committee amounting to from \$2400 to \$3000 a year, and

WHEREAS, the workers employed in the ladies' tailors' trade are of the most underpaid in America considering their capacity for production, and the responsibility that this work demands of them, and

WHEREAS, many new shops sprang up which are difficult to organize singly, unless a general organization campaign is launched, and

WHEREAS, an important large section of work has developed in our trade, namely, where workers are employed under terrible conditions because they are not unionized, with the exception of one shop, the Metropolitan Opera Company, and

WHEREAS, a forty-hour week and a guarantee for the workers to make a decent living is the general demand of all the workers engaged in the entire ladies' garment industry, be it therefore

RESOLVED, that this Seventeenth Convention endorses a general strike in the ladies' tailors trade in order to completely organize the workers of the ladies' tailors, theatrical costume and alteration workers' trade, so that we may secure a decent living for the workers engaged in this industry, and be it further

RESOLVED, that this Convention instructs the incoming General Executive Board to render to Local No. 38 all assistance possible to carry on this organization campaign for a complete victory for the workers.

Resolution No. 13

Introduced by delegation of Local 62.

WHEREAS, the white goods industry has recently gone through a period of changes which transformed this industry into a seasonal industry instead of one that has given steady employment in the past, and which changes have also caused periodical unemployment amongst the white goods workers of Greater New York, and

WHEREAS, the system of work in the white goods factories is at the present time week-work and piece-work, rendering control and adjustment of disputes in the shops more and more complicated and often times more and more difficult, and

WHEREAS, the agreement that we now have with the Cotton Garment Manufacturers' Association and with the independent manufacturers expires February 1, 1924, be it therefore

RESOLVED, that this Convention endorse a campaign amongst the white goods workers of Greater New York for a change of system

for the establishing of week-work on a forty-hour basis all through the industry, and be it further

RESOLVED, that the incoming G. M. H. participate with Local No. 62 in future conferences and try to bring about an agreement with the manufacturers for a forty-hour week and also a week-work system.

Resolution No. 35

Introduced by delegates of Locals Nos. 28 and 29.

WHEREAS, at the Conventions in Chicago and Cleveland it was decided to establish the 40-hour work week in our industry, and

WHEREAS, it is very essential that the workers in our industry should not work more than 40 hours, be it therefore

RESOLVED, that the incoming General Executive Board be instructed to enforce the 40-hour work week in all the centers where ladies' garments are being made.

Resolution No. 63

Introduced by delegation of Local 22.

WHEREAS, the piece-work system creates keen competition among the workers in the various shops, and

WHEREAS, this system has proven itself to be detrimental to the health of the workers, be it therefore

RESOLVED, that the incoming General Executive Board of the International Ladies' Garment Workers' Union stands instructed to inaugurate a campaign for the week work system for the dressmakers in the City of New York, and be it further

RESOLVED, that all efforts be made to establish the week-work system when the renewal of the agreement with the dress manufacturers in the City of New York will be negotiated.

Resolutions No. 9, 13, 35 and 63 are almost of a similar nature. They deal with the following subject: the abolition of piece work and the establishment of the week work system, the establishment of the 40 hour week and the establishment of the guaranteed system of employment. Resolution No. 9 also requests the endorsement of a general strike in the ladies tailoring and theatrical costume workers of the city of New York.

Your Committee desires to state that the week work system has been endorsed and re-endorsed at conventions of our International Union and is therefore a part of the aims and purposes of the International. The forty-hour week has been incorporated in the great program of our International Union. The General Executive Board has adopted it and presented it to the employers of the city of New York in behalf of the cloak makers of that city.

The ladies garment industry is a seasonal industry. The length of employment is seldom known to our workers. Our great membership is constantly confronted with the problem of unemployment. The trend in the last few years as we have observed in the various localities of our country was towards shorter seasons and longer periods of unemployment. This condition must be remedied. Our great membership is willing to work provided it is given the opportunity to do so. It is therefore with a feeling of full justification that the Committee unanimously recommends that the principle of the 40 hour week shall become the slogan in our future struggles for better conditions. The hours must be shortened and the periods of employment lengthened! This shall be the battle cry originated at the Jubilee Convention.

The workers of our industry must be guaranteed a definite period of employment. The present disgraceful system of uncertainty, of frequent job changing, of daily job hunting, of repeated privations, misery, and despondency in the homes of the families of our great membership must be abolished.

The Committee therefore without any hesitancy reaffirms the principle that the industry in which we are engaged and the management that is responsible for the welfare of our industry owes the workers an opportunity to work and earn sufficiently to maintain themselves and their families on a decent American standard of living.

The Committee, however, is mindful of the fact that in the practical enforcement of this pronouncement of principles conditions in specific industries vary, the strength at a particular moment of a specific organization must be considered, the completeness of the preparedness of the members must be reckoned with, therefore recommends that the incoming General Executive Board be empowered to take action for the enforcement of the above principles in the specific cases mentioned in resolutions No. 9 and No. 25 whenever in their judgment the proper opportunity will have arrived. With this declaration, the Committee recommends adoption of these resolutions.

The recommendation of the Committee upon being put to a vote was adopted.

Resolution No. 43

Introduced by the delegates of Local No. 90.

WHEREAS, Members of Custom Dress Makers, Local 90, and the Ladies' Tailors Union, Local 38, are working together in thirty-five ladies' tailoring establishments, and

WHEREAS, in some of these establishments the ladies' tailors are organized and have signed agreements with the employers, and the girls are unorganized and their conditions are inferior to those in the ladies' tailoring departments, therefore be it

RESOLVED, that the incoming General Executive Board be instructed by the Seventeenth Convention to see to it that the Ladies' Tailors Union, Local 38, shall in the future not sign any agreements with the ladies' tailors employers who have ladies' tailors in the majority until these employers will also agree to give the same union conditions to the custom dressmakers in the custom dressmaking departments.

Your committee, in order to acquaint itself thoroughly with respect to the meaning and intent of the resolution, called for hearings the representatives of Local 90, the introducers of the resolution, who have jurisdiction over the custom dressmakers and representatives of Local 38, ladies' tailors' organization of New York City. The contention of Local 90 was that there were some shops organized by Local 38, the members of which worked on ladies' order-made coats and suits under union conditions, while the girls, many of whom are employed in these shops, worked on custom-made dresses under non-union conditions and themselves were not unionized. Local 90, therefore, demanded, according to their resolution, that Local 38 shall not in the future sign agreements with ladies' tailors' employers unless these employers agree to the unionization of the custom dressmakers.

The representatives of Local 38 did not deny that this state of affairs existed, but maintained that the position of such an unconditional obligation on their part, as contained in this resolution, could not be accepted by them, for they are not certain of the possibility of fulfilling this obligation.

Your Committee was unanimously of the opinion that the International cannot permit the indefinite existence of half union and half non-union shops. And, consequently, the Committee recommends that the resolution be amended by striking out the words "thirty-five" from the first whereas and substituting the word "some," and by striking

out the words "General Executive Board" from the resolve and substituting "Ladies' Tailors' Union, Local 38," so that the resolution as amended will read:

"Whereas, members of Custom Dress-makers, Local 90, and the Ladies' Tailors' Union, Local 38, are working together in some establishments, and

"Whereas, in portions of these establishments ladies' tailors are organized and have signed agreements with the employers, while the girls are unorganized and their conditions are inferior to those in the ladies' tailoring departments, therefore be it

"Resolved, that the Ladies' Tailors' Union, Local 38, be instructed not to sign agreements unless union conditions are established in all crafts."

Your committee, however, desires to state that in cases where Local No. 38 will find serious obstacles in carrying through this resolution that such cases be presented to the officers of the International for consideration and action.

The committee recommends the adoption of the resolution as amended.

The recommendation of the committee when put to a vote was unanimously adopted.

Resolution No. 56

Introduced by delegates of Chicago locals.

WHEREAS, the members of the Dressmakers Union of the Chicago Locals Nos. 100, 18, 21, are out on strike for the right of having a voice in determining the working conditions and wages, and

WHEREAS, the employers of Chicago have combined to defeat this effort of the workers by all illegal means, and

WHEREAS, the strikers are ready and are going through the suffering and privations with an unbroken spirit and they are determined to see for all do away with the unbearable conditions prevailing in the dress shops, be it therefore

RESOLVED, that the Incoming General Executive Board is instructed to do its utmost in the future as it did in the past to help the dress strikers carry on the fight until the dress manufacturers are compelled to recognize the rights of the workers and adopt civilized methods in their relations with them.

The strike conducted by the L. L. G. W. U. in the city of Chicago can more appropriately be termed a war. The employers of Chicago have united in an effort to crush the organization of dress-makers of that city. These employers

employ all means at their command to bring about the defeat of the valiant warriors of the city of Chicago. The injunction that is more severe than any of the injunctions known in the history of the struggle of organized labor, the arrests and the heavy fines imposed upon them by the judges of that locality and the jail sentences meted out in the name of justice to those engaged in the struggle in the city of Chicago—all these weapons are used with one object in mind and that is, to force the brave strikers into unconditional submission to the whims and desires of the dress aristocracy of the city of Chicago.

The strike in Chicago must be continued. The employers of that city must learn a very effective lesson in the course of this struggle: that the one hundred and fifty thousand organized ladies' garment workers of this country cannot be defeated by that mad, relentless, merciless, brutal attack of the greedy exploiters of the dress workers of the city of Chicago. "They shall not pass" shall be the outcry of the one hundred and fifty thousand members of our International exclaimed through the medium of their delegates present at our Jubilee Convention.

The strikers of Chicago are good soldiers. They are not deserting their ranks. They have decided to fight on and carry on their struggle for the protection of their human rights to be organized in an organization and receive humane treatment. For this they are ready to struggle, to suffer, to be deprived temporarily of their liberties, to face the army of brutal guards placed against them. Yes, the strikers are ready to carry on their struggle to victory! The committee therefore declares without any hesitancy that in recommending the adoption of this resolution which means the continuance of the Chicago strike, it has the unanimous promise of the entire convention that the one hundred and fifty thousand members of our organization obligate themselves to stand behind the strikers with their full moral and financial support.

Resolution No. 53

Introduced by delegates of Locals 1, 10, 20, 22, 35 and 90.

WHEREAS, the Modern School Association of N. A. has in a school conducted by them at Stellen, N. J., for the past 10 years demonstrated the value of liberal principles in education, and

WHEREAS, this school founded by workers for the children of the workers, supported by workers, has demonstrated the necessity of controlling the schools in which their children are educated, and

WHEREAS, the Stelton School, has no subsidy from the State and derives its income only from workers and working class organizations and unorganized children's dressmakers.

RESOLVED, that this Convention go on record as endorsing the aims and principles of the Modern School of Stelton, and pledging our moral and financial support to it and to this new movement in education.

The committee recommends amending this resolution by striking out the words "of unorganized children's dressmakers" in the third whereas, and the word "principles" after the word "aims" in the resolve.

With this amendment your Committee recommends adoption of this resolution.

Upon being put to a vote the recommendation was unanimously adopted.

Resolution No. 51

Introduced by delegates from Locals 10, 17, 34, 35, 50.

WHEREAS, Free Youth, is a new monthly published in the English language in the interest of working class youth, and

WHEREAS, such a monthly can be of immense service in educating our young people in the ideals of the labor movement, help to counteract the evil influences on youth by perverted education and the venal capitalistic press and thus prepare young men and women for loyal and devoted service to the cause of the workers, therefore be it

RESOLVED, that the Convention of the I. L. G. W. U. recommends to its locals, Joint Boards and members, to assist Free Youth in extending its power and influences and be it farther.

RESOLVED, that the I. L. G. W. U. appropriate a fixed sum for Free Youth.

Your Committee recommends adoption of this resolution.

Upon being put to a vote the recommendation of the Committee was adopted.

Resolution No. 36

Introduced by the delegates of Locals No. 26 and 29.

WHEREAS, our Union believes in one scale of wages for men and women doing the same work, be it therefore

RESOLVED, that the incoming General Executive Board be instructed to enforce this principle in all centers where ladies' garments are being made.

The Committee recommends adoption of this resolution.

Upon being put to a vote the recommendation was adopted.

Resolution No. 45

Introduced by delegations of Locals Nos. 6 and 66.

WHEREAS, all the previous Conventions of the I. L. G. W. U. held in the cities of Philadelphia, Boston, Chicago, and Cleveland have endorsed the principle that the embroidery of union women's apparel shops shall be given to union embroidery shops only, and

WHEREAS, the greatest bulk of embroidery we are making in our shops is for the cloak, suit, skirt, dress, and other women's trades, in the City of New York, be it therefore

RESOLVED, that the incoming General Executive Board stands instructed to see that a clause safeguarding the interests of the embroidery workers shall be incorporated in the agreements which will be concluded with all the manufacturers of women's garments in the City of New York, and that locals No. 6 and 66 shall be made a party to such contracts in order to insure that embroidery work from all these shops be given to union embroidery shops exclusively.

Resolution No. 47

Introduced by delegations of Locals Nos. 6 and 66.

WHEREAS, the Embroidery Locals, No. 6 and No. 66, though in control of a large percentage of shops in that industry have still to contend against the ever-increasing number of new and unorganized shops in New York, and against unorganized shops in New Jersey, where strenuous and costly organizing attempts have been made without appreciable success, and

WHEREAS, the unorganized state of these shops is a cause of constant irritation, creating a cut throat competition and reacting unfavorably upon the welfare of the organized workers in this industry, and

WHEREAS, the bulk of embroidery in the shops controlled by these two locals is done exclusively for the women's apparel trade in all its branches, and

WHEREAS, the union label on embroidery to be used in the shops of the women's apparel trade would greatly eliminate the evils mentioned above, facilitate the exercise of greater control of the industry and safeguard the interests and welfare of the embroidery workers, be it therefore

RESOLVED, that this Seventeenth Convention instructs the incoming General Executive Board to introduce right after the adjournment of this Convention the union label on all embroidery, and be it further

RESOLVED, that a clause demanding the union label on embroidery shall be incorporated in the agreements with all the manufacturers of women's garments.

Resolutions No. 45 and No. 47 deal with the question of the introduction of the union label on all products produced by embroidery workers, members of Locals 6 and 66, and that the Union is

to use all its efforts in order to incorporate this clause in all future agreements with the manufacturers of women's garments in the city of New York.

Your Committee recognizes the necessity for the use of the union label in these particular crafts as well as all other products produced by members of our International Union.

The Committee therefore recommends that the incoming G. E. R. be instructed to use all its efforts in order to incorporate clauses in future agreements that it will sign with the various employers' associations, requiring them to use the label on all products.

Upon being put to a vote the recommendation of the Committee was adopted.

Resolution No. 58

Introduced by Luigi Antonini of Local 83.

WHEREAS, the Cooperative Movement is of great educational value and economic advantage to the working class in its struggle for the realization of its position in society and

WHEREAS, the only home-aid Italian Cooperative in New York, located in the Bronx, in the very heart of the Italian colony is owned, administered and patronized mostly by ladies' garment workers, members of our union, and

WHEREAS, said Cooperative is now engaged in a great effort to extend the sphere of its activities and moral influence and needs therefore the active assistance of the entire Labor Movement, be it

RESOLVED, that the Seventeenth Convention of the International Ladies' Garment Workers' Union earnestly urge its members to patronize said Cooperative and become members thereof, and that it also grant a financial donation of \$500 in order to enable it to expand and prosper.

The Cooperative Movement for which this resolution asks the endorsement of the Convention is a new organization consisting of approximately one hundred and twenty shareholders, the importance of which and the scope of its activities could not be clearly ascertained by your committee due to the limited time at its disposal.

Your Committee recommends reference of this resolution to the incoming General Executive Board for investigation and action.

The recommendation upon being put to a vote was unanimously adopted.

Resolution No. 57

Introduced by delegates of Chicago locals.

WHEREAS, some large clothing firms of Chicago have begun to manufacture women's garments, and

WHEREAS, these women's garments are being manufactured under standards much inferior to those prevailing in the women's garment industry, as for instance, under piece-work and under a system of sectionalization, and

WHEREAS, these undue advantages that have been taken by the clothing firms menace the standards, conditions and wages established by the members of our International Union in the cloak markets throughout the country and in Chicago particularly, and

WHEREAS, the manufacture of women's garments by clothing firms has reached its highest development in the City of Chicago, and

WHEREAS, the Hart, Schaffner and Marx firm of Chicago is developing the manufacture of women's garments on such a large scale that it also recently began to manufacture women's suits, be it therefore

RESOLVED, that the incoming General Executive Board be instructed to immediately adopt measures to establish the prevailing system of control and standards of our industry in the shops of the Hart, Schaffner and Marx and other clothing firms where women's garments are being manufactured.

Your committee recommends to strike out the last whereof and the residue of this resolution and substitute the following resolve:

"Resolved, that the incoming General Executive Board be requested to call a conference immediately after the adjournment of this Convention with the Amalgamated Clothing Workers of America, with a view of establishing the standards of the I. L. G. W. U. in the clothing factories where ladies' garments are manufactured."

The resolution as amended will read:

"Whereas, some large clothing firms of Chicago have begun to manufacture women's garments, and

"Whereas, these women's garments are being manufactured under standards much inferior to those prevailing in the women's garment industry, as for instance, under piece work and under a system of sectionalization, and

"Whereas, these undue advantages that have been taken by the clothing firms menace the standards, conditions and wages established by the members of our International Union in the cloak markets throughout the country, and in Chicago particularly, and

"Whereas, the manufacture of women's garments by clothing firms has reached its highest development in the City of Chicago, be it therefore

"Resolved, that the incoming General Executive Board be requested to call a conference immediately after the adjournment of this Convention with the Amalgamated Clothing Workers of America, with a view of establishing the standards of the I. L. G. W. U. in the clothing factories where ladies' garments are manufactured."

With this amendment, your Committee recommends the adoption of this resolution.

Upon being put to a vote, the recommendation of the Committee was adopted.

Resolution No. 59

Introduced by delegates of Locals 1, 17, 18, 25, 89, 22.

WHEREAS, the International Union Bank is a cooperative institution organized by the International Ladies' Garment Workers' Union, in conjunction with a number of other International Unions, and

WHEREAS, the stock of this Bank is held by Labor Unions, their members and sympathizers, and

WHEREAS, Mr. Abraham Baroff, Secretary-Treasurer of the International Ladies' Garment Workers' Union, is the president of the International Labor Bank, and many of the Vice-Presidents of this International Union are Directors of the Bank, and

WHEREAS, a large part of the future success of this Bank is dependent upon all organizations composing this Bank, be it

RESOLVED, that this Seventeenth Biennial Convention, assembled in Boston in May, 1924, give on record to issue a general call to its membership, locals, friends and sympathizers to deposit its funds in the International Union Bank, and be it further

RESOLVED, that a copy of such Resolution be sent to all the Locals of this International Union.

The International Union Bank was organized by authorization of the last convention, which acted on resolution No. 79, introduced by the delegation of Local No. 89. The action on this resolution was as follows:

"Your committee recommends reference of this resolution to the incoming General Executive Board for an investigation and study of the possibilities of the establishment of a co-operative bank by our organization.

"Needless to say, we favor the co-operative movement, not only in the retail field and manufacturing field, but also in every branch of commerce and indus-

try, and therefore request the incoming Executive Board to make a study of this subject as soon as possible and if they find a possibility of establishing a bank, to call upon all members of our International and other organized workers to support this institution."

This resolution, as is now quite evident, has been carried out by the General Executive Board. After the required investigation, a financial institution of the I. L. G. W. U. was organized. January 8, 1924, the bank commenced business with a capital stock of \$500,000. At present, only about five months after its organization, the resources of our bank already exceed the \$1,000,000 mark. This accomplishment is an act which our International Union, as well as the officers of the bank, can be congratulated upon. There is no doubt in the mind of your Committee that the future holds forth possibilities of greater expansion and influence of our bank in the financial world.

We cannot, however, state that the great membership responded fully to the call to patronize their own bank. In the City of New York almost 80,000 of our members and the members of the Fur Workers and Cap Makers' unions reside. If all these members placed their deposits of at least an average of only \$100, the resources of the bank would have reached to approximately \$8,000,000 by today. This indicates that our great membership has not as yet placed their full confidence in their own organization.

Your Committee, being convinced of the safety of the deposits in our bank and the efficient and conservative methods of management inaugurated in our institution, does not hesitate to call upon our members to patronize their own institution, to place their full confidence in their own bank, and to add to the strength and influence of the International Union Bank by depositing their savings in their own institution instead of entrusting their moneys to private bankers as they do now.

The committee recommends the adoption of Resolution No. 59.

Resolution No. 91

Introduced by delegation of Local No. 1.

Whereas, we have fought many years for the introduction of the eight hour working day, and

WHEREAS, it has been acknowledged by the general recognition that the eight hour working day is a normal day's work and to work more than eight hours is a danger to man's health, and

WHEREAS, while during the last few seasons many of our members were unemployed, there were still many shops in which overtime existed, be it therefore

RESOLVED, that the Seventeenth Jubilee Convention of the I. L. G. W. U. instruct the General Executive Board that in renewing the agreement with the manufacturers there shall be a clause inserted about the abolition of overtime.

Your committee recommends amending this resolution by substituting the following resolve in place of the resolve of this resolution:

"Resolved, that the Seventeenth Jubilee Convention of the I. L. G. W. U. request the incoming G. E. B. that in renewing agreements with manufacturers in the future, they use all their efforts to bring about the incorporation of such clause in the agreement which will tend to bring about the abolition of overtime."

With this amendment the committee recommends the adoption of this resolution.

Upon being put to a vote the recommendation was adopted.

Resolution No. 65

Introduced by Locals Nos. 37 and 42

WHEREAS, the General Executive Board is conducting, supervising and controlling the general work of our International, and

WHEREAS, the General Executive Board is also conducting the work of our Local Unions, be it therefore

RESOLVED, that no member of the General Executive Board be engaged in any capacity as paid officer in our International Joint Board or local union.

Your committee is grateful to the Convention for the just and reasonable action that they have already taken on a similar resolution acted upon by the Committee on Law. There is therefore nothing that we can add in the form of comment on this resolution except that brief statement that we doubly reject this resolution.

The recommendation of the committee upon being put to a vote was adopted.

Resolution No. 64

Introduced by delegation of Local 22

WHEREAS, there are still many industrial prisoners confined in the jails of the United States, and

WHEREAS, the only crime committed by these industrial prisoners is the fact that they disapproved with and actively advocated the abolition of the present capitalist system, be it therefore

RESOLVED, that we urge upon the President of the United States, the Congress and Senate that these industrial prisoners shall immediately be released, and be it further

RESOLVED, that a copy of this resolution shall be sent to the President of the United States and the Attorney General, as well as the Senators and Congressmen of the United States, and Government prisons where such industrial prisoners are confined.

Your committee recommends that this resolution be amended by striking out the second whereas and the last resolve, making the resolution read as follows:

"Whereas, there are still many industrial prisoners confined in the jails of the United States, be it therefore

"Resolved, that we urge upon the President of the United States, the Congress and Senate that these industrial prisoners shall immediately be released."

With this amendment your committee recommends the adoption of this resolution.

Upon being put to a vote the recommendation of the committee was adopted.

Resolution No. 73

Introduced by delegates of Locals Nos. 10, 17, 23

WHEREAS, the League for Industrial Democracy is performing a unique service to progressive labor in this country

(1) By bringing to the attention of tens of thousands of college men and women the message of labor and of industrial democracy;

(2) By combatting almost unaided the entrenched forces of reaction that are seeking to capture our educational institutions for the purpose of special privilege;

(3) By aligning many of our technically trained men and women on the side of labor;

(4) By conducting an effective educational campaign among professional, labor and farmers groups through its editorial service, its scientific yet popular pamphlet literature, its lecture and research work, its conferences and mass meetings; therefore, be it

RESOLVED, that the Seventeenth and Jubilee Convention of the International Ladies' Garment Workers' sends its fraternal greetings and good wishes to the League for Industrial Democracy; and be it further

RESOLVED, that this Convention help the League in its valuable educational work in behalf of labor and of a finer civilization.

Your committee recommends the adoption of this resolution. It further recommends that a thorough investigation be

instituted by the incoming General Executive Board with a view to ascertaining the best method of rendering assistance to this organization.

The recommendation upon being put to a vote was adopted.

Resolution No. 65

Introduced by delegation of Local 22.

WHEREAS, there are a large number of non-union waist shops operating in the City of New York, and

WHEREAS, conditions in these shops are determined solely by the employers, making conditions of labor there almost impossible and

WHEREAS, such conditions in the non-union shops tend to create keen competition among the workers, thereby proving injurious to the union shops, be it therefore

RESOLVED, that this Seventeenth Biennial Convention instructs the incoming General Executive Board to make strenuous efforts to organize the waistmakers in the City of New York.

The committee recommends the adoption of this resolution.

Resolution No. 61

Introduced by delegation of Local 22.

WHEREAS, the Soviet Government of Russia has confined in its prisons a large number of political prisoners, and

WHEREAS, most of these are Socialists, anarchists, and trade unionists, who have spent many years in the prisons and Siberia for their active participation in the movement to overthrow the Czarist regime, and

WHEREAS, their imprisonment is due to the sole fact that they have or are disagreeing with the policies of the Soviet government or are opposed to the Communist Party in Russia, be it therefore

RESOLVED, that the Seventeenth Biennial Convention of the International Ladies' Garment Workers' Union in Boston assembled urges and makes a demand upon the Soviet government for the immediate release of prisoners in Russia.

Your committee is in full accord with the introducers of this resolution. As men and women of labor we cannot find any justification for the Russian government for the continuance of the system of imprisoning political opponents. The Soviet Government of Russia today is in no danger of outside attack. It has entered into trade relations with various countries of Europe. It has even received full political recognition from governments like Great Britain, and others. The old excuse therefore, that the Russian Government had to adopt drastic measures for the purpose of its protection, cannot hold good any longer. As an organization of workers we cannot conceive an animosity of the kind

demonstrated by the workers' government of Russia against their own fellow workers, Socialists and revolutionaries of established reputation and standing in the labor and revolutionary movement of Russia. It is therefore in the name of justice and in the name of solidarity of the working class of the entire world that we call upon the Soviet Government of Russia to immediately release all political prisoners.

The Committee recommends adoption of this resolution.

Delegate Wishevsky spoke against the recommendation of the Committee saying that the press was agitating against the Russian government because it is the first proletarian government in the world.

Delegate Avrutsky arose to say that although she was a delegate of Local 22 she did not sign the resolution and consequently was against it.

Delegate Slutsky supported the recommendation of the Committee and stated that Delegate Wishevsky was under a misapprehension about the conditions in Russia as regards workers and that Delegate Wishevsky's views simply reflect the views of the Bolshevik press, which are absolutely inaccurate. He stated that when workers in Russia go on strike because they did not receive any wages for several months of labor, they are arrested and condemned to death by the Government of Soviet Russia. Even Communists are being arrested for disagreeing with the Government. It is our duty to protest against the action of the Soviet Government in Russia against the workers and give those workers all the moral support we can by adopting this resolution.

The previous question was called for and carried.

President Sigman: I think I should make a few remarks. I don't want to say much on this question, I haven't been following up closely what is happening in Russia and I can't discuss all of the occurrences which have taken place as stated here in the resolution.

A few weeks ago I had the privilege of meeting a very well known gentleman who has quite some knowledge about what is happening in Russia and he told me how the old pioneers of the revolutionary and the socialist movement don't agree with the tactics and

methods used by the so-called workers' government, are being treated. He asked me whether I remembered a cloak maker, an operator by trade, a former member of Local 1, one Pavlotzky. He told me he was now in Germany and starving and very anxious to come back here. Pavlotzky went to Russia in 1917 as a mechanic and intended to help the garment industry in Russia. He said that he occupied a very important position in Russia in a big shop and as the shop delegate. A congress of labor representatives and shop delegates was summoned by the government, which Pavlotzky attended as the shop chairman of his factory and there he presented a complaint that the workers in that factory were not getting sufficient pay to maintain themselves, and that their treatment was fearful and inhuman. And because the revolutionary Pavlotzky, who went to Russia to help develop the so-called workers' government, presented this complaint, he was excluded from the congress. So he thought he would go back to the shop and report to his constituents, the workers, whose shop chairman he was, that he couldn't receive the attention of the government officials who managed that congress of trade union representatives. Well; he did go back. When he came back to the factory, the guard at the door told this representative of the shop that he wouldn't let him into the factory, that his orders were that he couldn't go in. And he didn't go in. He hasn't been in a shop since. He was lucky enough to be able to escape to Germany. He is in Germany now. A letter was sent by him to Dr. I. A. Hourwich and the letter was shown to me.

I wouldn't consider it dignified or the proper thing for us to communicate with the Russian government. If this convention should express protest against a government of this kind, labeled as a Labor Government, or a Workers' Government, I think it would be more than sufficient. But to communicate with them and to plead with them in the name of humanity I don't think is worth while. I think that the recommendation of the committee should just be termed as a protest and that should be sufficient.

Delegate Heller: The Committee on Resolutions did not indicate in its report any desire for communicating with the Soviet Government. It simply stated that we call upon that government, which means expressing our opinion on

the question of political prisoners. I think that is the same opinion expressed by the President and I therefore recommend that the resolution be adopted.

President Sigman: We will put the question to a vote.

The vote on the question of the recommendation of the Committee with reference to this resolution stood at 222 for and 25 against the adoption of the recommendation.

Resolution No. 124

Introduced by the Delegation of Local No. 9.

WHEREAS, Local No. 9 has the jurisdiction of all the Finishers in the cloak and suit trade of New York, and

WHEREAS, there are locals in the city of New York that have finishers as members and are taking in new members at present, and

WHEREAS, such a condition does not permit us to have a complete control of standards and wages of our craft, be it therefore

RESOLVED, that the Convention of the I. L. G. W. U. assembled in Boston decides that all the members that are working as finishers in the cloak, suit and dress trades be transferred to Local No. 9.

Your Committee is of the opinion that Local No. 9, the cloak finishers of New York, are not in need of any addition of membership at the present moment. It is the opinion of your Committee that due to various reasons which your Committee is not inclined to mention at this time, Local No. 9 has more members than it can possibly manage efficiently. The addition of all the other finishers, members of other locals of the City of New York, will only serve to complicate the situation more than it is already complicated.

Your Committee therefore recommends non-concurrence with this resolution.

Upon vote this resolution was referred to the Committee on Adjustment.

Resolution No. 123

Introduced by Mollie Friedman, Local No. 22.

WHEREAS, the so-called equal rights constitutional amendment now pending before Congress will invalidate or throw into the courts for litigation the 8-hour, the 9-hour, the 48-hour and other labor laws for women throughout the States, and

WHEREAS, the program of the American labor movement calls for removal of discriminations against women by specific measures which will not destroy or menace labor laws for women, therefore be it

RESOLVED, that the International Ladies' Garment Workers' Union is opposed to the proposed constitutional amendment known as the "equal rights amendment" and endorses the program of the American Federation of Labor and the National Women's Trade Union League, which calls for specific legislation in the several States.

Your committee recommends reference of this resolution be adopted.

Upon being put to a vote this recommendation was adopted.

Resolution No. 32

Introduced by delegation of Local No. 1.

WHEREAS, it is in the interests of the membership of the International that all differences of opinion relating to the policies, tactics, etc., of our union shall be expressed and published in our own papers, and

WHEREAS, a special column in our papers would to a certain extent decrease the friction among our ranks, be it therefore

RESOLVED, that a special column under the caption "The Free Platform" be established in all official publications of the International, in which the members of our organization shall be privileged to express their opinions on all questions of our Union.

Your committee, the majority of whom can be termed "constant readers" of our publications, are very well aware of the fact that the innovation that is intended to be established is already in existence. We know that our *Gerechtigkeit* has a special column under the heading "Trade and Organization Questions." This space is set aside specifically for the use of the members to express their opinions on any subject of benefit and interest to the membership of our organization. The changing of the name of the space allotted for that purpose from "Trade and Organization Questions" to "The Free Platform" is therefore of no practical importance to the membership.

The introducers must certainly know that the problem of printing opinions of membership is a problem of the required space in our publications and also is a question of the judgment of the editor and the press committee as to the benefit that the publication of a certain opinion may bring to the organization. The judgment on such matters must be left to the editor and to the press committee established for that purpose by provision of our Constitution.

The committee therefore recommends non-concurrence with this resolution.

Upon being put to a vote this recommendation was adopted.

Resolution No. 81

Introduced by Local No. 10,

WHEREAS, it is daily demonstrated that labor can hold out no hope for legislation conducive to its needs from the two existing political capitalist parties now in control of our government, and

WHEREAS, as a result of the control of the government by reactionary forces the government is becoming more reactionary and has during the past four years instituted campaigns for the institution of the open shop, and has tolerated imposition of injunctions for the restraint of strikes upon the mere request of employers, and

WHEREAS, during this period the country has witnessed within the government an unprecedented state of corruption, as instanced by the oil scandals and

WHEREAS, the workers of England have demonstrated that the assumption by labor of the power of government through the ballot is not a dream but an actual possibility, therefore be it

RESOLVED, that the Seventeenth Biennial Convention of the I. L. G. W. U. hereby instructs the incoming General Executive Board to work for the formation of an American Labor Party and that the delegates to the American Federation of Labor be instructed to the same effect.

Since your committee has already expressed its opinion on the absolute necessity for the workers of America to act independently on the political field, your committee recommends amending this resolution by striking out the third whereas and by substituting the word "request" in place of instructs in the resolve of this resolution.

With this amendment the committee recommends the adoption of this resolution. In this connection, your committee desires to call the attention of the delegates to the address delivered by W. A. Johnston, president of the International Association of Machinists (appearing on Page 17—second day's proceedings). In his address he informs the Convention that the Convention for Independent Political Action will be called for July 4th to be held in Cleveland, Ohio. In his statement he said:

"It seems to me the time is most propitious to launch a party representing the toiling masses of America. I am going to ask this Convention to consider sending delegates to that conference. I hope you will consider making a contribution to the work of educating the great masses and organizing them throughout the land." The Officers' Report also deals with the question of the possibility of the formation of a Labor Party, which reads partly as follows (page 182):

"The movement for a third party is now, we are inclined to believe, gaining real strength. A genuine effort is now being made to launch a nation-wide organization for independent political action, and, as our International Union has been invited, together with a great many other labor unions and constructive organizations in the labor movement, to participate in a Convention on July 4th in Cleveland, called by the Conference for Progressive Political Action, it would be well for our Convention to give this invitation friendly consideration."

In view of the above the committee further recommends that the incoming General Executive Board be empowered to participate in the conference for Independent Political Action to be held in Cleveland on July 4th.

With these remarks your committee recommends the adoption of this resolution.

Upon a vote being taken the recommendation was adopted.

Resolution No. 100

Introduced by delegation of Local No. 1.

WHEREAS, there are pending before Congress and the Executive Department of the Government various measures directed against foreign-born workers and aiming at the oppression of these workers, and

WHEREAS, these laws propose the fingerprinting and photographing of foreign-born workers as is done in the case of criminals, deportation for strike activities and loss of naturalization papers for participation in strikes, and

WHEREAS, the purpose of these laws is to make discrimination against foreign-born workers even greater and to make it impossible for them to participate in the struggles of the workers in this country against the open shop and the reduction of wages, therefore be it

RESOLVED, that this Convention declares its most strenuous opposition to all such laws and instructs the G. E. B. to join in the campaign for the protection of the foreign-born workers, and be it further

RESOLVED, that our delegates to the coming convention of the American Federation of Labor stand instructed to introduce a resolution expressing our opposition to such laws, and to speak and vote for it.

Your committee recommends reference of this resolution to the incoming General Executive Board for study and action.

The recommendation was put to a vote and adopted.

Resolution No. 95

Introduced by delegation of Local No. 1.

WHEREAS, the National Civic Federation is an organization tending to perpetuate the slavery of the working class and its spirit is, therefore, contrary to that of our International Union, and of all progressive labor unions, and

WHEREAS, some of the worst enemies of labor in the United States are members of said National Civic Federation and have great influence in its deliberations, and

WHEREAS, we consider it inconsistent for labor men to belong to said organization and to give, thereby, prestige to our enemies, be it therefore

RESOLVED, that we instruct our delegates to all future annual conventions of the American Federation of Labor to introduce and vote for a resolution that all officers of the American Federation of Labor who are at present connected with the National Civic Federation shall cease all affiliations with that body.

Your committee recommends reference of this resolution to the General Executive Board.

Upon being put to a vote the recommendation was adopted.

Resolution No. 33

Introduced by delegates of Locals Nos. 1, 10, 11, 14, 17, 22, 23 and 35:

WHEREAS, the I. L. G. W. U. has established an education department to carry on its educational work amongst its members, and

WHEREAS, musical training is recognized as an essential factor in education and is in great demand amongst the members of our I. L. G. W. U., and

WHEREAS, a chorus and a singing class have been organized by the members of the I. L. G. W. U. which have been very beneficial to the members of the I. L. G. W. U., and have already received the recognition of the critics through the press, and

WHEREAS, the chorus has reached a stage where it can no longer carry on the work without the support of the I. L. G. W. U., be it therefore

RESOLVED, that the Seventeenth Convention of the I. L. G. W. U. goes on record as recognizing choral singing and vocal training as part of the program of the Educational Department, and be it further

RESOLVED, that a budget should be set aside for the purpose of making this work successful.

Your Committee fully appreciates the efforts of the International Union in the field of education for workers. The Committee, however, cannot, as laymen, undertake to work out a detailed program for the educational activities of our International Union. What the Convention can say in its decision in reference to education is a word that serves as a general outline but not as a de-

tailed program. Whether choral singing and vocal training is a great aid in the work of organization, we confess is beyond our ability to determine at present. There is an educational committee specifically appointed by the General Executive Board charged with the duties of supervision over the educational department of the International Ladies' Garment Workers' Union. Your Committee considers it the duty of that committee to select the program and subjects to be taught in our educational centers.

The Committee therefore recommends reference of this resolution to the educational department of the I. L. G. W. U.

The recommendation, upon being put to a vote, was adopted.

Resolution No. 50

Introduced by delegates of Local No. 82:

WHEREAS, the Examiners Union, Local No. 82, was chartered by the I. L. G. W. U., on May 15, 1917, under the name of Examiners, Squarers and Bushlers Union, and

WHEREAS, our experience in many instances had proven to us that the term "examiner" did not cover all the various work that the said "examiner" is doing on a garment, particularly pinning and marking, hindering us in organizing a number of non-union men specially employed for the aforementioned work, be it therefore

RESOLVED, that the charter of the Examiners' Union, Local No. 82, be amended to read "Examiners, Pinners, Markers, Squarers and Bushlers Union, Local No. 82."

Your Committee recommends the adoption of this resolution.

Delegate Levy requested further information regarding the meaning of the word "markers."

Delegate Rein, Local 9, in discussing this resolution, requested that the resolution go to the General Executive Board and that they give them a hearing on the case.

Delegate Ashbes requested Local 9, if they had any claim against the word "bushler," that they bring in such resolution to the Adjustment Committee. He also emphasized the fact that they did not intend to claim jurisdiction over anything that the operators were doing.

Delegate Nachlin of Local 1 expressed himself as being against the insertion of the word "marker."

President Sigman: I want the delegates of Local 9 to refer this matter to the incoming General Executive Board.

I think it would be wiser for the Convention to accept this request and refer it to that body. The Committee is satisfied to accept this suggestion.

It was voted to refer the matter to the incoming General Executive Board.

Resolution No. 127

Introduced by 25 Delegates from 20 Locals.

WHEREAS, our International is celebrating its Twenty-ninth Anniversary and its large membership is taking pride in its numerous accomplishments and activities, and

WHEREAS, it was the good fortune of our International Union to be the pioneer in the field of workers education, and

WHEREAS, through continuous and strenuous effort of our International and its willingness to appropriate considerable sums for the activities of our educational department, we succeeded in impressing the American trade unions with the importance of workers education under its own auspices that will tend to give an intelligent and spiritual meaning to the trade union movement, and

WHEREAS, the results of our efforts were that not only was the work of our educational department endorsed by the American Labor Movement, but that our plan of education is accepted by it, be it therefore

RESOLVED, that this Seventeenth Convention assembled in the city of Boston, May, 1924, expresses its deep satisfaction with the result of the educational activities of our International and expresses further its gratitude to the General Executive Board for carrying out the plan of workers education as instructed at our last Convention, and we further express our hope that the incoming General Executive Board will continue in its efforts to further develop workers education.

Action on this resolution requires a thorough study and intimate familiarity with the educational methods employed by our Educational Department, as well as a detailed examination of the results accomplished by those efforts.

Your Committee, to their regret, has not been charged with these duties. There is a Committee on Education, headed by Vice-President Wander, that is the only competent body of this Convention to act on resolutions of this nature.

Your Committee therefore unanimously recommends reference of this resolution to the Committee on Education.

Upon being put to a vote, the recommendation of the Committee was adopted.

Resolution No. 122

Introduced by Delegates of Local No. 38.

WHEREAS, The Ladies' Tailors' Union, Local No. 38 of New York is composed of about 300 members working in about 70 shops

that are situated in the Boroughs of Manhattan, Brooklyn and the Bronx, and

WHEREAS, The New York Joint Board of Cloakmakers' has been organized expressly for the purpose of having one central body comprising similar trades of the ladies' garment industry, in order to more effectively defend the conditions of its members, and

WHEREAS, The Ladies' Tailors are an integral part of the cloak industry, for they work in shops of various locals appertaining to the Joint Board and on the other hand a great number of members of the various locals work in our shops, and

WHEREAS, Cloak shops produce work for ladies' tailors' firms and vice versa, and

WHEREAS, whenever a cloak strike is called the ladies' tailors are directly or indirectly involved in the same. It even happened that a great number of ladies' tailors' shops were completely stopped from work during the cloakmakers' strikes for the success of the latter, be it therefore

RESOLVED, that this Seventeenth Biennial Convention of the International Ladies' Garment Workers' Union assembled in Boston, Mass., instructs the incoming General Executive Board to instruct the New York Joint Board of Cloakmakers to admit the Ladies' Tailors' Union into its body in order to make it more potent in its struggles with its employers, and thus enable it to completely organize the entire trade.

In view of the fact that the ladies' tailors have already been affiliated with the Joint Board and, as experience demonstrated the fact that, due to the difference of their trade and lack of mutual interest in all the problems taken up by the Joint Board, they had to be separated from Local No. 3 and also from the Joint Board, your Committee cannot conscientiously recommend the adoption of this resolution.

The committee therefore recommends non-concurrence with this resolution.

Upon being put to a vote, the recommendation was adopted.

Resolution No. 94

Introduced by delegation of Local No. 1.

WHEREAS, the structure of our present form of organization is such that it centralises the entire control of the organization in the hands of a few, thereby bringing about a state of affairs in which the majority of the membership is uninformed and indifferent to union matters and does not participate in the shaping of the policies, tactics and activities of our unions, and

WHEREAS, such conditions delay and obstruct the growth and progress of our organization, and

WHEREAS, our unions are still based on narrow craft divisions which give rise to petty craft interests, narrow selfishness, misunderstanding, much unnecessary friction and are detrimental to the unity and solidarity of the workers which is so essential to defend the interests of the workers against the employers, and

WHEREAS, we believe that the Shop Delegate System of organization, by the very nature of its structure will call into the field of union activity many more members than are now active and will develop in our workers the knowledge and ability requisite for the management and strengthening of our organization and will train and prepare the rank and file for the eventual control of industry which is the ultimate aim of the working class, be it therefore

RESOLVED, that the Seventeenth Jubilee Convention of the I. L. G. W. U. go on record as legalizing the Shop Delegate System of organization, that is that our constitution be amended as to permit any Joint Board or local union not affiliated with a Joint Board, if it so desires, to decide by a majority vote to reorganize itself on the basis of the Shop Delegate System.

On a resolution similar in intent the last Convention of the International took the following action:

The system of the shop delegate rule was outlined to the committee in approximately the following manner.

1. Shop representatives shall be elected from each shop in proportion to the number of workers employed in the shop regardless of craft.

2. These representatives shall constitute themselves into an executive and legislative body.

3. That every elected representative must attend a meeting of this body once in two weeks.

4. That their decision be binding upon the entire industry and carried by the Joint Board and their officers, except in such cases as this body will decide to refer a question to a referendum vote of the membership.

The committee believes that this body if organized, will not be stable. Its composition will change as our seasons do. As soon as a representative will leave one shop and go to another shop he will also have to leave and lose his rights to participate in the organization. A body of this kind, in the opinion of the committee, cannot do any effective work. The committee further maintains that such a body will not be truly representative of the various branches of our industry and also will exclude representation of nationalities that have secured autonomous existence in our organization. From experience, we know, that in most cases where a shop representative has been elected, it is a representative of one particular craft and always of the branch that constitutes the majority in the shops. The members of

such organizations who have minority representation in the shops will therefore seldom have an opportunity to be elected to that body and to participate in the activities of the organization and will be deprived of every possibility to have a say about their industry.

The committee is further of the opinion that point No. 2 of this system, which provides that this body be executive and legislative, is, in the opinion of the committee, contrary to the democratic principle of our organization and the entire labor movement. While we admit that the activity in our organization should be increased to a considerable extent, that our membership is to a great degree indifferent to the activities of their respective organizations and that a great deal can be done, and ought to be done, in order to intensify the interest of our great membership in our organization, still we feel that we have no moral justification, because of the negligence on the part of some of our members to attend to their union meetings and to the various other activities in their organizations, to deprive all those who desire to be active, and who want to have a say in the management and conduct of their organization, and who are anxious to exercise their inalienable rights as members and dues-payers of their union, from any activity in their organization.

Under this plan, the right of a member will depend upon his fortune to have and to hold a job. A member, according to this plan, will have to be elected from the shop in which he or she is employed and consequently all those who are unfortunate enough to be without work, will in addition be deprived of the rights to have a say how to improve their conditions. We must bear in mind that our industry is a seasonal industry and that on an average thirty per cent. of our membership is unemployed and consequently thirty per cent. of our membership will be deprived of any possibility to have any say in the organization. Furthermore, we know that the time when the workers need the union most and think about the union most and count on the union most is in time of the dull season and according to this plan it will be just at this time, that a great number of our membership will be deprived of having their say in the organization. We cannot approve a form of organization that tends to exclude a great portion of our membership from participating the in-

ternal affairs of the organization at any time and more so in dull seasons when most interesting and most serious problems confront the organization.

Furthermore, it is the opinion of the committee that the organization of shop representatives will be too cumbersome a body to act and legislate for the organization. The proponents of this plan propose that the representatives be elected proportionally in accordance with the number of members working in each shop of a given industry. If this plan is followed, and as our industry is situated today, where we have shops that employ ten or fifteen people and shops that employ a hundred or more people, if proportional representation is followed, the shop delegate body may consist in some industries of about five to six thousand people. Take the cloak industry of New York for an example which consists of three thousand shops. The Committee cannot see any practical possibility of transacting business and establishing detailed rules and regulations at a mass meeting of six thousand people.

The Committee is therefore of the opinion that the plan containing resolution No. 137 is impractical, unjust, and is against any democratic form of organization. We further believe, that the aim intended by the introducers of this resolution, namely, the increased activity of our members and shop representatives can be obtained in many other ways without violating our democratic rule and depriving the great mass of our people from participating in their affairs whenever they desire. We believe, that shop chairmen, shop committees, existing at the present time, should be called to meetings as often as possible to acquaint them with the various problems confronting their organization, to inspire them with enthusiasm and interest for their organization, to educate them to a degree of converting them into loyal and devoted exponents of the principles of the Trade Union Movement.

This, however, does not mean that we must give up all the rights of the other members and convert our organization into an institution where a great many must part with their rights, without any possibility of regaining them in very many instances.

Let us not be carried away by sentimental phrases! Let us not destroy the organization that has given us so much happiness! Let us not rule, but guide

our membership! The committee is of the opinion that intelligent, devoted, and enthusiastic leadership can be gained in a voluntary manner by simple devotion to the cause of the movement which will bring about an alive, active, and intelligent membership.

The decision of the last convention is therefore in the opinion of the committee fully applicable to resolution No. 94 introduced at this convention, with the following exceptions only:

1. The introducers of this resolution failed to even suggest the structure of this system and overlooked to state the duties and powers which they intended to bestow upon this large congregation of shop delegates, and

2. The introducers request that the system be left to the discretion of each Joint Board or local union to adopt.

Your Committee cannot agree to the propositions contained in the resolve of this resolution. Your Committee reaffirms its declaration that the so-called shop delegate system is impractical, undemocratic and a danger to the welfare of the workers if inaugurated. What is applicable in one case, in one local union, in one joint board, is therefore applicable to the entire organization, and no exceptions should be made in a matter of such serious importance as is contained in this resolution.

Your Committee also desires to call the attention of the Convention to the fact that, regardless of the decision of the last Convention on this subject, some outside organizations having nothing to do with the duties and responsibilities of our local unions, have persisted whenever they found it advantageous to their cause, to carry on propaganda for the shop delegate system and confusing the minds of our great membership. An action of this kind is not in consistency with the aims and principles of our movement. The membership of our organization must respect the laws and pronouncements made at our conventions. A convention decision is law, and those who ridicule such decisions are simply weakening the organization to which they belong.

Your Committee unanimously recommends the rejection of resolution No. 94.

Upon being put to a vote, the resolution was adopted.

Resolution No. 89

Introduced by Local No. 100.

WHEREAS, the "Open Shop" drive and the many labor disputes that have taken place in the past two years have emphasized the great need of developing a labor press in this country, and

WHEREAS, the Chicago strikers being faced by the opposition of the organized employers, the capitalist press, the injunction, police and gunmen found the Daily Worker the only English daily paper in Chicago championing their cause, and

WHEREAS, the splendid co-operation given by the Daily Worker has resulted in raising the morale of the strikers, and has rallied the labor movement to their support, therefore be it

RESOLVED; that this Convention expresses its appreciation for the services rendered by the Daily Worker in the Chicago strike, and be it further

RESOLVED, that this resolution be recorded in the proceedings of this Convention and a copy sent to the Daily Worker.

This so-called organ of labor is a very near relative to a similar publication in the Jewish language published in the City of New York. Both of these publications, therefore, can be judged on the past record of one of them. The Jewish publication of the same party has carried on a campaign of destruction against the International Union. It has attacked the various officers of local unions and their active members who failed to support them in their campaign of destruction. In that campaign nothing was unethical as long as it could be used in the direction of misunderstanding and lack of confidence of the membership in the organization. It has appealed to the instincts rather than to the common sense of the great masses. By design it always covered up the achievements of our great International and exaggerated its failures. It has protected and clothed in revolutionary garb everyone who announced his readiness to belittle our organization. It has conspired against the reputation of the officers of our International Union and has aided the building up of opposition groups within our organization with only one purpose in mind, to cause friction, misunderstanding and a general chaos in our ranks. This work has been done under the pretense of revolutionary action. Just examine the record of this publication and you will find that it has seldom attacked the capitalist system as it did the bona fide officers and active members of our organization. The "Revolution" which this newspaper is promoting is not the revolution in the economic system, but revolution in the organized ranks of our great mem-

bership. An organ of this sort deserves nothing but contempt from the great membership of our organization.

When this English language "emissary of the revolution" now comes before the Convention asking for the endorsement of its policies and for an expression of appreciation for the "good service" which it has given, your Committee can only state that it requires a great deal of audacity to come before the very same people whom it has maligned, besmirched, slandered, attacked, vilified and exposed as black reactionaries, and ask for endorsement of this good service which it has rendered. No, is the reply of your Committee to the introducers as well as to the framers of this resolution. You have come to the wrong place. You can get no support from those whom you have termed the enemies of your poisonous publications. What you can expect is a clear and plain declaration that as long as that organ will carry on that contemptible method it can expect nothing from the bona-fide trade union movement except active participation of a campaign for the purpose of exposing the cowardice, the falsehood and the contempt contained in such action.

Your Committee recommends the rejection of this resolution.

Upon being put to a vote, the recommendation of the committee was adopted.

Resolution No. 116

Introduced by Delegate Mary Avrutsky of Local No. 22.

WHEREAS, there is at present in the needle industry a condition of reorganization of big factories into small shops, and

WHEREAS, this condition is a cause of demoralization in our organization, whereby our workers are affected, be it therefore

RESOLVED, that a District Council of the International Ladies' Garment Workers Union Locals be established; whose purpose shall be to organize and reorganize the workers in the industry, and be it further

RESOLVED, that this council should consist of two delegates from every factory, and these delegates shall elect a District Organizer and District Captains, who should be responsible to the District Council, and be it further

RESOLVED, that the duties and functions of this council should be organization work only.

This resolution contains quite a novel suggestion. It proposes a general organization committee for all locals of the International Union in any one city to be named District Council. The reso-

lution further suggests that this Council shall be composed of two delegates of each ladies' garment factory in any one city, and that this body substitute itself as an independent organization, not responsible to anyone but to the members of the Council.

Your Committee believes in the method of organization that bestows responsibility on such organizations to their membership who maintain these organizations. Irresponsible bodies—like this suggested Council—have no room in a labor union.

Your Committee, in addition, desires to state that the task of carrying on organizing work is a very difficult and responsible obligation. It cannot be entrusted to anyone who comes and volunteers to serve in the capacity of an organizer. Many such volunteers may prove to be very costly burdens and in time endanger the strength and the good name and reputation of our organization.

Moreover, the Constitution of our International Union, as adopted at this Convention, has clearly and definitely provided for the formation of District Councils, placed their duties and responsibilities upon them, and, consequently, this resolution is in contradiction to our Constitution and is out of order.

Your Committee unanimously recommends non-concurrence with this resolution.

President Sigman ruled the resolution out of order as conflicting with our Constitution, and the recommendation of the Committee was superfluous.

Resolution No. 62

Introduced by delegation of Local 22.

WHEREAS, this country of ours has always been the aspiration for those people of Europe who suffered oppression and persecution, and

WHEREAS, by historical tradition all those for whom it was impossible to maintain themselves decently in their home lands have emigrated to America, and

WHEREAS, at this time conditions in Europe are almost impossible, be it therefore

RESOLVED, that this Seventeenth Biennial Convention of the International Ladies' Garment Workers' Union instruct its delegates to the American Federation of Labor Convention to introduce a resolution urging that the doors of America, the land of hope for all those who have suffered privations and miseries in other countries, shall be open.

The subject matter contained in this resolution can be viewed from two different angles:

1. The material.
2. The humane and ideal.

As to the question of pure materialism it seems that the American Federation of Labor in its stand against free immigration contradicts itself on a principle which it has time and time pronounced before the world. While on the question of immigration, the A. F. of L. looks upon the immigrant worker and also the American worker as nothing else but a plain merchandise subject to the law of supply and demand and therefore seeks to restrict immigration; on other occasions the A. F. of L. highly announces the philosophy that labor is not a commodity. We wonder how these two opposing views can be reconciled. Moreover, we believe that the economic reasoning on which the restriction policy is based is false. The belief that the American worker can maintain his high standard of living while the European workers are starving and willing to offer their services for any amount is erroneous. America is not an isolated spot that can remain unaffected by economic conditions of Europe. The U. S. is constantly importing and exporting various articles of commerce and the American merchants are definitely informed of market conditions all over the world. If, therefore, by exclusion of immigrants labor is going to be forced to remain in Europe, they will be forced to work there under much more inferior conditions than they would possibly temporarily be employed here and as a result the product of their labor will be imported to the U. S., causing unemployment in our country.

Your committee cannot, however, lay much stress in dealing with the question of immigration on the element of supply and demand only. We state that even were the immigrants simply to be considered from the point of view of supply of labor, forgetting the fact that each immigrant arriving in this country is also a consumer, thereby creating a demand for the labor of other workers in this country, even then the policy of a labor organization should be for free and unrestricted admission to our country of fellow workers of other countries.

Your committee finds that the outstanding issue in the immigration problem is the humane side of the question.

We cannot remain indifferent to this misery and suffering of our fellow-workers of Europe. We cannot assume the role of the philanthropist—the capitalistic philanthropist—that of sending charity to the poor and starving of Europe, collecting large sums for their maintenance on alms and at the same time refusing them an opportunity to work and earn their living in decency and dignity.

You Committee, therefore, finds no justification whatever in the policy of closed doors for immigrants, and affirms its stand for free immigration to the United States.

Upon motion, the recommendation of the Committee was adopted.

Delegate Breslaw: I move that we adjourn and that the election of officers take place tomorrow at 11 o'clock.

The motion was seconded and carried, following which the session adjourned at 10 o'clock, to reconvene tomorrow morning at 9 o'clock.

Twelfth Day—Morning Session

Saturday, May 17, 1924

The twelfth day, morning session, was opened at 9.30 a. m. on Saturday, May 17, 1924, at Convention Hall, President Sigman presiding.

President Sigman called upon Chairman Heller of the Committee on Resolutions to continue its report.

Resolution No. 25

Introduced by Israel Feinberg for the Joint Board of the Cloak, Dress, Skirt and Reefer Makers' Union of New York.

WHEREAS, the ultimate aim of the Trade Union Movement is to bring about social justice, liberty and democracy and to abolish all forms of oppression, political as well as economic, and

WHEREAS, the government of Soviet Russia has inaugurated and is continuing a policy of persecution and repression of every political opposition, including that of Socialists and organized workers, and is maintaining its reign of terror under the disguise of a proletarian dictatorship or rule, thus bringing into disrepute the lofty cause of labor and Socialism, and

WHEREAS, the heavy oppression practiced by the Russian Soviet Government at a time when it claims to have definitely and firmly established itself throughout the country is not even justified on the plea of revolutionary necessity and is bound to cause a hostile attitude towards Russia on the part of foreign countries.

The International Ladies' Garment Workers' Union meeting in convention in the City of Boston, on this 8th day of May, 1924, solemnly protests against the policy of persecution and oppression of the Russian Soviet Government and joins with the Socialist and labor movement of the whole world in condemning its practices.

Your committee believes in the principle of tolerance of all shades of political opinion. This principle should be applied to all countries and all governments of the world including the Government of Soviet Russia.

With this remark the committee recommends the adoption of this resolution.

Upon being put to a vote the recommendation of the Committee was adopted.

Resolution No. 77

Introduced by delegates of Locals Nos. 38, 66, 4, 25 and 20.

WHEREAS, the Russian Soviet Government for a period of almost six years has withstood all attacks launched against it, not only by enemies within its own boundaries, but also from outside hostile Governments, thereby demonstrating that it is a stable organization, and has the support of the Russian people, and

WHEREAS, many European and other Governments, Great Britain amongst them, have established diplomatic and commercial relations with the Russian Government, that have proven profitable to all such countries and are also enabling the Russian people to secure access to the machinery and other commodities and supplies so vitally needed in their great work of reconstruction, and

WHEREAS, such U. S. Senators as La Follette, Borah, Wheeler, Brookhart, Shipstead and Johnson are demanding that this belated recognition be granted by the United States, Resolved, be it

RESOLVED, that we in the name of solidarity with the first Workers' Republic, join this progressive movement and instruct our delegates to the American Federation to extend all efforts in order that the United States Government shall give full and complete recognition to Soviet Russia.

Resolution No. 99

Introduced by delegation of Local No. 1.

RESOLVED, that the Seventeenth Jubilee Convention of the International Ladies' Garment Workers' Union demand that the American Government shall immediately recognize the Russian Government and enter into trade relations with that country, and be it further

RESOLVED, that copies of this resolution be sent to the President and Secretary of the State Department, and also to the American Federation of Labor.

Your committee recommends the following substitute resolution for resolutions No. 77 and No. 99:

WHEREAS, many European and other Governments, Great Britain amongst them, have established diplomatic and commercial relations with the Russian Government that have proven profitable to all such countries and are also enabling the Russian people to secure access to the machinery and other commodities and supplies so vitally needed in their great work of reconstruction, be it therefore

RESOLVED, that the Seventeenth Jubilee Convention of the International Ladies' Garment Workers' Union request of the American Government the immediate recognition of the Russian Government.

In recommending the adoption of this resolution, your committee takes the privilege of calling upon the delegates to this Convention, to forget the various complaints that the Labor Movement of this country has to make against the action of the ruling party of Russia towards our organization and the labor movement in general. It is true that on a number of occasions the followers of Russian communism in this country, have aligned themselves against our organization and caused great inconvenience to the membership of our organization. We certainly have nothing but criticism against the policies of interfering in the unions followed by the so-called friends of Soviet Russia in this country. We declare that the Labor Movement of each country has its own specific problems and must be permitted to solve those problems in the best way they know how without the interference of any outsiders. We claim that the policy now carried on, the method of exposing our organization and the entire Labor Movement of this country before the world as a reactionary, weak, and helpless body serves no good cause. It simply tends to demoralize the ranks of labor, it only weakens the organizations of labor in this country that took many years of struggle and sacrifice to build up. Yes, while we declare our unaltered opposition to these policies and pledge an active opposition against such methods, at the same time we are also convinced that the people of Russia are not to pay for the mistakes of their leaders in America. As a labor organization, as an organization believing in the same final goal for the Labor Movement as all the progressive labor organizations of the world do, we shall only act in a spirit of brotherly love, of solidarity to the workers and people of Russia.

Your committee therefore recommends the adoption of this resolution calling upon the American Government to give full recognition to the Government of Russia.

Upon being put to a vote the recommendation of the committee was adopted.

Resolution No. 96

Introduced by delegation of Local No. 1.

WHEREAS, the present salaries of officers of the various locals of the International Joint Board and international officers are unlimited and reach such maximum proportions not entirely in keeping with the standards of a proletarian organization, and

WHEREAS, these high salaries affect the psychology and life between the officers and the workers to such an extent whereby a division of sentiment and dignity is oftentimes imminent, and

WHEREAS, these high wages of our officers also have a tendency to create an ill effect and disrupt the morale of the members, and

WHEREAS, a maximum standard wage for officers would not only attain the purpose of economy but also restore the faith to its members and in addition it would also give the Union and its officers a proletarian aspect, be it therefore

RESOLVED, that this convention go on record in expressing that the wages of any paid officer should not exceed the amount of \$100.00.

The introducers of this resolution failed to stipulate the maximum quality, ability, and intelligence required for the class of officials to be included in the class of maximum salaries as suggested in this resolution. Surely, the introducers as progressive representatives of labor, must be against a system of unjust exploitation—may it even be the exploitation of a mere union official. For he is a human being after all. If the introducers intended to place these restrictions on officers of inferior ability and experience, then, a one hundred dollar salary is too high according to the opinion of your committee. If, on the other hand, they meant those who have made a life-study of the labor problem and through conviction decided to dedicate their lives to the labor movement, for such—delegates—your committee believes no monetary price can be set. For officers of this calibre are the life and the spirit of the organizations that they have the honor to represent.

The introducers of this resolution must have overlooked the fact that no salary of any union representative is ever obtained without the consent of the membership. Your committee therefore believes that the members of the various localities are in a better position to know the value of their officers than the resolution introducers; it is the members of those locals and only the members who

can decide upon the salaries of their own representatives.

The cry about the so-called "proletarian psychology" is, frankly speaking absurd. Have the introducers in their possession the evidence of the "riches" accumulated by their officers? We have with us right at this Convention, the living examples of the future of the labor leader in our high-salaried unions. They have given their lives to the cause of labor and remained helpless human beings after their energies and their youth were exhausted in their work for the labor movement.

The Convention cannot make any wholesale stipulations of salaries through resolutions. The remuneration of an officer of a union should be based on the ability, intelligence and diligence of each individual representative. Such appraisal of value and usefulness can only be made by the great membership of the local unions whom they directly serve and not by the Resolutions Committee of this Convention.

The committee unanimously recommends non-concurrence with this resolution.

Upon being put to a vote the recommendation of this committee was carried.

Your committee desires to express the thanks of this Convention to the representatives of the press for the accurate and impartial reports which they have given to their respective newspapers about the transactions of our Convention.

The committee also wishes to express the thanks of this Convention to the local Arrangements Committee headed by Vice-President Fred Monosson, consisting of the following members:

Boston Arrangements Committee

Joint Board

Fred Monosson	A. Roiter
A. Tzudicker	B. Bearak
Myer Frank	S. Spiegel
J. Schneider	J. Spiegel

Local No. 7

Alex Lescovitz	A. Corman
I. Grifkin	M. Rosenhtal
H. Weiner	

Local No. 12

M. Tackman S. Spizer
H. Goldman J. Weiner
H. Feinberg

Local No. 24

S. Needleman J. Gilman
J. Magazin J. Miller
M. Osofsky

Local No. 39

Fannie Fishman I. Borenstein
Max Holman Federico Borso
S. Swartz

Local No. 49

Mahaia Tatlhoun I. Tatrow
Saran Hurwitz ——— Prontz

Local No. 56

N. Gindsberg A. Keshner
H. Raymond M. Goldstein

Local No. 73

B. Kurland Manual Frank
J. Sheingold Max Cohen
B. Goldstein

for the magnificent entertainment which they have given our delegates and for the hospitality which they have given to the assembled delegates and their friends. We recommend that the incoming G. E. B. express this feeling with a token of some kind to serve as a remembrance for those who have helped perpetuate the memory of this gathering.

Your committee also desires to express its sincere thanks to Brother Harry Lang of the *Jewish Daily Forward* for the splendid work he has done in giving publicity to all the doings of our convention in the labor press, and also to Mr. Charles H. Green, representing the *Women's Wear* of New York for his fair and impartial reporting of the work of our Convention. The committee also desires to express its thanks to the labor editors of the Boston press for their fair and impartial reporting of our Convention.

Your committee further recommends that the sergeants-at-arms appointed by the President at this Convention, and who attended to their duties in a most satisfactory manner, be presented with the same token as the Arrangements Committee.

Your committee further desires to express their deep appreciation and gratitude to all our invited guests who responded to our invitation and who helped

with their presence and addresses delivered to the delegates to make our historic Convention the glorious event that it was. This concludes the report of the committee.

COMMITTEE ON RESOLUTIONS

Jacob Heller, Chairman.....	Local 17
Sam B. Shenker, Secretary.....	Local 10
Felix Rehn.....	9
D. Rubin	3
J. Warshavsky	1
I. Weinstein	5
M. Zucker	6
Philip Kaufman	11
K. Wagner	14
Max Bluestein	22
M. Kinsky	23
A. Katofsky	26
H. Slutsky	35
Dan Wishevsky	38
A. Tzudicker	Jt. Bd., Boston
John Monastra	44
H. Schuster	45
P. Muccigrossi	48
H. Ruffer	59
Philip Oretsky	139
Miss Heiger	85
W. P. Daly	81

Upon motion made and seconded, the Committee on Resolutions was given the thanks of the Convention for the splendid report they have rendered.

President Sigman: I will now call on Delegate Lefkovits, Chairman of the Committee on National and International Relations and Domestic and Foreign Relief, to read the report of his Committee.

Vice-President Lefkovits thereupon proceeded to read the report.

Report of Committee on National and International Relations and Domestic and European Relief

Mr. Chairman and Delegates: Your Committee on National and International Relations and Domestic and Foreign Relief appreciates fully the importance of the duty with which it has been charged. We know well that our organization has always stressed the principle that we are but a part of the entire labor movement and that we are inseparably united with the rest of the working class.

The question of the national and international affiliations and relations has always deeply interested our Union at its conventions and we have always striven not only to express our good will towards

our fellow workers in other industries and other lands, but we have always endeavored to take practical steps to make such affiliations with our fellow trade-unionists a reality. We have at all times taken the lead in this direction, and we hope that this Convention, like its predecessors, will express itself clearly and unequivocally in these matters.

Your Committee has divided the subject into four distinct groups: National Relations, International Relations, Domestic Relief and European Relief. We have done so in order to systematize our work and to present it to the delegates in as simple a manner as possible. We trust, therefore, that the delegates will give this report their closest attention, as it involves in our opinion one of the most interesting chapters in the work of our International Union.

On the subject of National Relations your Committee has received no resolutions and we therefore confine our comment to the chapter in the report of the General Executive Board dealing with the Needle Trades Workers' Alliance, the only organization, outside of the American Federation of Labor, with which we have been affiliated for a comparatively short time during the past administration term. We have carefully studied the account of the General Executive Board of our affiliation with this Alliance which was revived about eight months ago upon the initiative of the cap makers' organization. We recognize fully that as yet the bond which unites us all in this Alliance is very weak and its field of usefulness and activity very limited owing to the obstacles so clearly stated in the report of the General Executive Board. Yet, while recognizing the validity of these obstacles and their seriousness, we hope that in the course of time they can and must be eliminated and the usefulness of such an alliance made a reality for the members of our Union as well as for the members of the other needle trades unions.

It is owing to this faith that we entertain that your Committee recommends that this Convention instruct the incoming General Executive Board not to give up the idea of a needle trades workers' alliance and to contribute its best to eliminate the truly great obstacles which lie at present in the path of such an alliance.

With reference to the subject of International Relations your Committee has

received a resolution, No. 117, appearing on page 142, Eighth day's proceedings, which reads as follows:

Resolution No. 117

Introduced by Oscar Simon, Local No. 100; Sam Sarraff, Local No. 20; M. Brill, Local No. 52; J. Bleiman, Local No. 1.

WHEREAS, the interests of the needle trades workers transcend all national boundary lines and call for world-wide union of all needle trades workers, and

WHEREAS, the Copenhagen International with which we are affiliated, has refused to admit the Russian Needle Trades Union into the International Federation, therefore be it

RESOLVED, that we instruct our delegates to the coming International Conference to vote for the admission of the All-Russian Union of Needle Trade Workers, and be it further

RESOLVED, that we instruct the incoming General Executive Board to communicate with the secretary of the International Federation informing him of our attitude and the decision of our Convention.

Your Committee recommends the rejection of this resolution, on the ground that the reason why the International Clothing Workers' Federation has refused to admit the Russian Needle Trades' Union into this Federation was not because it discriminated against this organization but because the Russian Union belongs to the Red Trade Union International, while the International Clothing Workers' Federation is affiliated with the International Federation of Trade Unions. We need not tell you that the Red Trade Union International has not only opposed in theory the International Federation of Trade Unionists but has attacked it in a most bitter way and in an unscrupulous manner.

It stands to reason therefore that the International Clothing Workers' Federation would not and should not have admitted the Russian Union as long as it retained its affiliation with an organization which was so fiercely opposed to the International Federation of Trade Unions of which the Clothing Workers' Federation was a part. We are, however, of the opinion that the Russian Union be admitted into the Federation as soon as it is willing to live up to the rules and regulations of the Federation.

Your Committee recommends that our International Union continue to be affiliated with the International Clothing Workers' Federation and we approve in this respect fully the excellent arguments advanced on this behalf by the General Executive Board in its report.

We also recommend that the General Executive Board be empowered to send a delegate to the next Congress of the Clothing Workers' Federation as they have requested us time and again. The European needle trades unions need our affiliation. It gives them courage and it raises their spirit to know that we, somewhat better situated on this side of the Atlantic, are united with them in one common struggle and one common purpose.

We are passing over now to the subject of Domestic and European Relief. You have charged us with the task of exercising judgment with regard to appropriating sums of money of various size to the very many organizations which have approached this Convention for relief, either through representatives who addressed you or through resolutions submitted on their behalf. In connection with relief to domestic organizations we desire to make the following recommendations:

The Ferrer Modern School Association, speaking through Brother Harry Kelly, has asked you for an appropriation to help maintain its school at Stelton, N. J. Your Committee recommends that a sum of Two Hundred (\$200) Dollars be given to this School, as we believe that it is conducting an institution worthy of being supported by a working class organization like ours.

The ex-Patients' Home of the city of Denver has appealed to you for aid. We recommend that the sum of Three Hundred (\$300) Dollars be given them.

The Los Angeles Tuberculosis Sanatorium has appealed to you for aid. Your Committee recommends that the sum of Two Thousand (\$2000) Dollars be given them. The Committee recognizes that the Los Angeles Sanatorium is a very important institution for our workers. We have always supported them and we must at least give them that sum.

A representative of the Sacco-Vanzetti Defense Committee has appeared before this convention asking for aid.

The Convention has appointed a special committee headed by President Sigman to visit Sacco and Vanzetti in their prison and to bring to them a message of encouragement from our organized workers. Your Committee recommends that the sum of Five Hundred (\$500) Dollars be contributed towards their de-

fense, as we realize that they are fighting for their lives as innocent men unjustly convicted and the labor movement should do all it can to save them from the noose of the hangman.

A Committee representing the Young People's Socialist League appeared before the Convention asking support. We recommend that \$100 be given them.

A committee representing the Hebrew Immigrant and Sheltering Aid Society of America appeared before you asking that the Convention make a contribution towards their work. Your Committee recommends that \$500 be donated to them as it recognizes the importance and the value of the work which the "Hias" is conducting.

A committee representing the Rand School asked the Convention for support, and we recommend that \$200 be given to the school as an expression of our good-will towards the educational work which it is carrying on.

Committees representing the National Jewish Socialist Verband and the Boston Branch of this Verband appeared before the Convention asking for aid. We recommend that \$500 and \$100 respectively be given to each of these organizations in recognition of the valuable educational work in the political field which they are conducting among workers.

Your Committee recommends that the sum of \$100 be given to the Deborah Consumptive Home of New York, in the name of which a committee addressed you.

A committee representing the Dover, N. H., textile strikers appeared before you and asked for aid. The General Executive Board in response to this appeal has forwarded to them \$300.

Your Committee also recommends that \$300 be given to the General Defense Committee, a representative of which has addressed our Convention. There are still a great many industrial prisoners languishing in our jails and it is our duty to help them to become free.

Your Committee recommends that the sum of \$200 be given to the Free Youth Publication Society, which publishes a magazine for the propaganda of trade union and socialist ideas among young people.

Your Committee received the following resolution:

Resolution No. 70

Introduced by delegates of Locals 22, 23, 62.

WHEREAS, the Naturalization Aid League has rendered excellent service to the members of the trade union movement in all matters relating to citizenship, and

WHEREAS, in its fifteen years of activity it has helped over 100,000 union labor members, a very considerable proportion of whom are members of the International Ladies' Garment Workers' Union, to become citizens, and

WHEREAS, the recent anti-immigration activity, as well as the threatened severities against aliens, places an additional burden upon the League in its efforts to educate and assist the workers, and further

WHEREAS, the new laws with reference to the citizenship of women, which make their citizenship an independent matter for the men, further makes it necessary for the League to intensify its educational work among the thousands of women members of the I. L. O. W. U., be it

RESOLVED, at the Twenty-fifth Anniversary Convention of the International Ladies' Garment Workers' Union, that we endorse the work of the Naturalization League and that we go on record as prepared to give it the utmost moral and financial support.

Your Committee is aware of the fact that this organization has done remarkably well in helping our workers to become citizens. We recommend that the sum of \$500 be given to this organization.

Delegate Wishevsky: I would amend the sum stipulated in this recommendation to \$300, because there are not so many coming into this country at the present time and there is no need to spend \$500.

Chairman Lefkovits: The answer of the Committee is as follows: This is a Jubilee Convention and we cannot give less than the last convention. The last convention gave \$500. Brother Wishevsky is mistaken that they have less work; they have more, because our women are trying to become citizens and are being very materially helped.

The recommendation of the Committee was concurred in.

Your Committee recommends that the sum of \$200 be donated to the Denver Sheltering Home for Children. This organization is aiding the children of natives who are stricken with tuberculosis, and such an institution certainly deserves the support of a working class organization.

We recommend that the Convention contribute \$200 to the Kropotkin Liter-

ary Society, an organization which has rendered very fine service in publishing the great classics in the Jewish language and has helped in spreading them among the workers.

Your Committee recommends that the sum of \$200 be donated to the "Messenger," a publication of trade union and socialist propaganda for Negro workers, which is doing excellent work in its field.

Your Committee has received resolution No. 82, appearing on page 134, Seventh day's proceedings, which reads as follows:

Resolution No. 82

Introduced by the delegation of Local No. 10.

WHEREAS, since the suspension of the New York Leader, the New York English labor daily, this city, the largest in the world, is without a daily labor mouthpiece, and

WHEREAS, in this modern age the press is of imperative importance particularly to labor, as demonstrated at the present time when our organizations are engaged in conferences for renewal of agreements and strikes, and

WHEREAS, particularly in New York City, we are practically without means to state our side in a daily expounding in the English language the cause of labor, and

WHEREAS, there is being issued in New York City a weekly Labor paper, therefore be it

RESOLVED, that the Convention pledges its moral support and that the incoming G. E. B. be and hereby is instructed to donate a sum of money to the New Leader and use such means as to make it possible to make of the New Leader a daily labor press; the sum of money to be donated is left to the discretion of the new G. E. B.

Your Committee recommends that the sum of \$200 be contributed to the New Leader.

Your Committee received Resolution No. 128, appearing on page 161, Ninth day's proceedings, which reads as follows:

Resolution No. 128

Introduced by delegates from Locals Nos. 10 and 17.

WHEREAS, the Sixteenth Biennial Convention of the International Ladies' Garment Workers' Union endorsed the magazine, "Labor Age," and pledged it the Union's moral and material support, and

WHEREAS, the Labor Publication Society, an organization composed of men and women of the labor movement, qualified to deal with its needs, hopes and aspirations, has continued the good work of the "Labor Age" during the two years which have ensued, and

WHEREAS, the impartial and accurate method in which this magazine presents the problems and progress of the movement is of great value to active labor men and to the labor unions, be it therefore

RESOLVED, that the Seventeenth Biennial Convention of the I. L. G. W. U. repeat its endorsement of the "Labor Age" magazine and repledge its support, hoping that it will continue to mirror in the future as well as it has in the past the constructive ideas, thoughts, and problems of the American Labor Movement.

Your Committee recommends that the sum of \$200 be given to the Labor Age, and that the Convention extend its recognition to this well-deserving publication.

Your Committee also considered a number of requests for relief coming from abroad. No doubt all of you are familiar with the situation of distress still prevailing among the toiling masses in Eastern Europe as the result of the ravages of the war and the total economic and industrial breakdown which followed it.

In considering these requests the Committee was inclined to allow larger sums than the ones we recommend for the many requests for domestic relief, first, because these requests were comparatively few in number, and secondly, on account of the urgency and the great need which these requests for relief from abroad involved.

Your Committee acted upon a request which came from the Jewish Trade Unions of Poland who find themselves in a state of great distress, primarily because of the condition of labor and the money exchange in Poland, and recognizing the tremendous value of these trade unions in the life of the working masses in that country and also considering that they are eagerly looking forward for support from us, your Committee recommends that they be given \$500.

Delegate Breslaw suggested an amendment to the recommendation of the Committee so as to increase the appropriation from \$500 to \$1,000.

Vice-President Lefkovits: I don't think we should give them more than they asked for. They asked for \$500 and your Committee granted that amount. Therefore I believe the recommendation of the Committee should be concurred in.

The question was put to a vote and the recommendation of the Committee was carried.

The Committee also considered the appeal made by Sister Rose Pessato on behalf of the Anarchist Red Cross, an organization which is endeavoring to get some relief and material and moral assistance for a large number of men and women of radical beliefs who are being persecuted because they are not in accord with the political programs of the governing parties in many lands. Your Committee recommends that this organization be given \$200.

The Convention has heard the appeal made to it on behalf of the organization for relief for Socialist and Trade Unionist Political Prisoners in Russia. The appeal on behalf of these prisoners came to us in the form of a letter signed by three leaders of the Social Democracy of Russia, R. Abramovitz, J. Udin, and T. H. Dan, men whose many years of service in the labor movement of that country are familiar to every one of us. We shall not go into details explaining the urgent need of relief for these prisoners for all of us no doubt, no matter of what political belief, are lovers of freedom and staunch believers in the right of free press and free opinion. Your Committee recommends that the sum of \$1000 be appropriated for this purpose.

Delegate Biell opposed the recommendation of the Committee, stating that before an appropriation was made an investigation should be had as to who those political prisoners are. In his opinion, they are nothing but counter-revolutionists.

Delegate Kurtzman supported the recommendation of the Committee.

The previous question was called for.

President Sigman: Secretary Schuster, of the Committee, now has the floor.

Secretary Schuster: I want to say that your committee considered very carefully all requests for financial aid, and I want to assure this Convention that if any committee would come to us and speak in the name of political prisoners of the Kolchakists and all those who are free in Russia, we would surely reject them. It was just those who are suffering in the prisons of Russia that we considered. We considered bringing relief to those children of parents who are in the hospitals in Denver, and bringing light and relief to those who are spreading education. We considered all

prisoners who are suffering in the United States. We have relieved Sacco and Vanzetti who are suffering in the prisons here; and we will surely also help out all those trade unionists and Socialists who are suffering in Russian prisons, and I hope that this Convention will surely vote for such relief.

This question was put to a vote, and the recommendation of the Committee was carried by a vote of 240 for and 29 against.

Chairman Lefkovits continued the report.

The Convention has listened to an eloquent appeal made to it on behalf of the schools for workers' children in Poland by Brother Mikhalevich. He represents a movement which means actually the saving of the future generation of the young people of our comrades and fellow workers in that country, and who not having public schools and not getting the support of the state or the community for primary education would be left illiterate and in total darkness were it not for the magnificent system of working class public schools built up and supported by the workers' organizations themselves and maintained by them at a great sacrifice. These workers, comrades of ours, are looking to us for some support and we believe that an organization like ours appreciating the great significance of that movement, should respond to it in an appropriate manner. The Committee recommends that the Convention grant \$5000 for the schools of the workers' children of Poland and that it empower the General Executive Board to continue giving them support in the future and also that the General Executive Board recommend that our locals individually support this highly important educational institution whenever they shall be called upon for relief.

Your Committee received resolution No. 129, appearing on page 161, Ninth day's proceedings

Resolution No. 129

Introduced by Delegates Israel Feinberg, N. Y. Joint Board, Vice-President Jacob Halpern.

WHEREAS, the World War and the brutal programs which followed in its wake have created havoc and destruction in the lives of the Jewry of Eastern Europe, and

WHEREAS, it is the conviction of the introducers of this resolution that the most rational form of reconstruction of the shattered lives of these hundreds of thousands

of men and women would be to spread and strengthen productive industrial activity and labor and the development of a generation of useful artisans in the place of petty traders, be it therefore

RESOLVED, that the Seventeenth Convention of the I. L. G. W. U. recognize the valuable and useful activity of the Association "Ort" which supplies Jewish toolers and workers with tools and implements and maintains a large number of trade schools for many thousands of children. The Convention recognizes that this work of the "Ort" has now become of particular importance owing to the severe restrictions placed on immigration from Eastern Europe to America, and be it further

RESOLVED, that the Convention instruct the incoming General Executive Board to affiliate with the American division of the "Ort" Association, and call upon all the locals of the International Union to similarly join the "Ort." The Convention also instructs the General Executive Board to contribute towards the activities of the "Ort" Association a fitting sum of money commensurate with the task confronting it.

This resolution speaks eloquently for itself and discloses to us the great role which the "Ort" is playing in the life of the Jewish working masses in Eastern Europe, being one of the few agencies for reconstruction and rehabilitation of the broken-down industrial and social conditions which prevail in that part of the world. It is not only a matter of temporary relief and assistance that the "Ort" is rendering, but its work is of a kind that will be of lasting value to these masses of our fellow men who have until now not known the normal and healthy processes of life and labor. It will make self-respecting and self-relying artisans and proud members of the working class of a generation of children who otherwise would have been doomed to an existence of misery and degradation.

The Convention has also heard the eloquent appeal made on behalf of the "Ort" by Dr. R. Singalovsky, and you all no doubt have felt as we did, that it represents a great movement worth while supporting. The Committee therefore recommends that the Convention grant the "Ort" a sum of \$5,000 and that the Convention call upon all our local unions and other organizations to affiliate themselves with the American organization of the "Ort" and to help this work in every form possible.

Delegate Heller: The wording should be changed to read, "up to \$5,000."

The suggestion of Delegate Heller was incorporated.

Your Committee also has considered the request made by the representative

of the Philadelphia Labor Institute, who asked for the balance due this institution from the donation granted to them at a previous convention. Your Committee recommends that this matter be referred to the incoming General Executive Board for disposition.

This brings our report to a close. The field of National and International Relations, our affiliation with the various organizations of the Needle Trades and the problem of affording relief to domestic and foreign organizations was by far not an easy task. We were confronted by many conflicting situations and had to give each and every side thorough and impartial consideration before deciding upon any attitude or recommendation. We have been guided in our judgment not by our individual feeling, but primarily by the interest of our organization, which we regard as superior and paramount to every other motive. Nevertheless, your Committee, in making these recommendations, was constantly actuated by the consciousness that, from the first day our great International was organized, we have been part and parcel of the labor movement, not only of America but of the whole world, that as members of the working class we owe whatever assistance and aid we can give to those of our fellow workers who are situated somewhat less favorably than we are, and, what is most important of all, that we must retain and keep up our bond of affiliation with those workers in America and Europe, who, like ourselves, are making their living in the garment-making industry.

Fraternally submitted
COMMITTEE ON NATIONAL AND
INTERNATIONAL RELATIONS
AND DOMESTIC AND FOR-
EIGN RELIEF.

	Samuel Lefkovits, Chairman,
	H. Shuster, Secretary,
J. Bleiman,	Rose Kirshenbaum,
M. Weitzman,	Abraham Stamm,
A. Kushner,	Charles Aronsky,
Philip Kremer,	Fannie Shapiro,
Leon Rosenblatt,	Anna Yefcheck,
Sam Fremet,	Y. Blando,
Oscar Simons,	J. Eggitto,
Rose Linder,	Luigi Merolla,
Morris Stein,	Harry Rosenwasser,

Delegate Dubinsky: We have a resolution introduced by delegates from Locals Nos. 10 and 17, as well as another resolution.

WHEREAS, it has been proven to the delegates of the Jubilee Convention and to the membership of our International the need for an English Labor Daily, and

WHEREAS, since the going out of existence of the New York Call, the New Leader is the only Labor Weekly which takes the place of an exponent of Labor's cause in the great city of New York, and

WHEREAS, this Convention has donated \$200 to the New Leader which is not sufficient, therefore be it

RESOLVED, that the 17th Convention of the International Ladies' Garment Workers Union assembled in Convention Hall, Boston, Mass., May, 1924, donate an additional \$300 to this publication.

Upon motion this was referred to incoming General Executive Board.

Delegate Dubinsky then read the second resolution, by permission of the Chairman.

RESOLVED, that a sum to be determined by the General Executive Board be donated to the Freie Arbeiter Stimme as recognition for its life-long services to the Jewish and general labor movement.

Upon motion it was referred to the General Executive Board.

Chairman Lefkovits: There is one remark we should make here. The President appointed Brother Cooper from Local No. 9 to act on the committee. Brother Cooper, in spite of the invitation, did not attend the meetings.

Mr. Chairman, I move that the report of the Committee as a whole be accepted. Unanimously carried.

President Sigman then called upon Chairman Israel Feinberg to present the report of the Committee on Appeals.

Delegate Feinberg then read the report of the Committee.

Report of Committee on Appeals

Greetings:

Your Committee has been charged with a very important task, namely, to pass judgment on a number of appeals that came in from various individuals, of whom some are members of our Union, who are appealing against the decision of the General Executive Board for depriving them from occupying responsible offices in our Union, and some whom our General Executive Board has thought advisable to exclude from the Union altogether. In the appeals made by these various individuals they claim that the General Executive Board has usurped certain powers which in their opinion are contrary to the laws of our constitution

and entirely against the ethics and principles on which our International Union is founded. Charges of a grave character against the members of the General Executive Board, which is obliged by mandate of convention and by their own moral standing not to commit such grave errors, and with all the seriousness at our command, having in mind the welfare and unity and solidarity which are the essentials for the growth and progress of labor organizations, in general, and our International in particular, your Committee has, therefore, proceeded to examine these appeals of the various appellants in a most careful manner deliberating upon each and every claim. Your Committee has further proceeded with all the seriousness at its command to examine the various appeals made by these appellants, and your Committee feels proud of the fact that it can right at the outset and in very emphatic terms state that in the opinion of your Committee, as we will prove in the following pages, case by case, the General Executive Board has not only not violated the laws of our constitution, and gone back on their moral standing, but it is the unanimous opinion of your Committee that the General Executive Board has acted in full accord with the constitution and moral responsibilities laid upon them by the Convention by applying the legitimate methods at its disposal in order to eliminate some of your members who have allied themselves with a certain institution which, under its disguise terms itself the Trade Union Educational League, whose aims and purposes are dictated by people who have nothing in common with our organization and who have not contributed in any shape or form during the years of struggle and strife through which the thousands and thousands of members that compose our International had to go until they have been able to bring about that position which our International occupies at the present time.

We will now proceed with the cases in order as they were presented to your Committee.

Case of the expelled members of Chicago. Seven (7) appealed in behalf of the eleven who were expelled for their activities in the Trade Union Educational League, whose names are attached to the appeal.

I. L. Davidson, 81-428—Dora Lifshitz, 100-115—Samuel Cohen, 104-93—Clara Gabin, 100-60—I. Litvinsky, 18-168—

J. Goldman, 5-882—Hyman Vogel, 5-1723.

Your Committee gave absolute freedom to the appellants who stated the case in their own defense at length. You will realize this when we state to you that twenty-five (25) pages of testimony were taken in order to ascertain the facts completely. The case in short is as follows:—

These above mentioned eleven appellants were tried and expelled from the Union in the month of August, 1923, because of the activities that they had carried on the outside of the organization under the guidance and instigation of the Trade Union Educational League. The General Executive Board issued an order to all the members of the International, proclaiming that League as illegal in our organization, and only the Union is the place for the transaction of trade and other Union questions.

From the testimony, your Committee finds that these eleven members, in spite of the order issued by the General Executive Board, continued their activities in the League, did everything possible to disrupt the activities of the Union in Chicago by distributing circulars and leaflets to union workers, and to those workers whom our International spent so much effort, energy, money and time to organize. The literature distributed by them was of a besmirching character, slandering the General Organizer sent by the International, Brother Meyer Perlstein, and all other officers of the International Union. They participated in activities of the Trade Union Educational League, in calling mass meetings outside of the Union, against our International.

The Trial Committee of the Chicago Union found them guilty and they were expelled from the Union. When they were asked by the officers of the Union to stop their activities and to express their adherence to the International Union, when they were asked to stop their disrupting activities because of the fact that an intensive organization campaign was being waged in the dress industry of Chicago, and the union was in dire need of co-operation of each and every member who could help to organize the unorganized dressmakers of Chicago, though these appellants profess to have been the real incentive for an organization campaign and final-

ly a strike, nevertheless, they acted in a way which proved detrimental to an organization campaign. We have here an exhibit of some of the circulars which were spread by these eleven members among all workers in Chicago. We also found that they were told by Vice-President Perlstein that there are legal channels where they could appeal their case, that there is a General Executive Board, where they could apply to, that there is a convention that they may appeal to, but it was evident that the appellants chose their own methods by resorting to the League and its officers, people who have no connection whatsoever with our International Union, for guidance and assistance. The result was that they tried to poison the minds of our workers in Chicago against the officers of the International Union and our Union in Chicago had to use almost inhuman effort and strength to combat all the falsehoods spread by the activities of these appellants. The Committee further finds that up to today these appellants did not do anything in the direction of compliance with the rules of the General Executive Board and they still retain their membership in the Trade Union Educational League, they are still ardent adherents to the doctrines and policies of this Trade Union Educational League, and on all questions of your Committee put to these appellants whether they are ready now to comply with the ruling of the General Executive Board of our International Union they refused to give a definite answer as you can readily see from the following testimony:—

The following questions were put to Davidson:—

Q.—Assuming that this Convention adopts a resolution that the Trade Union Educational League is a dual organization and is harmful therefore to our International, are you going to abide by the decision of the Convention?

A.—I cannot answer yes or no.

Q.—I want to be convinced before we give a decision. You say it is your belief that you had to abide by the rules and regulations of the International. Are you going to belong to the League? You must give us an answer.

A.—I cannot answer.

Q.—Did it ever occur to you that any individual member who violates the

rules of the Union and who has been dealt with accordingly, must first abide by the decision of that body which fined him before appealing to a higher body?

A.—You must realize that this is a matter of principle.

In addition to carrying out their destructive work in Chicago this individual also went around the country addressing groups, meetings called by the Trade Union Educational League, spreading falsehoods about our International Union together with such men as Foster and others who have accused our International of being gangsters, crooks, etc., and when your Committee endeavored to find by whom this costly trip was financed, the appellants flatly refused to give a satisfactory answer.

The same questions whether they are ready to comply with the decision not only of the General Executive Board but of the Convention were put to each and every one of the appellants and not one answered in the affirmative.

From the following statements, you will readily see that the appellants not only violated the rules and regulations of the constitution of our International in defying the orders given to them by the General Executive Board but went on with their destructive work.

To the members of the I. L. G. W. U. of Chicago—The appeal of the expelled members has been denied, so says the Forward, although no official notice to that effect has been received by the expelled. That this is the decision of the G. E. B. there is no question, but that the Forward should be the official mouthpiece is one more added insult heaped upon the heads of the Chicago membership.

General Executive Board or Forward Lies?—The report in the Forward is in the name of the G. E. B. and is a tissue of lies. The questions, relative to the League, its meetings, conventions, elections, etc., were never asked. This report shows to what depth of infamy they have sunk, when they base their denial of the appeal upon issues that were never raised during the expulsions, or in the appeals committee.

Come and hear the G. E. B.'s decision explained by the expelled members.

The appeal of the expelled was based upon the illegal methods used by Parli-

stein in expelling and disfranchising the progressive members. This could not be denied by the G. E. B. so therefore they had to resort to lies.

Monster Mass Meeting to be held Tuesday, November 6th, 8 P. M. at Wicker Park Hall, 2040 West North Avenue. Other speakers: W. F. Dunne, editor of Butte Bulletin; M. J. Olgin, author of the Soul of the Revolution. Subject:—Why I Was Expelled from the A. F. of L. Convention—Why These Expulsions. Everybody welcome. Admission free.

The Expelled Members.

To the Members of the I. L. G. W. U. of Chicago,

Sisters and Brothers:

The Vice-President of the International, Meyer Perlstein, came to Chicago with the purpose, as it seemed, to strengthen the union and try to better our conditions in the shops. But it turned out to be different. Since he came here, instead of doing his work he began to interfere in the functioning of the locals and assume the role of a dictator. Now he wants to throw out of the union those members who have opinions of their own. He is using methods that threaten to break our union.

Perlstein Wants to Throw Out the Most Active Members of Our Union

He charges that they belong to the Trade Union Educational League, which he claims is a dual union. At the hearing that was held, it was established through the questions and answers that the T. U. E. L. is a loosely semi-organized group, which has no registered dues-paying membership, which makes no decisions for the union, which makes no agreements, has no negotiations with the employers, nor does it perform the functions of a union, all to the contrary of what Perlstein wants the members to believe.

The Trial Committee Decided That Perlstein Is Wrong

A committee composed of six members elected by the locals of the Joint Board has investigated the charges brought by Perlstein against those who participate in the Trade Union Educational League. This committee was suggested by Perlstein and was approved by him.

The first meeting of the committee was called by Perlstein, and was held behind closed doors. The defendants were not allowed to be present there and present their arguments against his charges. Later at the trial Perlstein was the prosecutor, witness, and judge. Such procedure was so grossly illegal and unfair that it surpasses even the practices of capitalists' courts. In spite of the fact that Perlstein dominated the proceedings, interpreting and misinterpreting the answers of the defendants, and doing everything in his power to prevent a fair decision, still the committee, after a thorough discussion which was based upon the minutes and proceedings of the hearing, issued a decision that the T. U. E. L. is not a dual organization and that the defendants are not guilty.

Yes, a committee of six of the rank and file, who were "kosher" even to Mr. Perlstein, has decided by a vote of five to one that the charges against the "lefts" are unfounded. Why?

The T. U. E. L. Is an Educational Group and No More

The impartial committee of the rank and file repudiated Perlstein's charges, because the defendants proved that the charge of dual organization is ridiculous. They proved to the committee that the League has only an educational objective; that it advocates among the membership the building up and perfecting of their union through the following program: (1) Amalgamation of all needle trades organizations, which would strengthen the union; (2) Shop Delegate system, in order that the large membership govern the union instead of a few; (3) organize the unorganized into the union. Thus the aim of the League is at all points to strengthen and build up the organization, and not, as Mr. Perlstein wants you, members, to believe, to break it. And this is the reason why the committee of the rank and file, by a vote of five to one, repudiated Perlstein's charges.

What Does Perlstein Want and What Does He Say?

When Perlstein recently came to Chicago we thought that he really meant to start a campaign to better the conditions in the shops, and everybody gave him full support.

Who knows better than you, members of the I. L. G. W. U., that all those whom Perlstein is now trying to put out of the union were the ones who gave him the unreserved support in the organization

campaign. Just at the moment we thought that we were beginning to get results in our organization campaign: just when we thought that things will run smoothly and we will all be able to do something for the trade in general, Perlstein came along with his unfounded accusations against the most active members.

The result has been to bring disorganization and chaos into our union. Perlstein wants to be a complete dictator. What does he do to attain his desire? He tries to scare you, members, by connecting up the T. U. E. L. with the Red International. Does he think that he speaks to the reactionary Gompers, who shivers at the word "Moscow"? He speaks, on the contrary, to cloakmakers, dressmakers, and other workers in the garment industry, which is quite different. Let him better come out with his views on the program advocated by the T. U. E. L. He himself would then prove that it is not a dual organization; therefore he does not speak about the issues. But if Perlstein is afraid to discuss the issue, we are not.

Our Joint Board Adopted Two League Principles

Our own Joint Board adopted two of the principles for which the T. U. E. L. is working, namely, Amalgamation and Independent Working-Class Political Action, or the Labor-Party idea. This is what Perlstein and Sigman do not like. This is the real reason they want to throw out members. They do not want the rank and file to have any say in the matter; they want to reserve this right for themselves. They want to defeat amalgamation, and so they prepare now to rule out of the union those who believe in amalgamation.

Our members largely believe in these two principles. Perlstein knows well that he would lose if he should fight openly and squarely against the League. Therefore he dodges the issue. He speaks about Russia, about Communists, about the Red International, and what not, but not about the issues of the League. Perlstein wants to be dictator over the locals of Chicago.

What About the Decision of the Joint Board and How Was It Reached?

Perlstein approved of the trial committee which took up his charges. But when the committee reported against him, he then proceeded by hook and crook to prevent the verdict from being

approved by the Joint Board. First of all he deprives six delegates of their votes, on the charge that they were "lefts"; before they were found guilty of any charge they were told that they could not vote on the Joint Board; two members of the Joint Board were sent out of town; seven members were coerced into not voting by the threat that if they adopted the majority report they will be thrown out of the International, and that it would mean that the Joint Board recognizes the Red International. Thus, out of the 85 delegates of the Joint Board, only 19 voted on the question, and of these but 11 voted for Perlstein's motion against the trial committee's report, and 8 voted for the trial committee's report of "not guilty."

If Perlstein's threats were really true that the Joint Board would be thrown out of the International, should it decide against his instruction, then why a Joint Board trial at all? Why a committee? Was it merely to give a color of legality to a decision already made in Perlstein's own mind? He himself insisted that a committee be elected to investigate the case. The committee decided against him. With threats and lies he forces the Joint Board to turn down the committee report. But not even the necessity of lying will stop Perlstein from gaining his end.

Sisters and Brothers! Do Not Allow Perlstein to Break Our Union

Perlstein wants to be the dictator. But he has not even a definite plan for activity; his own work is a failure. The reason for it is that he is an autocrat and will not listen to the opinions of the members of the union.

Since he came to Chicago no local union or executive board could render any decision without his interference. He practically took away the right from the locals to direct their local business. Now he wants to shut the mouths of the members. He wants to expel members for having their own opinions, and who want to advocate their ideas within the union for its adoption.

Perlstein wants to expel members who give all their time and energy for the union, people whom one will find on duty everywhere—picketing the shops, and serving on all sorts of committees, whatever the union needs to have done.

Sisters and brothers, we are going through hard times. A great number of our members are out of work for months;

their families are starving. Our trade must be better organized. There is much work to do for our Union. But instead of working for the needs and interests of our members, Perlstein tries to create disharmony, to expel the active workers, a thing that never yet failed to injure seriously an organization. In throwing out these members he wants to take away their very means of earning a living, and for no other reason but their having ideas of how to perfect the union.

Sisters and brothers, if we permit Perlstein now to throw out members from the Union, for the reason mentioned, it will mean that in the future no one will have the right to express his or her opinion in our Union. Today Perlstein may not like one group; tomorrow he may dislike another group of members and begin to fight them. There is only one way to save our Union from this menace, to save our rights, and that is to vote for the acceptance of the majority of the Trial Committee which repudiates the charges that Perlstein brought; to vote against accepting the decision obtained through trickery from the Joint Board against the Trial Committee.

Let us tell Perlstein that he is not a Czar to rule over the members, but the servant of our Union.

Let us make Perlstein understand that in our Union the members have a right to hold and advocate their ideas and place them before the membership generally. Majority rule shall be protected in our Union.

We do not want a dictator over us. Let us all as one vote in favor of the decision of the Trial Committee.

Your Committee, therefore, recommends that their appeal be rejected, and your Committee further recommends that in the event that these appellants should want to apply for membership into their local unions under the requirements and provisions of these local unions, their admittance must be approved by the General Executive Board.

Delegate Freda Reicher, in speaking against the recommendation of the Committee, stated that the members in question were never given a hearing; that they were not admitted to any meeting and that they were given the worst deal ever accorded a member of the organization, and that they had resorted to the use of leaflets when they had no other

channel through which to bring the information to the members at large.

Delegate Sepp, in a few words, denounced the recommendation of the committee.

Delegate Perlstein: It seems to me that those who have spoken for the reinstatement of those members have avoided the issues entirely and have misinterpreted the facts. I don't believe that anyone who knows what he or she is talking about would get up on this floor and tell us we want them out of the Union. The fact is that we don't want them out of the Union. We want them out of the League, and as soon as these people will be out of the Trade Union Educational League they will be taken back into the Union. Their statements are absolutely untrue, and it seems to me that all the charges have not yet been brought against them.

I want to tell you that one of the reasons why the present strike is on in Chicago is because of the leaflets that had been issued by the League. These leaflets were printed in English and distributed among the shops where our organizers were stationed to organize the workers. These leaflets contained statements that Perlstein came to Chicago to disrupt the Union, that we have no money, and the employers took it for granted; and when we put our demands to the employers they told us that we have no Union. When I arrived in Chicago I made a thorough investigation and left nothing undone, and I came to the conclusion that the Union was on the verge of a complete breakdown because of the inside little organizations within the organization, and I told the members that they have to give them up. The members of those internal cliques who were supervised by insiders gave up their connection with them; but those who were supervised by outsiders would not and did not give up their connection with them.

We have the minutes of the trials, and those who claim that they did not get a fair trial are not telling the truth. When they say, "I don't care what your Committee has decided; I don't give a hang what the General Executive Board has decided. I will do what I please, and you will have to abide by our orders,"—I say when they come with these statements they cannot be members of our Union any longer. They don't pledge them-

selves to abide by the decisions of this Convention, and they have no place here. We should have the interests of our members at heart and not the interests of outside parties. (Applause.)

The previous question was called for and carried.

Delegate Morgenstern: Mr. Chairman, I want to ask a question. I think it is only fair that one delegate from each city have the privilege of the floor for ten minutes.

President Sigman: We cannot convert this Convention into a committee to hear all the details in connection with those cases. There are proper committees for that, and they have already done their duty.

Delegate Freda Reicher: Mr. Chairman, isn't it a fact that a telegram sent to you by the chairman of the Chicago Local was answered by you stating that Perlstein be advised to send back the members into the shop?

President Sigman: That is not true. The telegram was answered and we advised in the telegram that the matter be taken up with Brother Perlstein as soon as he returns to Chicago. He was then in the East.

Delegate Reicher: But what happened? Isn't it a fact that the committee of six who were appointed to try those members brought in a verdict of not guilty?

President Sigman: That was the majority report; but the Joint Board approved the minority report.

I myself now want to ask a question of the delegates whether they as members of labor organizations would not expect that any action of their Executive Board or Grievance Committee against any member of their organization be lived up to, and whether they would not consider, if such decisions were not lived up to, that such action would be detrimental to the interests of the union and a demoralizing factor in the morale of the union?

I will now ask the chairman of the committee to repeat the recommendation of the committee.

Delegate Feinberg: The committee recommends rejection of the appeals on the ground that those members have not complied with the orders of the Inter-

national; and the committee further recommends that in the event that these appellants desire to become members of our union it should be subject to the approval of the incoming General Executive Board.

President Sigman: We will now put the question to a vote.

The result of the vote stood at 205 for the approval of the recommendation of the committee and 42 against.

President Sigman: We will now suspend with the report of the committee on appeals and proceed with the nomination of officers of the General Executive Board. This is in accordance with the announcement made at last night's session that we would proceed with the nomination of officers at 11 o'clock but we are considerably behind time now.

According to the order of business, the first nomination to be made is to be that for the presidency of the International Union. I hereby call for such nominations.

Vice-President Ninfo, at this point assumed the chair.

Delegate Breslaw: Mr. Chairman and Delegates, I rise to nominate a man who I believe deserves and is entitled to the office of President of this great International Union. It is true that I sometimes disagree with him and he disagrees with me, but we are all human beings and we all have our faults. However, I think the virtues he possesses are essential for our International Union. I, therefore, have the honor and privilege to nominate Brother Morris Sigman for president of this organization. (Great applause, lasting several minutes.)

Delegate Horowitz, Local 22: I have the privilege to second the nomination of President Sigman. He has proven his worth to the entire labor movement and it is certainly a pleasure to see a man of his type succeed to the office which he has so admirably filled in the past.

Delegate Levy seconded the nomination of Morris Sigman in the name of Local No. 1.

Delegate Nachlin: I move that nomination be closed and that Brother Sigman be unanimously elected. Seconded and carried.

Delegate Dubinsky: I consider it a great privilege to be permitted to move

that the Convention instruct our secretary to cast one ballot for Morris Sigman as president of the International.

The motion was seconded and unanimously carried, following which Secretary Baroff cast the ballot in favor of President Sigman.

President Sigman: I am not going to try your patience at this time. When I came back fifteen months ago I did not return with the intention of making efforts to continue the presidency of this International. I realized that after the resignation of ex-President Schlesinger there was an emergency, although I also realized that there are quite a number of men and women in the International Ladies' Garment Workers' Union who could have filled this office as ably and, perhaps, more so than I can, but being far from the biggest centre of our International Union, I judged that there must have been good and sufficient cause why the call was made upon me and, after consulting for a short while with Mrs. Sigman, I decided to comply.

During these fifteen months that I have filled the office of President, I have learned a great deal more than I did in all the previous years when active in this Union of ours. This learning came in a rather difficult way. Every lesson that I received came out of some serious problem within our Union or some complicated condition within our industry. I came to the conclusion that I might render a good service to this great International Union of ours if I remained for another term.

I have said a little too much about myself. I only want to say a few words in regard to the constructiveness of my activities in the last fifteen months, which were so well praised by the introducer and those who seconded my nomination. There is no individual in this world who can manage, shape or mold the policies of such a tremendous organization as ours.

In conclusion, President Sigman expressed the hope that if elected he would receive greater support in the interests of the advancement of the International Union.

We are now going to proceed with the nomination for the Secretary-Treasurer of our International Union.

Delegate Reisberg: Mr. President and Delegates: Of all the honors that I have

received in life, I consider the greatest one this opportunity which the President gave me to stand up here and nominate a man for the office of General Secretary-Treasurer of our International, which is the next highest office to the President. The man whom I have in mind is the very personification of the soul of our International Union. He is the symbol and expression of goodness and kindness. Our general officers for the past two years have withstood all kinds of criticism, but friends and opponents alike unite upon one fact, that there is no other such man as Abraham Baroff, with such a pure and devoted soul, in the entire labor movement of America. (Great applause.)

Delegate Antonini, in seconding the nomination, emphasized the fact that the Italian locals were behind Secretary Baroff to a man.

Delegate Mollie Friedman, in seconding the nomination, expressed her appreciation of the honor in extending an expression of personal sincere gratitude to Brother Baroff and also the expression of gratitude of the local which she represented.

It was voted, upon motion of Delegate Breslaw, duly seconded, that nominations be closed.

Upon motion by Delegate Lefkovits, President Sigman was instructed to cast one ballot in favor of Brother Baroff.

Secretary Baroff: I am overflowed with emotion. As you probably know, I always was emotional and years have not changed me in that respect. I take for granted everything that has been so beautifully expressed by you. I want to tell to you, my friends, that I do accept because I feel I still have life and energy and I don't know where I would find a better place in this world to give my life and my service than to the cause of labor. I, therefore, accept and if I am elected, I shall again proceed to serve you in the same manner as I have in the past.

Upon motion duly made and seconded, President Sigman was instructed to cast one ballot for Abraham Baroff as Secretary of the International Union.

President Sigman: I cast one ballot for the unanimous election of Brother Baroff for Secretary-Treasurer of the International and I hereby declare him elected.

We will now proceed with the nominations for First Vice-President.

Delegate Feinberg: Mr. President and Delegates: I consider it an honor, indeed, that the privilege has been extended to me to nominate an individual for the second highest office in our Union; one who has been known for quite a number of years, not only to our own Union but to a great many labor organizations in this country. I am so sorry that I cannot use the poetic language with which the dressmakers are imbued; I am somewhat prosaic.

I remember when I arrived in this country and joined the union that the brother whose name I will shortly mention, was one of the first to inform me that the organization of which I became a member and of which he was at that time one of the leaders, could not be carried on by fantasy alone; and I had some fantasies at that time. And in my constant contact with this great organization I am now proud to say that he has been one of those who helped me to see the struggles of the workers in the right light.

I therefore have the great honor and pleasure of nominating as First Vice-President of our International Union, Brother Salvatore Ninfo. (Applause.)

Motion made and seconded to close the nomination for First Vice-President was unanimously carried.

Delegate Ninfo: Mr. Chairman, I have been enjoying the baseball team of our General Executive Board, and for the coming two years I will do my very best to hold down first base. (Applause.)

Upon motion duly made and seconded, President Sigman was instructed to cast one ballot for Brother Ninfo as First Vice-President.

President Sigman: I cast one ballot for Brother Ninfo as First Vice-President and I hereby declare him elected.

We will now proceed with the nominations for the New York members of the incoming General Executive Board. Eight are to be elected.

Delegate Langer nominated Brother Joseph Breslaw.

Delegate Heller nominated Brother Israel Feinberg.

Delegate Fish: Brother President and Delegates: I am taking this privilege and great pleasure of nominating for Vice-President, one whom you all know very well. He is a young man in years, but, nevertheless, his voice and his opinions have been listened to in the councils of our International Union. It gives me a double pleasure to nominate this man because, two years ago in Cleveland, I opposed him for the Vice-Presidency. I have had my differences with him in the organization, but nevertheless, I must recognize his activities in behalf of the cutters, which have had an effect on the conditions of cutters throughout the country, whether it be Chicago, Montreal or Baltimore. This Brother has come into our organization and he was the first man who was able to solidify the ranks of our organization. Those who know the composition of the cutters of New York City, the troubles that we have had with the so-called old-timers, know the difficulty that he was confronted with in order to accomplish this; and today the Cutters' Union once more takes the place among the leading locals of the International that it rightfully has had for the past number of years.

It therefore gives me great pleasure to present to the Convention the name of Brother David Dubinsky for Vice-President.

Delegate Rubin, of Local 3, nominated Brother Lefkowitz of Local 3.

Delegate Leventhal of Local 17 nominated Brother Heller of Local 17 for Vice-President.

Delegate Pinkofsky of Local 23 nominated Delegate Harry Wander.

Delegate Schuster of Local 9 nominated Delegate Jacob Halperin for Vice-President.

Delegate Ninfo nominated Delegate Sheinholtz of Local 22.

A motion made and seconded to close the nominations for New York Vice-Presidents was unanimously carried.

All the nominated delegates accepted the nominations.

Delegate Fish: Mr. President, since there are no more than eight candidates for New York Vice-Presidents, I move that this Convention vote by acclamation for these eight Vice-Presidents.

A motion, duly made and seconded, that the eight nominees be elected by acclamation at this Convention was carried.

President Sigman: The eight nominated delegates are hereby declared elected as Vice-Presidents of the General Executive Board.

President Sigman: We shall now proceed to the nominations of six delegates for the offices of vice-presidents from other cities outside of New York.

Delegate Dardick nominated Max Am-dur of Philadelphia.

Delegate Bialis nominated Delegate Meyer Perlestein from Chicago.

Delegate Trudiker nominated Delegate Fred Monosson of Boston.

Delegate Wagman nominated Delegate S. Seldman.

Delegate Winick nominated Delegate Reiberg of Philadelphia.

Delegate Greenberg nominated Delegate Fannia M. Cohn.

Upon motion duly made and seconded, it was voted that the nominations be closed, and that the candidates be elected unanimously. Another vote was then taken and the six nominated candidates were elected by acclamation as members of the General Executive Board.

Delegate Dubinsky: I move we proceed immediately with nominations for delegates to the A. F. of L. Conventions. Then we may adjourn in order to prepare the ballot for the afternoon session.

Delegate Cooper, who previously expressed a wish to make a statement, was not in the room, when called upon.

The following nominations were made for delegates to the American Federation of Labor convention.

Delegate Israel Feinberg nominated Louis Langer.

Delegate Dubinsky nominated Delegate Perimutter.

Delegate Ninfo nominated Luigi Antonini.

Delegate Perlestein nominated Charles Kreindler.

Delegate Schub nominated Louis Pinkofsky.

Delegate Prizant nominated Mollie Friedman.

Delegate Nachlin nominated Delegate Levy, manager of Local No. 1.

Motion to close the nominations was seconded and carried.

All the nominees, with the exception of Delegate Levy of Local No. 1, accepted the nomination.

Delegate Breslaw made a motion that since there are only six who accepted the nominations, they be unanimously voted for as delegates to the American Federation of Labor convention.

Delegate Ninfo called for a point of order and opposed the motion stating that the constitution specified that there be only six delegates including the president, sent to the American Federation of Labor conventions, but was overruled.

The previous question was called for and carried.

The motion that the six nominees be elected as delegates to the American Federation of Labor Convention was defeated.

President Sigman announced that a printed ballot for the election of delegates to the American Federation of Labor convention would be distributed to all delegates during the closing session of the convention.

The session then adjourned to reconvene for the final session at 2.30 p. m. of the same day.

Twelfth Day—Afternoon Session Saturday, May 17, 1924

The twelfth day, afternoon session, was opened at 8.30 p. m. at Convention Hall, President Sigman presiding.

President Sigman: The committee on appeals will continue its report.

Secretary Feinberg of the committee on appeals continued with the report as follows:

Your Committee received an appeal from ex-members of Local No. 50, Waist and Dressmakers' Union of Philadelphia, and also an appeal from former members of Local No. 40 of the Cloakmakers' Union. The former mem-

bers of these two locals were represented by Esther Weiss, Anna Litvakoff, Max Levine, Joe W. Goldstein, Ettinger, Cohen, Schwartz, representing ex-members of Local 50 and 40 respectively.

Your committee wishes to state after a lengthy and thorough examination of these cases, that it found that these two unions have gone through a period of disturbance and disorder caused by these appellants, so that the General Executive Board of the International was compelled because of these disturbances to reorganize Local No. 15, which is at present known as Local 50, and Local 2, which is known at present as Local 40.

In spite of all the warnings given to these appellants by the local officers and by the president of the International, who made several trips on that account, they refused to comply with the decision of the General Executive Board in reference to the Leagues. The chaotic condition created by the activities of these appellants reached such a stage that the International had no other alternative than to take a step of reorganization.

Your committee also finds that after the reorganization took place, the officers and the Executive Boards of the respective locals called upon these appellants to register and to comply with the order to resign from the League and pledge loyalty to our union, but all efforts were in vain. Not only did they not comply with the order to resign from the League and pledge loyalty to our union, not only did they not comply with the decision and requirements of the local union, not only did they not prove that they repent their indiscreet actions, but they obstinately clung to the League and did everything possible to disrupt these two organizations by means of slandering, spreading falsehoods in the local newspapers, and spreading circulars and using language that is most unbecoming to any civilized group of human beings or individuals; by means of calling conferences, by means of spreading all kinds of rumors in the city of Philadelphia in various organizations about the characters of the officers of these two locals, Local 40 and Local 50, Cloakmakers and Waist and Dressmakers' Unions respectively; and now when they come to appeal to the Convention for reinstatement into the union, they still insist that they must be given the right to belong to the Trade Union Educational League and continue to propagate all that the Lea-

gue calls for. Particularly, we find that in Local No. 50 where the membership is composed largely of girls, the appellants by means of picketing member meetings, carried on a propaganda of destruction among the members and intimidating those members by calling them scabs. That Local Union which took much effort and energy of our entire International to re-build, after the prolonged strike of twenty-six (26) weeks, nearly went to the point of destruction because of the dangerous activities carried on by the members of the Trade Union Educational League.

It is our firm conviction that the appellants are not sincere in their endeavor to make good their past since they demand as yet to have the right to belong to that League. Your committee therefore, unanimously recommends that their appeal is to be rejected and your committee further recommends that, in the event that these appellants should want to apply for membership into their local unions under the requirements and provisions of these local unions and under the rules and regulations of the constitution of our International, their admittance must be approved by the General Executive Board. . . .

Your committee received an appeal from Bertha Greenwald of Local 50 of Philadelphia, against the decision of the Election Committee for being taken off the ballot since she was in arrears in dues and assessments for fifteen weeks.

Your committee, after listening to the statements of Delegate Reisberg who is the manager of that local, sustained the action of Local 50, since it was stated that Local 50 has an old by-law that no member who is in arrears more than twelve (12) weeks on the day of nomination can be placed on the ballot.

Delegata Rosenberg, in discussing the report, asked for clemency for one of the delegates mentioned in the report, who had been active previously in organization work in Philadelphia.

Chairman Feinberg, in replying to this statement, asked Delegate Rosenberg why Sister Litvakoff had not waited until the Convention had taken official action regarding her status before affiliating herself with another organization.

President Sigman, in summing up, said that he did not consider it wise for the Convention to make exceptions of

one kind or another in the cases of men and women who had at some former time been active in the organization, and called upon the Convention emphatically to rebuke the disrupters.

The recommendation of the committee was concurred in.

Delegate Dubinsky; Inasmuch as we have only a half hour left in this hall, I move that the balance of the report be submitted to the incoming General Executive Board and that we go to other business.

The motion was seconded and carried.

For the sake of record and proper reference to the General Executive Board, the remainder of the report of the Committee on Appeals is given below, by the permission of the President.

Appeal Committee Report Continued

Your Committee received an appeal from the following members: L. Stanser, 1-5391; Morris Gable, 1-1868; Joseph Borohowitz, 1-201; Abe Cohen, 1-819; Abe Shaeffer, 1-7971; J. Millet, 1-3888; Cooper 1-1407; Morris Fisher, 1-5785; Hyman Zlesnick, 1-430.

Brother Borohowitz is acting as spokesman for appellants who are appealing against the decision of the Special Committee of the General Executive Board which was appointed by the President of the International to supervise the elections of Local No. 1, consisting of Vice-Presidents Perlatein, Reisberg and Seidman.

Upon examination of this appeal, your Committee finds that the above mentioned appellants, although upon the insistence of the Trial Committee of Local No. 1 supposedly resigned from the Trade Union Educational League, still did not carry out the decision of the General Executive Board in the spirit in which it was given. We are convinced of that because of the following facts:—

First, that these appellants refused to sign the statement of resignation offered to them by Local No. 1, but which in the opinion of your Committee does not bind them to anything that can be interpreted that they are not members of the League.

Secondly, that they even now refuse to sign such a statement or any other statement that would indicate that the League is a dual organization, and

therefore, inevitably harm our International Union, and

Thirdly, they insist that any decision given by the General Executive Board is subject to reversal by the members in spite of the fact that they know that between one convention and another the General Executive Board is the sole body vested with power to interpret, define and enact such laws as it deems advisable for the welfare of our organization subject to the approval of the Convention.

Your Committee is also of the opinion that it behooves a loyal member of the union, not only to abstain from activities that may cast reflection upon the character of our International, but he must go further than that, he must in every way show his indignation and protest against such elements, which through organized cliques or groups uphold and support publications that slander and besmirch our International Union and its officers. These appellants did not do that, on the contrary, they have demonstrated strong sympathy and a tendency to agree with these elements who have made it their business and their very life's aim to do destructive work for their own purposes and who have used our International Union as a target. It is not to be doubted that actions of this kind are a detriment as they serve to poison the minds of some of our members and are therefore most dangerous and harmful to our membership as a whole. It had been proven in the past that the very tactics used at present by this element have always been used as a weapon by the employing classes in order to swerve the minds of the workers and all members of labor unions, and although your Committee does not say that these appellants are the direct agents of employing classes, nevertheless, we cannot get away from the fact that their tendencies are the same and therefore your Committee in view of these facts recommends to sustain the action of the Special Committee of the General Executive Board in removing them from the ballot, and further recommends that should these appellants in the future prove that they have changed their attitude and have become absolutely loyal to the International Ladies' Garment Workers' Union, the incoming General Executive Board may, upon the request of these appellants, modify this decision.

Your Committee desires to state that a Committee of Local No. 1 represented by Manager Louis Levy, Brothers Shelly and Reisner, appeared before your Committee and appealed against the decision of the General Executive Board for sending a Committee of the General Executive Board to their Objection Committee which took place in the month of November, 1923, at which time the Committee of the General Executive Board has rejected certain candidates which were placed on the ballot for the reason that they are members of the League. The Committee of Local No. 1 contended that the President of the International had no right to send such a Committee. At this point an objection was made by Delegate Reisberg against the appeal of Local No. 1 on the ground that the Local had not complied with the decision rendered by the Committee and approved by the General Executive Board and therefore this Committee should not entertain their appeal. He asked that this question be given a ruling and on the request of your Appeal Committee the following ruling was made:—

Feinberg:—I am of the opinion that the appeal made by Local No. 1 in reference to the action of the General Executive Board regarding participation of the Committee of the General Executive Board in the Objection and Election Committee of Local No. 1, has no room before this Appeal Committee for the following reasons:—1st. The contention raised by the appellants that the General Executive Board has infringed upon the rights of their local autonomy is incorrect, for the following reason:—The question of the League which has been discussed and decided by the General Executive Board was an emergency measure and the General Executive Board in an emergency in my opinion is vested with that right to participate actively in the transactions of each and every organization affiliated with the International, and has, therefore, acted within its rights by sending a Committee to Local No. 1, to take care that the order issued by the General Executive Board should be observed by the locals.

The excuse given to your Committee that the President sent a committee of the General Executive Board without their knowledge or consultation is irrelevant in this case for the reason that, after the meetings of the General Executive Board, the President as the chief ex-

ecutive is vested with that power to appoint, select whomever he desires of the General Executive Board to participate in the affairs of any Local he may designate, subject to the approval of the coming General Executive Board meeting. That being the case, I believe, therefore, that the appeal made by Local No. 1 does not belong here for the above named reasons, and for the more vital reasons that they have not complied with the decision of that committee of the General Executive Board and, furthermore, they have permitted members of a League to become members of the Executive Board.

At the same time your Committee feels it their duty to recommend to this Convention that in view of the fact that for the last few years a factional fight is raging in Local No. 1 which necessarily must bring about a chaotic condition, making it impossible for the Local to attend to the welfare of its vast membership, your Committee, therefore, recommends that this Convention instruct the incoming General Executive Board that immediately after the adjournment of this Convention, the General Executive Board is to adopt such measures as it will deem necessary in order to bring about a healthy and sound condition into Local No. 1, so that the local will be placed in a position whereby they should be able to attend to the needs of their great membership for which this local was called into existence. . . .

Your Committee received an appeal from Abraham Ullman and H. Ingber, appealing against the decision of the committee of the General Executive Board for removing them from the ballot. After an examination of this appeal, your Committee came to the conclusion that, although we are convinced that the Special Committee of the General Executive Board acted properly in removing them from the ballot at that time, at the same time we find that at present, according to the explanation given by Delegate Weinstein of Local No. 1, these above mentioned delegates displayed their sincerity in their effort to be in good faith with the requirements of our International Union, and we, therefore, recommend that their appeal be granted. . . .

Your Committee received an appeal from I. Atkin against the decision of the Special Committee from the General Executive Board for removing him from the

ballot. Your Committee, after examining the circumstances connected with this case, recommends that the incoming General Executive Board should make an investigation on the entire matter and dispose of it.

Local No. 9 Appeals

Your Committee has received an appeal from Brother A. Zifin of Local No. 9 and four others whose names are: Mollie Perlman, 9/5851, Rose Kaplan, 9/2218, Sam Silverman, 9/1300, and William Greenberg, 9/8058, against the decision of the General Executive Board for imposing upon these individuals the penalty of making them ineligible for any office in the International.

Your Committee has given careful attention to this case in particular, and before we will relate to you the nature of the charge, it will not be amiss for the benefit of this Convention to briefly review the activities of this group.

At the time that the General Executive Board issued this order to discontinue alliances with the Trade Union Educational League, this brother in question was the chairman of Local 9 and was the prime mover among the group that have agitated violently and defiantly to reject the order of the International at various meetings which his local had called in order to take up this question. He has constantly attacked the International for issuing that order instead of proceeding according to the constitution, through the regular channels of the International; he has helped these elements to create disturbances in our Union and he has also helped those that have attacked our Union outside. It was only at the time when President Sigman made it clear to their local that in the event of their non-accepting that order, the local will be reorganized that he has found it advisable to advise his group to resign from the Executive Board, in order to prevent reorganization.

He has chosen for himself and his associates the League instead of his Union. He has defiantly boasted at various meetings that he has brought out the fact that he belongs to the Trade Union Educational League, in spite of the fact that he knows that this particular League has used every scandalous method at its disposal in order to besmirch, slander and attack the International Union, and while he has appeared before our Com-

mittee he has not displayed a change of attitude towards that particular institution. He still retains that attitude which he has held until now.

In view of these facts, your Committee realizing the difficulties and hardships that the entire Union had to go through, due to this un-union-like manner adopted by this brother and his associates, we, therefore, recommend that the action of the General Executive Board is unanimously approved and the appeal be rejected.

Your committee has received an appeal from Max Schwartz, member of Local 9, Ledger 814, asking the Convention to restore him to full rights and privileges on the ground that he was convicted by an officer who was suspended from the union for action unbecoming even an ordinary union member, claiming that this was the type who convicted him. On another occasion he was taken off from the shop of Baer, Levine and Rothstein.

Your committee has looked into this matter very carefully and has received information from the various delegates of the committee who can remember exactly the activities of this particular individual. They claim that this Brother Schwartz has in the last several years acted towards our organization in such a manner, as you can see from the appellant's own statement, that the union was compelled to take him down from the shop of Baer, Levine and Rothstein, where it was roven by the Grievance Committee of the joint board he actually terrorized the workers, inducing them to work illegal hours on the pretence that he had procured permission from the office, which was absolutely not true. In the shop of Simon & Weldman it was stated that he conducted himself in such a manner towards the workers as could be considered treacherous.

Your committee is therefore unanimously of the opinion that this appeal should not be granted.

Your committee has received an appeal from Joe Katz and Joe Forman, members of Local No. 9, appealing against the decision of the appeal committee of the General Executive Board that they were fined \$5 for working overtime illegally. Due to the fact that they admitted in their appeal that they did perform such illegal overtime, your committee is of the unanimous

opinion that their appeal should be rejected. . . .

Your committee has received an appeal from Louis Osofsky, member of Local 9, and your committee contends that since appellant did not appear in person and since his communication does not give the committee a clear explanation of his case, your committee is therefore not in a position to pass judgment since we cannot determine the facts of the case.

Your committee recommends that this brother be notified by the General Secretary-Treasurer of the International to send his appeal to the incoming General Executive Board. . . .

Your committee recommends that an indictment against the executive board of Local 9, signed by Harry Shusterman, member of that local, enumerating various charges against the entire Executive Board of Local 9, be referred to the incoming General Executive Board in view of the fact that the Convention has already acted on this Local 9 question and decided to refer it to the incoming General Executive Board.

Local No. 22 Appeal

Your committee has received an appeal from the nineteen (19) members of Local No. 22 who were suspended from the Executive Board and also were deprived of running from any office for a period of three years. Bella Rotford and Rose Wolkowitz appeared on their own behalf and also on behalf of the rest of the members who were suspended, stating that the General Executive Board had no right to impose those penalties. Your committee has carefully examined the appellants and has been in a position to disclose the facts which are as follows:

Namely, that after the election in Local 22, which took place sometime in June of last year, and after the various committees had to be elected by the Executive Board in order to conduct the affairs of the local, a circular letter from the Trade Union Educational League signed by an individual whose name is B. Miller, organizer of that Trade Union Educational League, called upon the 19 newly elected members of the Executive Board of Local 22 to come to a meeting at 208 E. 12th street, New York, which are the headquarters of the Trade Union Educational League, and there decide upon the selection of the various members that are to serve on

the various committees required by the Executive Board. They have also been called to another meeting where they decided upon the question of appointing officers of the Union.

Your committee is of the opinion that the action of the 19 members of Local 22 has been a direct violation of our constitution which prohibits any members without authorization of their locals to disclose any proceedings to any employer or any other one who is not an employer of our union. Your committee therefore feels that this was a step made which tended to undermine the very principle on which all labor organizations must depend, namely, an opportunity of each and every member of the Union to participate in the affairs of his or her organization, that this method, if permitted in our union, would destroy the possibility of the membership taking an active part in the affairs of the union and would divide our union into groups or classes dominated by sinister elements and would inevitably lead to the destruction of our organization.

Your committee could not help taking cognizance of the fact that this organization of dreamers which has taken years and years of strife and struggle before it could effectively have a say as to the conditions of its members, because it allowed itself to be led by cliques instead of this entire membership, must of necessity destroy the very aims and purposes for which it has been created.

Your committee, therefore, finds that the action taken by the General Executive Board is such that deserves commendation, for here we have again had a chance to convince ourselves of the principle, loyalty and devotion with which the men and women who have been chosen by the thousands and thousands of members of our Union to lead their destinies are still imbued,—that high principle of genuine democracy which has stopped these insidious tactics on the part of a number of individuals who by their ignorance or by their fanaticism have placed the caprices of a few higher than the welfare of the great membership of our Union.

Your committee therefore unanimously recommends approval of the action of the General Executive Board and rejection of their appeal.

Local 38 Appeal

Your Committee received an appeal from Brother Frank Rosenfarb of Local 38, appealing against the decision of his local and also the Appeal Committee of the International which sustained the action of the local. We also examined Delegate Wisbnefsky, who is the chairman of Local 38, and Brother Chazanoff, who appeared on behalf of Frank Rosenfarb.

After examining the entire case we find that in May, 1923, said Brother Rosenfarb, serving in the capacity of Financial Secretary of Local 38, made a deposit in the Amalgamated Bank of \$600, and by mistake the bank clerk gave him \$25, which he should have returned. The bank called about this matter and also sent a letter to this effect, which was never received in the office of Local 38, but a copy of this letter was produced by the bank.

The local appointed a committee to investigate this affair. A statement was received from the bank with a shortage of \$25, and Rosenfarb still did not mention anything about it. The office then called this shortage to his attention and he returned the \$25.

It was also brought out that the auditor of the International, in auditing the books of Local 38, found irregularities, a chaotic condition and general disorder in keeping the books, and in view of all that, your Committee recommends unanimately to sustain the action of the Local in deciding that Brother Rosenfarb did not act in a manner becoming to an officer of the Union, and your Committee therefore unanimously recommends that his appeal be rejected.

Appeal of Local 132

Your committee received an appeal from Warahavsky, member of Local 132, Button Makers' Union, against the decision of the special committee of the General Executive Board appointed by the President and consisting of Vice-presidents Seidman, Lefkovits, Halperin and Brother Arturo Giovannitti.

The appellant appeared in person. Your committee also summoned the delegation of Local 132, and after we had examined all the facts involved in this case, we found that Local 132 is a newly formed organization only about a year old. At a time when this organization is in dire need of all the co-operation that can be rendered by every member of that union, Brother Warahavsky and

a few others created friction and charged the management and the Executive Board with charges that could not be proved by him and his associates. The result of this friction has been that the local that gave promise of making constant progress is now in a state of turmoil and disturbance.

Your committee feels that there is a lack of discipline in that organization. The members of the union being young in our International, do not know the fundamental upon which our International is built, and that is discipline.

Your committee therefore recommends sustaining the action of the special committee of the General Executive Board, and we further recommend that this Convention instruct the General Executive Board after the adjournment of this Convention, to look into the affairs of Local 132 and bring about order in that organization.

Your committee received an appeal from Herman Grossman, ex-member of Local 23, who was expelled from said local on charges of affiliation and membership in the Trade Union Educational League.

Upon examining the facts from the delegation of Local 23, your committee finds that the appellant was an Executive Board member, and while serving in the capacity of an officer of the union, he did not live up to the decision of the General Executive Board in reference to the Trade Union Educational League.

The Executive Board of Local 23 gave him several chances to withdraw from the said League and pledge his loyalty to our International, but the appellant clung to his obstinacy, and therefore the Executive Board of Local 23 had no other alternative than to expel him.

Your committee is unanimately of the opinion that the appeal be rejected.

Conclusion

In conclusion, we wish to state that while the work before us was not of a pleasant nature and we would have had much more pleasure if cases of such a nature would not have happened, still we realize the fact that it is imperative in an organization of our size that the members who voluntarily join our organization must learn that great lesson of moral obligations towards the Union and the inadvisability of bringing in friction, and that it behooves this organiza-

tion that no matter how painful it may be at certain times to censure and discipline individuals who are engaged in activities of a disruptive and destructive nature, we, nevertheless, feel that the work done is for the welfare of the vast numbers of men and women comprising our industry.

Your Committee feels that it has performed a duty that will strengthen and solidify the ranks of our workers and present a solid front against our common enemy the employers.

Fraternally submitted,

COMMITTEE ON APPEALS.

I. Feinberg, Chairman.	
E. Reisberg, Secretary.	
L. Horowitz	Edith Kalish
S. Pichersky	A. Snyder
Isidore Nagler	Nathan Riessel
Abe Balson	Daniel Goldman
David Becker	Morris Greifer
Samuel Needleman	S. Milazzo
Meyer Rosenberg	Morris Sirotta
Fannie M. Resnikoff	Abe Kirzner
H. Borenstein	Max Braschneider
A. Cottone	M. Cipes

President Sigman: We will now hand out the election ballots for the delegates to the A. F. of L. Convention.

Delegate Lefkowitz: I think it would be wise to appoint a committee of tellers.

President Sigman: This token of appreciation, a silver tea set, is presented by the delegates of this Convention to Fred Monosson who was re-elected today as a member of the General Executive Board, for the fine treatment and faithful services given to this Convention.

Vice-President Monosson desires me to say that he appreciates very much the present given to him and he is very thankful to all the delegates of this Convention for their appreciation.

Delegate Wiahnevsky made a motion that the report of the Adjustment Committee be referred to the incoming General Executive Board for action.

This motion was seconded and unanimously carried.

Delegate Heller moved that all the resolutions on which no action was taken at this Convention be referred to the incoming General Executive Board for action.

This motion was seconded and carried.

For the sake of record and for proper reference to the General Executive Board, the report of the Committee on Adjustment is herewith given, by permission of the President.

Report of Committee on Adjustment

Your Committee on Adjustment has received a number of resolutions referred to it for adjustment and consideration by different local unions at this Convention. Each resolution has been examined and after careful deliberation your Committee desires to make the following suggestions, which it hopes will meet with the approval of the delegates at this Convention:

Resolution No. 6

Introduced by Russian-Polish Branch of New York.

WHEREAS, the morale of the Russian Polish and affiliated Slavonic nationalities engaged in the cloak, suit and dress industry in Greater New York, is not of the best, and

WHEREAS, a great number of the workers of the aforementioned nationalities are working in sweat-shops and under unsanitary conditions, resulting in many of the old members losing old faith, pride and interest in the Union to its great detriment, and

WHEREAS, the active members of our branch attribute the above conditions to the fact that many of the members cannot take an active part in the work of the Union due to their inability to understand the language in which Union meetings are conducted, because of which the Russian-Polish and other Slavonic members are prevented from actively participating in the work of the Union, and consequently have no say in the decisions on any question of importance, and

WHEREAS, minutes of various meetings of the Union are not furnished to our branch for information and other purposes, thus keeping them in the dark as to the nature of the proceedings at the said meetings, and

WHEREAS, our branch, as it is now constituted, cannot make any serious attempts to organize a non-union element of the Russian-Polish and other Slavonic workmen who refuse to join the Union on the ground that they do not care to belong to an organization where active participation is impossible, due to their lack of understanding of the language in which the meetings are conducted, be

RESOLVED, that the Seventeenth Biennial Convention of the I. L. G. W. U. grants to the Russian-Polish and other Slavonic workers engaged in the cloak, suit and dress industry in Greater New York, a separate charter for a local union with the same rights and privileges as now enjoyed by No. 46, Italian local, to be formed as soon as the General Executive Board of the I. L. G. W. U. shall work out a practical plan for the transferring of all members of the Russian, Polish and other Slavonic nationalities to the newly formed local from their present affiliation

Your Committee recommends the rejection of this resolution on the ground that the Committee does not find a necessity for a local of Polish-Russian and other Slavonic nationalities in the Joint Board of the Cloakmakers' Union of New York.

Your Committee also believes that if a local of this kind should be formed, it would mean more than one local, because there is more than one language spoken among the members who compose this Russian-Polish branch.

The resolution also states that the minutes of the Joint Board, as submitted to them, cannot be understood or read by the representatives of this local. We cannot see how a report can be submitted in any other language, even if the Russian-Polish Branch would be granted their request.

We further believe that the membership of this Branch belong to the different locals of the Joint Board, of the Cloak, Skirt, Dress and Reefer Makers' Unions, and their interests are well taken care of by this Joint Board.

Your Committee therefore recommends the rejection of this resolution.

Resolution No. 31

Introduced by delegates of Local No. 49.

WHEREAS, the charter of Local No. 49 is named the Ladies' Waist Makers Union of Boston, and

WHEREAS, Local No. 49 is composed about 95 per cent. of dressmakers, and

WHEREAS, there is another Local in Boston named Skirt and Dressmakers' Union, Local No. 24, composed mainly of skirtmakers in the suit industry, thereby causing unnecessary jurisdictional friction, be it therefore

RESOLVED, that the charter of Local No. 49 be changed to Dress and Waistmakers' Union.

Your Committee recommends that this matter be referred to the incoming General Executive Board for consideration and action, and the request be left to the discretion of the latter body, as to how to act.

Resolution No. 48

Introduced by delegates of Local No. 25.

WHEREAS, waists and dresses are two closely related trades, production of both garments, to a very large extent, being carried in one and the same factory by the same group of workers, and

WHEREAS, the tendency of manufacturers to engage in the production of waists during one season and dresses during another, depending on the demand for the particular garments in, and the transfer of shops from one local to another, tends to have a demoralizing effect on the workers in both trades, and

WHEREAS, every waistmaker is a potential dressmaker, continually going from one trade to the other, thereby increasing the difficulties of both locals in exercising a proper control in the industry, and

WHEREAS, the existence of two separate and independent locals in trades that overlap each other, is bound to lead to serious jurisdictional disputes and will eventually be a repetition of the old conflict between Locals No. 22 and No. 23, therefore be it

RESOLVED, that this Convention instructs the incoming General Executive Board, immediately after the Convention to take steps toward the merging of Local No. 23 with the dressmakers' local No. 22.

A committee of Local No. 25 appeared before your Committee and stated their reasons for affiliating themselves with Local No. 22. But after some discussion and careful consideration, your Committee has decided to reject this resolution for the reason that after the last convention the General Executive Board came to the conclusion that these two locals must be separated, because the waist and dress trades have nothing in common with each other; that the conditions and standards of the waist industry are inferior to those of the dress industry, and that the interests of the workers in both trades can be taken care of much better when separated as at present.

It took the General Executive Board quite some time to decide on the separation of these two locals. We, therefore, do not think that the condition at present has so changed as to require the affiliation of these two trades. We therefore recommend the rejection of this resolution.

Resolution No. 68

Introduced by delegates of Local No. 64.

WHEREAS, there is a local in our International known as Local No. 64, representing the buttonhole makers employed in our industry, and

WHEREAS, the number of buttonhole makers employed in the women's garment industries is very limited and yet a certain percentage of them belong to other local unions instead of belonging to the Buttonhole Makers' Union Local No. 64, and

WHEREAS, such a condition is detrimental to the interest of that particular craft as well as to the interests of Local No. 64, be it therefore

RESOLVED, that this Seventeenth Convention, assembled in Boston, decides that all buttonhole makers of the City of New York

and vicinity belong to this local, and those not belonging are to transfer to Local No. 64, within thirty (30) days after this Convention.

Your committee recommends that this resolution be referred to the incoming General Executive Board for investigation and action.

Resolutions Nos. 69 and 75

Introduced by delegates of Chicago Locals.

WHEREAS, the striking dressmakers in Chicago of Polish nationality have come to the conclusion that in order to have complete control of the dress industry in Chicago a Local Union of Polish workers in the industry should be organized, be it therefore

RESOLVED, that the incoming General Executive Board be advised of the advisability of issuing a charter to the dressmakers of Polish nationality.

Your committee recommends that the request of the locals in Chicago be granted and the incoming General Executive Board be instructed to investigate the advisability of issuing a charter to the dressmakers of Polish nationality.

Resolution No. 72

Introduced by Local No. 38.

WHEREAS, the ladies' tailors' trade is a vital and organic part of the cloak industry, not only theoretically, but also practically, because ladies' tailors are employed in cloak sample shops, and because the conditions of the ladies' tailors and sample makers are such that they force them to travel from one shop to another on account of the very brief seasons prevailing in these two trades, and

WHEREAS, most of the ladies' tailors' shops produce samples for cloak shops, and vice versa, and

WHEREAS, the Boston and the Chicago Conventions of the I. L. G. W. U. found it urgent, because of the above mentioned motives, to instruct the G. E. B. to merge Locals 3 and 38 into one local, and

WHEREAS, these two locals were united for a period of two years and were not less effective during those two years in their struggle with their employers than prior to their amalgamation, and

WHEREAS, the G. E. B., upon the request of a small group of sample makers, separated these two locals in the month of April, 1923, notwithstanding the tremendous protests on the part of the ladies' tailors and a good number of sample makers against that separation; notwithstanding the detriment that it could have brought about for both locals, and without the sanction of our supreme body, the International Convention whose instruction has been the "amalgamation of Locals 3 and 38 and not their separation," therefore be it

RESOLVED, that this Seventeenth Biennial Convention of the International Ladies' Garment Workers' Union disapproves of this act of separation, and instructs the incoming G. E. B. to reunite Locals 3 and 38, and then help create one effective, fighting organization

for the betterment of the conditions of the ladies' tailors and sample makers in particular, and the betterment of the conditions of the workers of the Ladies' Garment Industry in general.

Your committee recommends the rejection of this resolution. Your committee had a hearing on this resolution and after careful consideration, came to the conclusion that this resolution cannot be accepted for the reason that after the last convention efforts were made by the General Executive Board to unite these two locals because it was of the opinion that the affiliation would serve for the best interest of the workers of both locals. But to our sorrow we must state that after a year's time the membership of both locals came to the conclusion that these two locals cannot be together and Local No. 3 appealed to the General Executive Board to see to it that they are separated again.

The General Executive Board, after listening to the facts presented to it by both sides appointed a special committee, which committee made a thorough investigation of the existing conditions of both locals and decided that it would be very beneficial for the workers of Locals No. 3 and No. 38 that these two locals be separated. The committee also disclosed that the members of Local No. 38 were responsible for this act of separation.

Resolution No. 71

Introduced by Locals No. 56 and 12.

WHEREAS, in the City of Boston there are a great number of unorganized Italian ladies' garment workers, and

WHEREAS, the Joint Board and Local No. 49, have from time to time conducted organization work among the Italian element without obtaining the expected results, and

WHEREAS, in the last Dress and Waist-makers' strike a great number of workers, ignorant of unionism and of the class struggle, not only did not respond to the Union call, but in part helped the manufacturers, and

WHEREAS, past experiences in New York and in other cities has proven that in order to develop among Italian workers active workers and union leaders, it is necessary to form a separate local, therefore be it

RESOLVED, that this Seventeenth Jubilee Convention of the I. L. G. W. U. now when it is celebrating twenty-five years of wonderful achievement will go on record by instructing the incoming General Executive Board to investigate this matter and, if possible, to grant the Italian workers of the City of Boston, an Italian Local as was done in New York, Philadelphia and Cleveland.

Your Committee recommends that this resolution be referred to the General Executive Board for investigation.

Resolution No. 78.

Introduced by delegates of Local No. 38.

WHEREAS, the Custom Dressmakers' Union, Local No. 90, has made many attempts to organize the nine thousand female workers engaged in that industry and did not meet with success, and

WHEREAS, the six hundred workers who belong to the Union have the greatest difficulty in maintaining the conditions in some of the shops due to the fact that the greatest number of establishments in the City of New York are non-union, and conditions therein are much inferior to those in Union shops, and

WHEREAS, the ladies' tailors employed in the tailoring departments of the same employers cannot maintain union conditions due to the competition of the unorganized female workers and vice versa, and

WHEREAS, an effective organization campaign in the Custom Dressmakers' industry, or in the ladies' tailors' trade cannot be achieved unless, and until, we present one potent, united machinery of these two locals, be it therefore

RESOLVED, that this Seventeenth Biennial Convention instructs the incoming G. E. B. to investigate the conditions in the two trades with a view to establish the advisability of amalgamating these two locals.

Your Committee wishes to report that Local No. 38 has withdrawn this resolution.

Resolution No. 124.

Introduced by delegates of Local No. 9.

WHEREAS, Local No. 9 has the jurisdiction of all the Finishers in the cloak and suit trade of New York, and

WHEREAS, there are locals in the city of New York that have members and are taking in new members at present, and

WHEREAS, such a condition does not permit us to have a complete control of standards and wages of our craft, be it therefore

RESOLVED, that the Convention of the I. L. G. W. U. assembled in Boston decides that all the members that are working as finishers in the cloak, suit and dress trades be transferred to Local No. 9.

Your Committee recommends that the incoming General Executive Board make a thorough investigation of this matter.

Resolution No. 90.

Introduced by delegates of Local No. 1.

WHEREAS, the prevalent conditions in the New York cloak industry impel the General Executive Board to establish a complete control in the industry for the welfare of its members, and

WHEREAS, a complete control over the crafts can only be accomplished when all those who are employed in the crafts have

one central body which can work out and apply a united and mutual policy and tactics for all those who are employed in a certain craft, and

WHEREAS, the sentiment that prevails among the membership of various locals in the one craft is such that instead of stimulating the activity to one central body for the interest of the operators, it is always applied in the interests of each separate local, and

WHEREAS, the present fixed rate of payments by the members to the Union is insufficient to defray the expenses which the locals have, because of the enormous expenses incurred by the organization, and which are absolutely necessary under the circumstances, and

WHEREAS, the conditions from the economic standpoint are such that it is utterly impossible for the members to contribute more than they are paying now, and

WHEREAS, the act of consolidating the operator locals would have favorably impressed the psychology of the operators, thus showing that the G. E. B. is determined to establish a complete control of the cloak industry in New York, which is of the utmost necessity for the success of our class undertakings, and

WHEREAS, according to Article 6, Section 2, of the Constitution, which states: "A charter shall not be granted to a local union of a branch of the trade of which there is another local union in existence in the same city or locality, except with the consent of such existing local union," be it therefore

RESOLVED, that the Seventeenth Jubilee Convention of the International instructs the G. E. B. to combine the three operator locals of New York, Locals No. 1, 11 and 17, into one local union, and be it further

RESOLVED, that this decision be carried out within the next three (3) months after the Convention.

The subject matter contained in this resolution has been a topic of discussion before many conventions of our International Union, and it is therefore clearly known to every member of the Committee, as well as to the majority of delegates present at this Convention. It seems to your committee that the cause of this resolution was more the result of a habit than of a real necessity existing in the Joint Board of the Cloakmakers' Union. This can be verified by the fact that the Joint Board, which is represented here and which is the responsible body in the City of New York charged with the duty of conducting the interests and the welfare of all locals affiliated with our Joint Board, did not deem it necessary to mention or even to hint that there is a problem of the nature as presented in this resolution existing in the City of New York.

Your Committee is of the opinion that probably some time in the past before Local No. 17 was affiliated properly with the Joint Board and before Locals 11 and 17 inaugurated the weak-work system that has established the Union

conditions for their members, a claim such as Local 1's would have some ground. At present the Committee cannot find any reason for revoking the charters of two existing, active, loyal local unions of our International, controlled and managed by the Joint Board of New York.

Your Committee therefore recommends the non-concurrence of this resolution.

Resolution Introduced by Philadelphia Joint Board Locals (No. 130)

Introduced by Delegation of the Joint Board Locals Cloak and Skirt Makers' Union of Philadelphia.

WHEREAS, Section 2 of Article VI of our Constitution provides that there shall be no more than one local union in any particular trade or branch in any one city, and

WHEREAS, there is a Local 71, known as the Pressers' Local of Philadelphia, and

WHEREAS, the dress pressers instead of being members of Local 71 are members of Local 50, be it therefore

RESOLVED, that all pressers of Local 50 shall be transferred to Local 71, and be it further

RESOLVED, that the name of Local 71 be changed to read Local 71, Cloak and Dress Pressers of Philadelphia.

Your committee wishes to state that shortly before this Convention the same request was made by the joint board locals of Philadelphia and Local No. 71. A special committee was then appointed by the General Executive Board to investigate this matter and bring in its recommendation to the General Executive Board for action.

As the time was short, the committee could not investigate this matter. We therefore reaffirm the decision of the General Executive Board and recommend that the incoming G. E. B. be instructed to appoint a committee to investigate this matter and bring in its recommendation for action.

Resolution No. 111

Introduced by delegates of Local No. 41.

WHEREAS, there is a local in our International known as Local 41, representing the tuckers, hemstitchers, pleaters and novelty workers in our industry, and

WHEREAS, a certain percentage of them belong to other local unions instead of belonging to Local 41, and

WHEREAS, such a condition is detrimental to the interest of that particular craft as well as to the interest of Local 41, be it therefore

RESOLVED, that this Seventeenth Convention, assembled in Boston, decides that all tuckers, hemstitchers, pleaters and novelty workers of the City of New York and vicinity belong to this local, and that those not belonging to transfer to Local 41 within thirty days after this Convention.

Your committee recommends that this resolution be referred to the incoming General Executive Board.

This concludes our report.

Your committee has done everything it could in order to adjust these requests in an impartial manner to serve the welfare of our International.

Respectfully submitted,

Saul Seidman, Chairman
M. Schoenfeld, Secretary

N. Shelly	Abe Goldin
H. Kuperstein	Mary Liotta
David Fruhling	L. Brodfield
Barnet Rubin	Chas. Carotenuto
Abram Goldin	Carl Schultz
David Phillips	Harry Dordik
L. Horowitz	Phillip Arbeitman
Bernstein	L. Sapolsky
Sam Finkel	Lidore Shulman
Anna Claughessey	E. Kurland
Philip Levine	Wolkoff

David Godes

Vice-President Ninfo: We have been in attendance at our Convention for the past two weeks. The stenographers who have been with us from morning till evening for the two weeks of the Convention have done their duty faithfully. I feel that it would be an injustice if we did not extend a vote of thanks to them. I, therefore, move that a vote of thanks be extended to the stenographers for their efficient services.

This motion was seconded and carried.

President Sigman: We will call upon ex-President Rosenberg to perform the installation of the new administration.

Brother Rosenberg: Fellow delegates, I will request you to be as orderly as possible, and I shall be as brief as possible. Before I proceed with the installation I just want to say a few words. Calling upon me to install the officers has clearly demonstrated that in spite of my being a "sympathizer with communists" this afternoon on the floor of this Convention, I still have friends here.

I will now call upon the Secretary to call the names of those who were elected as officers today. And I will ask each of those present to answer to his name.

Secretary Baroff called off the names of the new administration, who responded present.

Brother Rosenberg: Fellow delegates, it seems to me that the entire new administration is present and that they are on the job. Let us hope that they will be on the job for the next two years until their successors are elected.

I don't intend to make a speech about the newly elected members of the board. They are all well known to you and they are all old-timers and have gone through the mill, so it is unnecessary to waste any time on that point. All we need to do is to obligate them.

The official pledge was administered to the members of the new administration.

Brother Rosenberg: Now that the installation is over, I shall present the gavel to my friend, Brother Sigman, and he will proceed with the session. All I wish is that the Board be as successful in the future as it has been up to date; I also ask you, Brother and Sister Delegates, to put your shoulder to the wheel and try to help this administration to carry through our demands to a successful end. I congratulate you, Brother Sigman, on your splendid leadership and I trust that you will continue it for the next two years.

President Sigman: I will ask the delegates to please take their seats. I intended to close this Convention with a speech but the way it looks I don't think it will be possible for me to consume any time in making any closing remarks.

We have with us a member of the Union, a very active worker of the labor movement, and a former first vice-president of our International Union upon whom I am going to call to say a few words. I will now call upon Brother Polakoff.

Brother Polakoff: Mr. Chairman, Sister and Brother Delegates. I have been here since the opening of this Convention enjoying the privilege extended to me by the General Executive Board in inviting me as one of the ex-officials of our International. I really intended to tell you much of what we went through in the early years of our International,

but I see that you are very impatient and I will not impose myself upon you.

In the same city of Boston, just fourteen years ago today, we closed a convention with the hope of going through successfully with the great general strike of 1910 which brought about a revolution in our industry. We are now confronted with the same situation, perhaps with even a greater one, and from the bottom of my heart I wish that you delegates and the General Executive Board will be just as vigorous and display the same fighting spirit now as we did in 1910.

I thank you for the privilege of letting me say these few remarks and I hope that two years from today our demands submitted to the employers will be accepted and if not, fought out to the bitter end.

President Sigman: I now have the pleasure of introducing Brother H. Weinberg, who is very well known to the labor movement in this country and also in other countries.

Brother Weinberg addressed the Convention.

President Sigman: We will now have the result of the ballot cast for the delegates to the American Federation of Labor Conventions.

Brother Manny Weiss: Your committee received 265 ballots. Four of those were cast by your committee. Out of the 265, Louis Langer received 196; Delegate Perlmutter received 194; Delegate Pinkofsky received 167; Delegate Antonini received 211; Delegate Kreindler received 159; Delegate Mollie Friedman received 121.

President Sigman thereupon declared Delegates Langer, Perlmutter, Pinkofsky, Antonini and Kreindler elected as delegates to the next two American Federation of Labor conventions.

Upon motion duly made and seconded and amid a storm of enthusiastic applause, President Sigman declared the Seventeenth Convention of the International Ladies' Garment Workers' Union adjourned sine die.

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