

THE  
**LADIES' GARMENT  
WORKER**

THE JOHN CREE  
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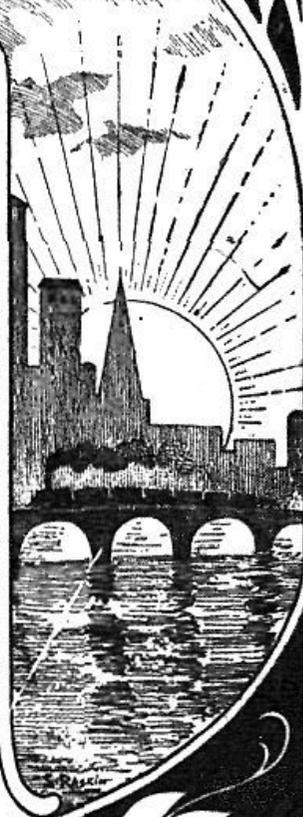
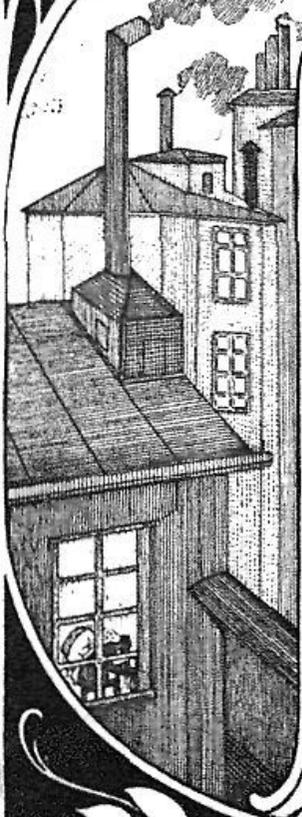
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**International Ladies' Garment  
Workers' Union**

31 Union Square, New York



# Directory of Local Unions

LOCAL UNION	OFFICE ADDRESS
1. New York Cloak Operators	238 Fourth Ave., New York City
2. Philadelphia Cloakmakers	244 S. 8th St., Philadelphia, Pa
3. New York Piece Tailors	9 W. 21st St., New York City
4. Baltimore Cloakmakers	1023 E. Baltimore St., Baltimore, Md
5. New Jersey Embroiderers	144 Bergenline Ave., Union Hill, N. J.
6. New York Embroiderers	133 2nd Ave., New York City
7. Boston Raincoat Makers	38 Causeway St., Boston, Mass
8. San Francisco Ladies' Garment Workers	352-19th Ave
9. New York Cloak and Suit Tailors	228 Second Ave., New York City
10. New York Amalgamated Ladies' Garment Cutters	7 W. 21st St., New York City
11. Brownsville, N. Y., Cloakmakers	1701 Pitkin Ave., Brooklyn, N. Y.
12. Boston Cloak Pressers	241 Tremont St., Boston, Mass.
13. Montreal, Canada, Cloakmakers	37 Prince Arthur, E. Montreal, Canada
14. Toronto, Canada, Cloakmakers	194 Spadina Ave., Toronto, Canada
15. Philadelphia Waistmakers	40 N. 9th St., Philadelphia, Pa
16. St. Louis Cloak Cutters	Fraternal Building, St. Louis, Mo
17. New York Reefermakers	117 Second Ave., New York City
18. Chicago Cloak and Suit Pressers	1815 W. Division St., Chicago, Ill
19. Montreal, Canada, Cloak Cutters	1178 Cadioux, Montreal, Canada
20. New York Waterproof Garment Workers	20 E. 13th St., New York City
21. Newark, N. J., Cloak and Suitmakers	103 Montgomery St., Newark, N. J.
22. New Haven Conn., Ladies' Garment Workers	83 Hollock St., New Haven, Conn.
23. New York Shirtmakers	231 E. 14th St., New York City
24. Boston Skirt and Dressmakers' Union	241 Tremont St., Boston, Mass.
25. New York Waist and Dressmakers	16 W. 21st St., New York City
26. Cleveland Ladies' Garment Workers	314 Superior Ave., Cleveland, Ohio
27. Cleveland Skirt Makers	314 Superior Ave., Cleveland, Ohio
28. Seattle, Wash., Ladies' Garment Workers	153-15th Ave., Seattle, Wash.
29. Cleveland Cloak Finishers' Union	314 Superior Ave., Cleveland, Ohio
30. Cincinnati Ladies' Garment Cutters	411 Elm St., Cincinnati, Ohio
32. Winnipeg Ladies' Garment Workers	Labor Temple, Winnipeg, Man.
33. Bridgeport Corset Workers	414 Warner Building, Bridgeport, Conn.
34. Bridgeport Corset Cutters	414 Warner Building, Bridgeport, Conn.
35. New York Pressers	228 Second Ave., New York City
36. Boston Ladies' Tailors	241 Tremont St., Boston, Mass.
37. Cleveland Cloak Pressers' Union	314 Superior Ave., Cleveland, Ohio
39. New Haven Corset Cutters	12 Parmelee Ave., New Haven, Conn.

(CONTINUED ON INSIDE BACK COVER)



Named shoes are frequently made in Non-Union factories

**DO NOT BUY ANY SHOE**

no matter what its name, unless it bears a plain and readable impression of this UNION STAMP

All shoes without the UNION STAMP are always Non-Union

Do not accept any excuse for absence of the UNION STAMP

**BOOT AND SHOE WORKERS' UNION**

246 Summer Street, Boston, Mass.

JOHN F. TOBIN, Pres.

CHAS. L. BAINE, Sec'y-Treas.

# THE LADIES' GARMENT WORKER

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No. 1

## QUERIES AND ANSWERS AS TO WEEK WORK.

By B. Schlesinger

In the November issue of the Ladies' Garment Worker I referred in general terms to the advantages accruing to the workers from changing the present system of piece work to week work. I want to consider now the other side of this question—the objections of some workers against week work.

In course of the months that the General Executive Board has been agitating for week work we have formed a clear idea of the nature of these objections. At meetings I have addressed I have been asked various questions from which I could see where the shoe pinches. Therefore we want the workers to know that we favor a change only because we have formed the conviction that week work is in all respects the best and most salutary system for the workers in the trade. If we saw in week work the disadvantages which some think they see therein, we should be the first to advise the workers to vote against it.

At the same time we know precisely the fears of some of the workers—why they cannot perceive that the so-called disadvantages of week work rest on baseless theories and ill-conceived opinions. In most cases such opinions are entertained for the reason that these people have no reliable information as to the week work system we aim to introduce. It is easy to talk of week work replacing piece work. But it is not so simple a matter to grasp thoroughly; for the uniform week work system really involves a sort of revolution in the method of work—a reform that is destined to abolish some of the most difficult trade problems and ultimately bring about a thorough change in the relations between the workers and the employers in the factories.

Precisely these points we want to explain in this article.

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Let us first of all consider the objections or apparent disadvantages that some workers find in the change from week work to piece work. We shall take up these objections in detail, subject them to a close analysis and see whether they are as black as they are painted, whether they have any basis in fact.

1. The first objection I have heard many workers advance at a number

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of meetings was this: Week work would in time develop into task work, for the reason that the employer will pay different wages to his employees; those who will speed up will get higher pay while those failing in speed will be unable to earn a livelihood. This is only one step removed from task work, and task work is the worst curse of any trade.

They who advance this objection do not understand the fundamental points in the system of week work. They do not realize that the introduction of week work will be accompanied by a minimum scale of wages, and the minimum scale of wages will have to be such as to assure to every worker in the trade a living wage.

To be sure, some workers will get a wage above the minimum. The union cannot limit any advance upward. A highly skilled mechanic of unusual ability will always get more than those of inferior skill. It pays the employer to pay more to such workers. But this is a question to be decided between the specialist and his employer. If the employer will pay him more it will be because he is worth more than the union scale. The worker of higher skill will indirectly regulate his higher wages in accordance with the minimum union scale.

Those who fear the development of task work seem to imagine that the amount of wages will be controlled by the employer or by the joint action of employer and workers in every shop separately, by a price committee, as at present. If this were the plan of the union they would have ground for fear. Fortunately this is not the case. We propose to get a minimum scale for all the workers in the industry, which means that it will not be possible for any employer to offer a wage below the scale, while it will always be possible for some workers to be paid above the scale.

2. The second objection comes from the same source, from an erroneous conception of the proposed system. The imagined disadvantage is as follows:

At present, under the system of piece work the union insists on equal distribution of work in the slack season, so that every worker can earn something in the dull months. But upon week work being established it will not be so easy to insist on this practice. In the slack time the employer may refuse to divide days and hours among all the workers, fearing a deliberate waste of time by the workers in order to earn more wages; consequently many workers who, in the dull season, earn a few dollars a week will be plunged into idleness.

We have stated this objection as clearly and glaringly as possible because we wish all workers to understand the reasons why some are opposed to week work, and we do not want anyone who is not thoroughly familiar with every angle of the question to vote for or against the change.

Our answer to this serious objection is perhaps not so easy to understand as the objection itself, but it is the truth and therefore worth while examining with close attention.

As already intimated, week work must be accompanied by a minimum scale of wages. These two principles are like a body with a soul; one without the other cannot be permitted to exist, for it would be useless.

When the union will come to determine the minimum weekly wage of

an operator the following course will be pursued: First the number of busy weeks in the year or the extent of the seasons will be determined. The next question will be the amount of earnings required by a worker with a family. Then the union will determine a wage that will enable the average worker to earn enough in the months of the season to enable him to live all the year around. This is the method employed in all season trades where the week work system has been introduced.

Let us take the bricklayers for example. The union found that on an average its members work not more than twenty-six full weeks in the year, about half a week instead of a whole week, and set the minimum wage scale so that a worker can earn in three days sufficiently to enable an average family to live decently for a whole week. The minimum wage of a bricklayer is approximately \$8 a day, so that on the average his weekly wages may be said to be about \$23 a week.

When our International Union comes to introduce week work in the cloak trade the same principle will be adopted. We shall figure how much an operator must get every week in the months of the season to enable him to live decently during the entire year. The slack months will be entirely left out of account and the wages of the busy months will have to cover the entire year.

While at this point we want to touch on another fact that everyone should bear in mind in considering the question of week work. We all believe in equal distribution of work in the dull season. The union has waged a prolonged struggle for this principle. But the knowledge that in the slack months they will all have a part of the work as a result of equal division of work moves the workers to be mild in their demands for prices. They somehow believe that if the employer allows them some work in the slack season, they ought to be benevolent to him in the busy time and consent to work for lower prices. And the result is that even in the season they are not paid the proper prices for their work.

Under the week work system this serious defect will vanish. As already stated the union will not consider the scant doles of work in the slack time; its basis for wages will be the busy time. Secondly, the wage scale will be entirely controlled by the union. The workers of any given shop might feel grateful to their employer for affording them some work in the slack time, but they will not be permitted by the union to reward the employer for this by working at lower rates.

3. That brings us to the third so-called "disadvantage" advanced by some as an argument against week work; they fear that workers will secretly accept reduced rates in order to obtain jobs and that this will have a bad effect on the entire trade. The fear has its origin in a current rumor that in other trades where the week work system is established such practices prevail.

We shall not deny that there is ground for this danger; but we say that workers who betray their own interests can be watched and controlled far better under a week work system than under piece work. Moreover, when workers are not true to their own interests at price fixing they hurt not only

themselves but all their fellow workers in the shop. A weak, submissive price committee is apt to ruin the season for all the workers, but when any employee secretly accepts a lower weekly scale he injures himself only.

The trade unions have, in course of years, arrived at various methods whereby to check certain employers who seek to make underhand deals with their week workers. This crafty contrivance of reducing weekly pay diminishes with every year. Our business agents and higher officials in the Cloakmakers' Union know the various employers and individual workers too well to be easily duped. We must also take the psychological factor into account. When there is a fixed wage the honest employer and the intelligent worker will not be tempted to cut it; they will realize that they are doing wrong. But under the present system of price adjustment the reverse is the case—the employer believes it to be his duty as a business man to strive by every means at his disposal to reduce the labor cost as much as possible. Neither do the workers think it wrong to compromise with the employer and "do him a favor," giving him an opportunity to get his work done at smaller cost so as to get him more orders and themselves more work.

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The time has never been so ripe, so favorable and convenient for introducing week work in the cloak trade as at present, and I am convinced that if the present opportunity should be neglected our people will rue the day in later years. I do not believe that another such excellent opportunity will occur so soon. The time is ripe and favorable for the following reason:

Owing to the war the worst obstacle in the way of introducing week work in the cloak trade has disappeared of itself. Before the war the trade harbored all kinds of workers—newly arrived immigrants, half-baked and fully adapted workers. We used to have in the same shop beginners, six-monthly learners, yearly, two-yearly and ten-yearly mechanics. Cloakmaking is a trade requiring long acquired experience and skill. A knowledge of operating at a machine or of stitching together a garment does not constitute a cloakmaker. To draw up a scale of wages under those circumstances would be a most difficult operation. It would be impossible to ask the same wages for a new, inexperienced worker as for a full-fledged mechanic. It would cause considerable dissatisfaction in the ranks.

This serious difficulty has totally disappeared. Since the last four years there has been no influx of fresh immigrants into the cloak trade. All who are employed at cloakmaking have been at it for at least four years, and four-year workers at cloaks are full-fledged mechanics. There can be no mistake about that. If it is possible to become a lawyer in four years' time it is certainly possible to become a qualified cloakmaker in that specified period.

Thus we are now dealing with a trade all the workers of which are full-fledged mechanics, and a workable scale of wages—a scale for all—can be drawn up quickly and quite easily. Possibly some exception will have to be made in some shops, in the case of older people and learners, but this is a mere bagatelle. The trade in general is uniform and will be considered as such by both sides when the weekly scale of wages comes to be drawn up.

And because all the workers in the trade are old hands they will more easily adapt themselves to the weekly system. This could not be said of newly arrived immigrants; the latter come here with their native health unimpaired and with narrow provincial ideas of earning money, and they plunge into work with all their energy. They neither understand the nature of the shop nor realize the importance of conserving their vital strength. These workers have always preferred piece work to week work because piece work afforded them a possibility of earning more money by harder toil and reckless throwing away of energy. They were prepared to sacrifice their health to increase their earnings.

After a few years' time these "bundle grabbers" discover their mistake and begin to feel the results of the raging and tearing kind of labor. They begin to value more their health, regretting their former recklessness. Then they see that week work is much better for them because they need not hurry beyond their strength and the idea of extra earnings by extra exertion is entirely absent.

Almost all the cloakmakers have been long enough in the trade to discover the truth relating to the danger of working too hard; therefore the argument of "working harder to earn more" will not now appeal to them. They will rather be impressed by the advice to conserve their health and energy because they already feel poorer in bones and marrow, and must heed the warning.

The cloakmakers now working in the trade have likewise lost their erstwhile dreams that they would eventually succeed in escaping from the shop and becoming employers. This dream had an adverse effect on many of them. They were willing to submit to any sort of system, however injurious to the trade and themselves, if only they saw a possibility of making some money by extra hard work. They cherished the hope that with that money they would become employers and thus eventually secure rest.

Now this dream has vanished. Now it is almost impossible for anyone to become a real manufacturer for the reason that the cheap immigrant labor of former times is not obtainable any more.

The cloakmakers now in the trade know quite well that their place is in the trade, that they are destined to remain in the trade more or less permanently. Therefore it is their business to have their system of work so arranged as to yield them a living wage in return for a natural, human working day. Week work is such a system.

The week worker is always healthier, more at ease and feels securer than the piece worker. He knows his position in the world. He need not worry when starting on a new garment that it will not yield him enough to earn a week's wages. He need not hurry unduly. He always knows how much his earnings will be and how to order his life accordingly. He can adapt himself to his circumstances because he is thoroughly familiar with them.

Ask any workers formerly employed on piece work and now having a weekly scale of wages, whether they would change back to the piece system, and their answer would be a blunt refusal. They would regard it a great misfortune to be compelled to return to that system.

Take the typesetters, for instance. We still remember the time when they were employed on piece work. We also remember the fact that when the proposition to change to week work was discussed at their union meetings many of them protested, advancing the same objections as now made by some cloakmakers. Actual practice made them wiser. Now they know that the week work system was a great blessing to them. Under a piece work system the typesetters would never attain a six-hour day at a minimum scale of more than \$30 a week in places where not a single day in the year is lost.

All trades where the union is strong, in which the workers enjoy good health and live and work like human beings, have a week work system. In trades having inferior conditions the workers are striving to introduce week work. Experienced union leaders and experienced and thoughtful workers everywhere are for week work.

Cloakmakers, a new, happier period will set in in your trade; your union will become more powerful, your lives easier and more comfortable when you replace piece work by week work.

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### OUR FOURTEENTH CONVENTION IN MAY, 1918

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Pursuant to a decision of the General Executive Board the next biennial convention of our International Union will be held in May, two weeks before the appointed time.

Our constitution provides that the opening of the convention shall take place on the first Monday in June, which is the birthday of our International Union. In June 1918, eighteen years will have elapsed since its formation. Twelve regular conventions have been held in regular time. An exception, however, had to be made in respect of the thirteenth convention. Owing to the prolonged cloak strike of 1916 in New York City, the last convention was held in October, 1916, in Philadelphia.

The next convention will be opened on May 20, and will have to amend the constitution, making a permanent change in the time of all future conventions, for the following reason:

The Buffalo convention of the American Federation of Labor changed the time of meeting from November to June and fixed the second Monday in June as the opening day. (The reasons for the change were stated in detail in the December issue of the Ladies' Garment Worker.) Our constitution provides that the delegates from our union to the convention of the American Federation of Labor shall be elected together with all our general officers after all the business of the convention has been disposed of. Our union would thus be deprived of representation at the Federation convention and would be unable to exercise its share of influence on the course of the labor movement to which it is entitled by its membership and standing.

Thus the General Executive Board felt compelled to change the date of our next convention in order to fulfill definite duties to our union and the labor movement.

At the same meeting the General Executive Board decided to submit to a referendum vote of our entire membership the names of three proposed cities, one of which to be the convention city—Chicago, Baltimore and Boston.

There are various reasons to guide the members in their choice. Some think that Chicago should be selected because this city and cities further West present a large field for our organizing efforts, and holding the next

convention in Chicago would have a beneficial effect on all our locals in that part of the country. Aside from this claim Chicago has never had the privilege of an International convention.

Those, on the other hand, who propose Boston or Baltimore claim that since the majority of our locals and members are located in eastern centres the convention should be held in the East.

Both of these claims are entitled to consideration, and we advise our locals and members to take into account the needs and interests of every part of our union and vote for this or that city in accordance with their honest convictions.

### A DAY'S WAGES FOR RELIEF OF THE WAR VICTIMS

The heart-rending cry of the war sufferers of Russia and elsewhere for relief has touched a responsive cord in the heart of the Jewish population of the United States. The workers in our industry have not had time to respond to the special appeal of the relief committees for \$5,000,000 to make up the total of \$11,000,000 pledged by the Jewish population, because the last month was rather the height of the slack season.

But our people will not hold aloof from this noble endeavor. They will contribute to the relief funds in their own way.

They have decided to give what might be called "the widow's mite," a day's wages, which is not out of their abundance but out of their very needs.

For three and a half years our sisters and brothers across the ocean have been enduring indescribable sufferings. Starvation, exile, bereavement and anguish of soul have been their lot from the beginning of this terrible war. And although our country is involved in the conflagration, we here are still in paradise compared with the hellish state of affairs prevalent in the war zone. Most of our people who hail from those parts can best realize the distressful situation and must stretch out a helping hand.

The decision to offer a day's wages was arrived at last month at a conference of representatives and local executive board members. The speakers at the conference included Jacob Schiff and Louis Marshall, who are intimately connected with the relief work, and also Judge-elect Jacob Panken and Dr. Frank F. Rosenblatt. In order to make the donation as large as possible it was unanimously decided that the day in question shall be Washington's Birthday, February 22—a recognized legal holiday in the cloak and suit and waist and dress trades.

Washington's Birthday falls in the height of the spring season in these and cognant trades. In past years the manufacturers offered our people double pay for work on this day. As this year the work will be for an urgent and noble purpose—a purpose that must touch the hearts of the manufacturers as well as the workers—we hope that the manufacturers will co-operate with us to make the donation the biggest compatible with the wealth-yielding ladies' garment industries. We hope that they will willingly pay double time, or, at least, not less than time and a half for the work. As our people agree to give up their entire earnings of that day we hardly doubt whether the manufacturers will grudge the extra pay in view of the noble purpose for which the money will be devoted.

In the meantime we are glad to put on record that many of our members in whose trades Washington's Birthday is not a recognized holiday are already donating a day's wages to this fund, and we appeal to all other locals and members to join this good cause with heart and soul and come generously to the relief of the war sufferers.

## Financial And Organizing Problems Of Trade Unions

How Some American Unions Have Solved the Financial Problem—Abolished the System of Assessments; Reduced the Difficulties Connected with the Payment of Dues and Strengthened Their Organization.

Substance of an Address Delivered at the Recent Convention of the Boilermakers' Brotherhood Which Every Trade Unionist, Particularly Active Members Should Read with Attention.

By James Wilson

(President of the Patternmakers' League)

I remember well when at a convention of the Boilermakers' International in 1912, I advocated the idea that if your union expected their organization to meet with that success in the industrial field that they hoped, they would have to adopt a financial system that would provide the necessary revenue, the sinews of war, in order that the membership of the organization could be supported in times of industrial disputes. And I called attention at that time to the fact that an organization that had to depend upon assessments in order to raise its revenue for the purpose of maintaining men on strike was in a hazardous position, because the employers feel that where men are living from hand to mouth it is an exceedingly easy matter to starve them into submission. Your organization at that time adopted a higher per capita tax to your International Union. I predicted that with that action would come an increased growth in your organization, that your general conditions of employment would improve, and that you would not need any more of those assessments that create so much discord and are the means through which many members of a trade union allow themselves to be suspended rather than meet those assessments, unless their own members in the immediate locality are involved in the dispute.

Now the fact is that since your convention in 1912 your International Union has not found it necessary to levy any further assessments than the regular dues upon the membership. Consider the further fact that the funds of your International Union have grown and grown until to-day you have many thousands dollars in your International treasury; yet, the fact is that every legitimate expense or benefit to which the

membership of your organization has been entitled, has been paid by your International Union. To-day no one will dispute the fact that the membership of your organization is twice as large, yes, more than half again as large as it was in 1912. From a membership of 16,000 in 1912, you have grown to more than 40,000 in a period of five years; from a union that was continually assessing its members to a union that now has no assessments, to a union that now has a better condition of employment. The delegates to that convention laid a stone in the foundation of this Brotherhood that is really the foundation for the success of this or any other trades union in our time. There is no question of such vital importance to the success of a trades union as the question of finance. A labor union has large expenses. Its income can be derived from but one source, and that is the weekly dues, the monthly dues, or whatever dues are paid by the membership into the locals, and by the locals into the International.

I represent one of the small unions in the trades union movement of our country, but as to strength and power and system of organization and finances, it compares second to none in the trades union movement of our country. Its ability to fight, its ability to support its members, are recognized by trade unionists and employers alike.

Last June we had a convention, and discussed again the question of finance. We changed our financial system. We found that it required a lot of time of our local representatives to collect dues every week from the membership of our union, and so we provided that instead of paying dues weekly, we now pay dues quarterly, four times a year, seven dollars a quarter,

twenty-eight dollars' per year. Delegates at our convention said, "Why, the membership will leave the union." I asked them by what right they could say that members would leave our union, because of a slight increase in dues, so that they would pay dues quarterly instead of weekly. And I referred to the increased wages and the shorter hours of labor that had been secured in every organized locality under the jurisdiction of our union. And I asked if they thought that the Pattern Makers of this country had no more intelligence than to leave the union that had accomplished so much good as we had for the membership of our union, because it was changing its financial system. We referred the action of our convention to the membership for approval, and there was not an action of that convention that was not ratified by a large majority of the membership of our organization. Why? Because our membership realized that they must have a proper financial system.

Now we did something else at that convention with reference to finances. We found as trades unionists, as workers, that standing as individuals in the industrial world as it exists to-day, we are helpless to negotiate with our employers for any better conditions of employment, and so we organized our local unions. We realized that in order to give to the local unions greater strength and more prestige, something further must be done, and we organized our national union; and to add greater prestige to the national union we organized our international union, in order that the full power and strength of the industry of which we are a part may be banded together in one common brotherhood for the protection and the uplift of the entire industry. And it has been proven that our American Trades Union system is the most successful organization of any trades union movement of any country in the world. Now then, if it be true that this banding together of men in international unions has been a benefit to the worker, our organization decided then that it was equally as advantageous to the organization to combine through the centralization of funds the entire financial resources of our international union into one central point, the headquarters of the international union.

The day is coming when your financial

resources will be organized internationally, just the same as your International Union is now organized. Your trade, like my trade and every other trade, has its bad spots. You may take, for instance, the City of Seattle, Washington. If we go into the City of Seattle, we spend money and we organize that city, and it becomes a strong, powerful organization. By reason of its large membership, it has accumulated a large fund. I do not believe, as a practical trades unionist, that Seattle should be permitted to keep that money, so long as throughout the western part of New York, and through the northwestern part of Pennsylvania, there exist thousands of boiler makers and other craftsmen unorganized. That money should be expended in the organization of men that are working under conditions as mechanics that do not even compare to-day with the laborer who is digging sewers or repairing streets. If the trades union movement of this country is going to get all that it is supposed to get out of our movement, we must concentrate our financial resources into those parts of the country where no organizations exist.

You must remember, my brothers, that you might be able to establish a condition of employment, by reason of your strength and the power of your organization, in one locality; but if within a few hundred miles of that locality there exists an unorganized locality, where there are thousands of laborers who are working for 25 and 30 cents, as compared with your 50 cents and 75 cents, the day is coming when you must either lift these fellows up to your standard of working conditions or they are going to pull you down to their standard of working conditions. Because the employer cannot compete with the cheap, low paid localities, and if he cannot, it is either a question of going out of business or making a fight against us. And so it is our duty to ourselves, who have taken advantage of organization, as well as our duty to the men who have failed to take advantage of organization, to concentrate our resources to organize those men. And that is what we propose to do in the concentration and centralization of the financial resources of our International Union.

If our union in Chicago, with their 80 cent rate of wages and their eight hour day has thirty thousand dollars in its local treas-

ury, and just a few miles away, pattern makers are working for 30 cents, unorganized, either they must come up or the 80 cent man must come down. There are men here from San Francisco who can remember the struggle, and how much their conditions were placed in jeopardy, when they forced from the employers the eight hour day and a rate of wages and in the other manufacturing cities of the Pacific Coast practically an unorganized condition existed, the nine and ten hour day prevailed, and a much lower rate of wages, and their condition was continually in jeopardy. But to-day, that entire coast is practically an organized locality. Seattle, Portland, San Francisco, are negotiating for higher wages. Our men are asking for \$7.00 per day for eight hours.

I believe that now we should as loyal citizens use every honorable effort to bring about conditions without the stoppage of work for a single day in any industry. And if we must strike, we must have our course so steered and our record so clearly established that the burden and responsibility of the strike will rest upon the employers and not upon the men of labor. If it takes a little longer in the negotiations, it won't hurt. It might do good. We will at least have the satisfaction of knowing that we can always quit, but it isn't always so easy to adjust after we have quit. We must be careful, we must protect our interests. We must remember that our great President has said that we are fighting for the maintenance of democracy. Brothers, I say to you that this world cannot continue to have autocracy and democracy existing at one time; either autocracy must give way to democracy, or democracy must give way to autocracy. The trades union movement of this country is loyal to our nation at this time in its declaration for the establishment of democracy throughout the world, because we fear that with the growth of militarism autocracy will have a stronger hold upon Europe, and we as trades unionists must see to it that if we are engaged in war for the establishment and maintenance of democracy throughout the world, we must insist that we shall have democracy in the industries of our country.

Our movement has done wonders. It has created a feeling and a spirit of fraternity in the hearts and the minds of the workers who have taken advantage of organization.

We have gone on from nothing to a great power, growing stronger each day, improving the conditions in industries each day, bringing about improved legislation for the protection of the workers, whether organized or unorganized, increasing the wage earner's interest in government, increasing his standing in the community, making him a good citizen.

But this labor movement of ours is not yet what it should be. It will not be what it should be until every worker is enrolled as a member of a trades union, and every member of every trades union, instead of sitting home waiting for an international organizer, for a local business agent, to come and organize, shall realize that he as a member of his union, paying his money for its development, should go out and organize every other man that is enjoying its benefits without contributing anything towards its support. And we should give warning to the fellow who does not belong to the union: "Either join this union or you can no longer gain your livelihood by working at this business."

The employer says that it is the closed shop that is un-American. We answer back that it may be what you call the closed shop, but it is American. It is in accordance with every act of our legislatures, state, national and city. They pass ordinances, they pass laws, and they provide a legal department to see that the law is enforced, and men and women pay their share in the running of the municipality, the state or the nation. Upon failure to observe its laws they are immediately haled before a tribunal and sentenced either to a fine or imprisonment or both. And that is American, because we must have laws, and we must have taxation measures, and everything else upon which to run the government.

Now here we are, as wage earners, realizing that because of the conditions that exist in the industries we must band together, and we must pay out our money for that purpose. Then along comes a free American, with a flag wrapped around him, and he says, "I have the right to work where, when and under what conditions I please, without being dictated to by your un-American unions." And we say, "Yes, but it is in your interest to join this union," and we force him to do it for his own bene-

fit, and if he will not do it for his own benefit, we just simply say we are not going to have any barnacles in the trade, and we run him out of the business, just as we take the barnacles off the ship so that its progress will not be impeded.

Sometimes the bosses do not like to recognize the union shop. At the plant of one of the largest employers of pattern makers in this country we had a fellow that would not pay his dues, and I went and told the boss that that fellow wasn't paying his dues, and he said, "We are not a collecting agency." And I said, "We don't want you to be a collecting agency. All we want is that this man keep his obligations to our organization." He said, "We will protect that man in whatever he does." I said, "All right." So we finally had to leave the shop. Through the metal trades organization of that locality, we had a conference, and finally I got another conference with him, and he said to me, "Now, understand this: That this man will have to pay his dues, but understand this is an open shop." I said, "I don't care what you want to term it, so long as the men in this shop are understood to pay dues into our organization." And he said, "we will call it an open shop." And I said, "All right, then, it is an open shop, but it is understood that no one can work here unless he is a contributing member in our union." (Laughter.)

You, the delegates representing the local unions of Boiler Makers and Ship Builders and Helpers throughout the jurisdiction of your International Union, have been sent here to legislate for that union. You have been chosen because you are the most active workers in your locality. Your membership has confidence in you. You come here and you hear something advocated that perhaps the membership in your locality might be opposed to, because they don't understand it like you hear it here. It is your duty as a representative, if you desire to advance the interest of that union, to vote for that legislation and assume the responsibility of leadership, and go back home and tell your men why you did it, and you will find that the rank and file of the trades union movement is anxious to advance and improve the condition of the organization.

I don't believe that men want to keep the unions cheap. Last month I spoke to the Metal Polishers' Union, in Cincinnati, at their convention. They revolutionized their

financial system, and as a result it will be a better and greater union. You take an International Union with cheap dues, and you raise it up to at least 50 cents a week. I wouldn't care if 90 per cent. of the membership left the union. I will guarantee that in a period of two to five years it will be a better union, and have more members, more money, more funds than ever. The delegates representing organizations must be willing to assume the responsibility. All I want in any one town is a man who is not afraid of the employer, who has a little moral courage and a little grit, and I will organize through him any place. We need one or two men who are willing to bear the brunt of leadership. Then develop them in every locality. Get the grouch into a pleasant frame of mind; bring about a condition of unionism, regardless of what our political opinions may be, regardless of what nation we may come from, regardless of what our religious belief might be. But remember that all workers must be banded together. We must stand shoulder to shoulder as brothers, fighting together, sacrificing together, and winning together in every dispute in which it is necessary to become involved. In your locality, in your international union, bring about harmony; bring about a condition whereby there shall be no internal disputes. The employers' organization has every local union of your trade and ours honeycombed with spies. The employers long ago have learned that they cannot destroy the trades union movement from without, that they must destroy it from within, and so they hire sneaks that come crawling noiselessly, and get up in the meetings and at every opportunity say that the business agent is crooked, that the president is no good, that the International organizers and vice-presidents travel around the country and do nothing. When you hear that, as you do hear it in your meetings, put your finger on that fellow. Instead of following his leadership, watch him closely.

I say to you, that your business agents, your president, your organizers, you vice-presidents, and your International officers, in their entirety, are men who have been taken from your ranks, because they have demonstrated that they have some ability. They are out fighting your fights, they are out meeting the enemy every day and the employer is trying within the union to sow

the seeds of dissension, in order to make men discouraged, disgusted with the organization, and to leave; and then comes decay and destruction.

Men, stand loyal to your officers. What better set of men could you have as your officers, who have brought about this splendid organization of Boiler Makers?

When the Judas Iscariots and the Benedict Arnolds who sold themselves to the manufacturers' organization for thirty pieces of silver, attempt to villify and question the character of the officers, general or local, of your organization, mark them well, because that is the policy being pursued by these employers' organizations.

We have no place in our unions for bickering or for internal dissension. We have a great struggle with the employing classes of this country. You discourage men who assume the responsibility of leadership when you continue crying out against them. And, Oh, how much more loyal, how much more energetic the officers could be if only they knew that the membership was back of them to a man, and that what they did would have their loyal support. How many times they must question the wisdom of a movement, because perchance they doubt the loyalty of the membership. How many opportunities are allowed to slip by, because of a lack of interest on the part of the membership!

We are engaged in a great movement, world wide in its character; a movement that has for its purpose the uplift and betterment of the conditions of all mankind, the establishment in reality of democracy in the industries, industrial freedom, the right to have a say as to the conditions under which we will sell our labor. There is no work in which man can be engaged that is so good for the well-being of society as is the work of the trades union movement. We are struggling for the establishment of justice. Slowly, but surely, justice is coming, but it shall not have come in all its fullness so long as the wail of the child is heard above the noise of the machine, so long as the mother must leave her suckling child to go forth in search of bread, so long as special privilege sits enthroned in high places.

The trades union movement of this country aims to eliminate from the face of the earth the last vestige of misery and despair. You and I, each and every one of us, have

our part to play in the great struggle that is now going on. Be loyal to the principles, to the teachings of the trades union movement. Be willing to sacrifice. Uphold the hands of your representatives. Don't be a coward, be a man. Remember that after all is said and done, life here on this earth is but for a short time, and that beyond is the grave, where we will soon be forgotten. Let us resolve that during life we shall be of real service to humanity, so that those who follow after us will have a greater measure of freedom and justice than it was our lot to inherit.

### THE MECHANIC

By Charles C. Jones

Builder am I of miraculous cities,  
Beautiful, tall and strong,  
All fashioned and fitted with cunning art  
To last through the ages long;  
Neither a dreamer nor architect,  
I am Labor by rule and line,  
And others have planned, but I have worked,  
And the feel of the work is mine.

Hol for the thrill in the tips of my fingers,  
Sensitive, swift and true,  
That handle the riches of all a world  
Brought up to a task to do;  
Steel form the innermost deeps of earth  
And the flux in the fire of art,  
Stone from the mountains that knew time's  
dawn  
And wood from the tree's great heart.

Bidding them serve me I serve as fairly,  
The sharp tools cleave and sing  
The genius that lives in the skillful hand,  
The joy of the perfect thing;  
Shaping them each to the part to fill,  
Till the full poem mounts on high  
In the music of wood and stone and steel  
For men to occupy.

Maker am I of the marvelous cities,  
Bound of my skill to love  
The beautiful wonder of finished work  
And the travail and sweet thereof;  
Then hol for the thrill in my finger tips,  
And the magic of rule and line,  
For others have dreamed, but I have done  
And the feel of the work is mine.

### UNION INACTIVITY COSTLY

Tacoma, Wash.—Machinists employed in Tacoma garages are paying a costly price for union inactivity. A short time ago they discussed organization, but employers checked this movement by granting the eight-hour day. The machinists were elated over their gain and dropped union agitation. They said a union wasn't necessary.

Now the employers have established the 10-hour day.

## The American Labor Movement in the Present Crisis

By A. R.

### ADVERSE DECISION OF U. S. SUPREME COURT

By far the most surprising news of last month relating to labor was the decision of the United States Supreme Court in the Hitchman Coal and Coke Company versus the United Mine Workers' of America. In some circles the decision has been interpreted to mean that labor unions may not organize open shops or call a strike in such shops under certain conditions. Such a decision was almost incredible, for its purpose is to deny to unions their very existence.

The attitude of the Supreme Court recalls the time prior to the French Revolution when progressive radical ideas ruled side by side with the worst despotism of those times. While radical spirits impelled the people forward a dissolute monarchy with its corrupt court clique shut out the light of thought to keep up tyranny and oppression.

Under the pressure of extraordinary circumstances public opinion has undergone a distinct change in favor of organized labor. Society is opening its eyes to the fact that it really depends on labor for saving the world from its present sad condition. Yet, oblivious to the change in public opinion courts seem to give the impression that the entire world may go forward, but their time-honored views shall lag behind the times. One is reminded of the fanatic who, after it had been demonstrated to him that the earth revolves around the sun, said that even though the earth's revolution should carry him into the abyss he would not change his opinion. But to come to the point.

Some years ago, when John Mitchell was still president and William B. Wilson the secretary of the United Mine Workers' of America, that union tried to organize the workers of the Hitchman Coal & Coke Company of West Virginia, then an open shop. Upon the application of the company Judge Dayton granted an injunction against the union and its officers, characterizing their organizing work as a conspiracy.

The union appealed to a higher court, and in May, 1914, the Federal Court of Appeals nullified the injunction on the ground that

the United Mine Workers had a right to organize the employees of the said company.

The United States Supreme Court, before which the case has been pending ever since, has now reversed the Court of Appeals on the following grounds:

What the defendants were endeavoring to do at the Hitchman mine and neighboring mines was not a bona fide effort to enlarge the membership of the union, since the new members were not desired or sought except as a means to the end of compelling the owners of the mines to change their methods of operation.

The court holds that not all peaceful methods pursued by a labor union to organize shops are lawful. If the purpose of the methods is to cause damage to the employer, or even if they have this effect, the methods are unlawful. Furthermore, according to this opinion, if employees sign individual agreements with employers the officers inducing these workers to join the union, even though they do not prevent them from completing the time of contract act unlawfully. In this case, the organizer merely persuaded the miners to join the union but has not interfered with their contract obligations.

The decision is fraught with serious consequences for the unions if they will fail to look after their interests. By its terms every union is in a position of a man in robust health whom a doctor forbids inhaling the fresh air and exercising his limbs. Is it possible to comply with orders of this kind, even if given by a so-called doctor?

Clearly there exists a glaring contradiction between the new public opinion and the inert doctrines of the courts.

Three of the judges—Justice Holmes, Justice Clark and Justice Brandeis dissented from this opinion.

### A SECOND DANBURY HATTERS' CASE?

Last month a federal jury awarded \$200,000 to the Bache-Denman syndicate, which sued the United Mine Workers for alleged damages, charging that their properties had been injured to the extent of \$2,250,000 as the result of a strike in Sebastian

county in 1914. Suit was started under the Sherman anti-trust act. Under this law the syndicate is entitled to three times the award. The strike was caused by the syndicate's attempt to establish non-unionism. The decision, it is said, is the first time a judgment has been obtained against a labor union, and affects the funds of the United Mine Workers as an organization. This case differs from the Danbury hatters' case in that there the judgment was obtained against the individual members and not against the union as such.

Miner's officials announce they will carry the case to the United States supreme court, if necessary.

The miners charge that the verdict was influenced by Judge Elliott, who called the jury before him after they had been deadlocked and declared that conspiracy charges against the miners had been fully proven.

#### A SHORTAGE OF LABOR AND MUCH IDLENESS

For a period of six months or more certain manufacturing interests and railroad companies have been spreading the rumor of a shortage of labor, and thousands of women workers have since been filling men's places at hard toil, which formerly only the physical strength of men was thought able to grapple with.

Even in New York City, where unemployment is still rife, women and girls are now to be seen as subway and car conductors, and it is certain that these women doing men's work do not receive men's pay.

The State Labor Department of New York is conducting a survey of labor conditions to determine whether there is a greater demand or a greater supply of labor. The investigation is being conducted in thirty-seven cities. So far the facts have established that in factories employed on government orders the demand for labor is greater than the supply, while in some places the so-called shortage of labor is a myth.

Clearly, there is a lull in those trades that do not supply the immediate needs of the war. Even in certain branches of the clothing industry there is considerable unemployment.

Last month only some 700 women were reported working in men's places; 300 at tool and instrument making in Rochester and 400 in Elmira, the latter firm, not men-

tioned by name, is seeking to engage some 1,100 more women in men's places.

The trade unions of the localities strongly protect against the lower pay of these women. In some factories where the men had a weekly scale the women in their places are employed on piece work at low rates.

#### PRESIDENT'S COMMISSION DENOUNCES ARIZONA DEPORTATIONS

The report of the commission that President Wilson had sent to investigate labor troubles in Bisbee, Arizona, and places far west, particularly the deportations of strikers and persecutions of union men, contains a scathing denunciation of the unlawful methods and sharp practices of the so-called vigilance committee that carried them out. The commission consisted of Secretary of Labor Wilson, John H. Walker, president of the Illinois State Federation of Labor, and E. P. Marsh, president of the Washington State Federation of Labor. The report reads in part:

The deportation was wholly illegal and without authority in law either state or federal.

The deportation was carried out under the sheriff of Chocoma county. It was formally decided upon at a meeting of citizens on the night of July 11, participated in by the managers and other officials of the Copper Queen Consolidated Mining company (Phelps-Dodge corporation, Copper Queen division) and the Calumet and Arizona Mining company. Those who planned and directed the deportation purposely abstained from consulting about their plans either with the United States attorney in Arizona, or the law officers of the state or county, or their own legal advisers.

In order to carry the plans for the deportation into successful execution, the leaders in the enterprise utilized the local offices of the Bell Telephone Company and exercised or attempted to exercise a censorship over parts of interstate connections or both the telephone and telegraph lines in order to prevent any knowledge of the deportation reaching the outside world.

The following recommendation among others occurs in the report:

In so far as deportations such as we have set forth have not yet been made a federal offense, it is our duty to report to the president the wisdom of recommending to the congress that such occurrences hereafter be made criminal under the federal law to the full extent of the constitutional authority of the federal government.

## OFFICIAL FIGURES AS TO WAGES AND COST OF LIVING

Washington—The federal bureau of labor statistics reports that union wages in 101 of the principal trades in 48 leading cities of the United States were 19 per cent. higher in May, 1916, than in 1907. This report has just been issued in bulletin No. 214.

The same department of the government reported last October in its Monthly Review:

"Comparing prices the year before the war with prices in August, 1917, food as a whole advanced 47 per cent. Flour advanced 130 per cent., or more than two and one-fourth times the price in August, 1913; corn-meal advanced 120 per cent., or nearly as much as flour; potatoes, 87 per cent.; sugar, 77 per cent.; lard, 72 per cent., and pork chops, 58 per cent."

Assuming, therefore, that wages have risen 20 per cent., the workers, excepting in a few cases, are now 27 per cent. poorer, while those who still work under old wage conditions are 47 per cent. short of income for food and other necessities.

## POVERTY AND RICHES

The undoubted poverty of the masses is offset by the increase in the number of millionaires, if this is any consolation to the poverty-stricken people. The annual report of the commissioner of internal revenue shows that in the last income taxing year, 1916, the number of American millionaires increased 7,925 over the previous year.

The income tax returns for the year ending with December, 1915, showed a grand total of 14,771 millionaires. The returns for the year 1916, just published, show that there are 22,696 American millionaires.

These figures are not the result of a census, but are the returns that have yielded the government a very large revenue during the last year, and they may, therefore, be accepted as authentic. It is possible that they are rather under than over the actual number.

The class of multimillionaires is not so easily estimated. There are 10 persons in the country who have an annual income of over \$5,000,000 each. Reckoned on the 4 per cent. rate of income, they are worth \$125,000,000 each. There are nine persons who were taxed last year for an income of \$4,000,000 to \$5,000,000. These may be regarded as having fortunes of about \$100,

000,000 each. There are 14 who have reported having an income of from \$3,000,000 to \$4,000,000 and 34 who enjoyed incomes ranging from \$2,000,000 to \$3,000,000.

## STRIKE COST NEW YORK CAR COMPANIES \$5,000,000

The street car companies in this city broke the strike of the Street Car Men's Union in the summer of 1916, but it cost them \$5,000,000, according to a report issued by the public service commission. This only includes a loss of 100,000,000 passengers during August and September, and makes no mention of strikebreakers, guards and private detectives who punched another big hole in the companies' bank rolls:

The strike, according to the commission, has educated many people to travel in the subways, and this income is a regular loss to the union-smashing surface lines.

Tens of thousands of ladies' garment workers contributed to the company's loss by walking long distances and riding in jitneys in sympathy with the striking carmen.

## LOCKOUT OF 600 FUR WORKERS IN NEWARK

A lull in the fur trade set in towards the end of November, and this probably was sufficient pretext for the firm of A. Hollander & Son, fur manufacturers, dyers and dressers of Newark, to lockout 600 of their union employees.

In a page advertisement in the trade papers the firm announced having closed their factory because the International Fur Workers' Union insisted on managing the firm's business.

This is a contention that has done duty in every strike and lockout of the last half century. Everybody knows that there is not a union in the world so devoid of sense as to make such a demand, and no respectable firm believes that the public believes such a statement, yet the statement is trotted out time after time, suggesting that if fiction is repeated often enough it may be accepted as truth.

The real truth is that the Hollander firm sought to deny basic union conditions prevailing in most of the organized trades of the country. Their representatives had several conferences with the representatives of the union for the purpose of renewing the agreement, and when the union representatives refused to allow the substi-

tution of the preferential union shop for the strict union shop, which latter means employing union members in good standing, they broke off the negotiations and decided on a lockout.

In official circles of the International Fur Workers' Union the opinion is current that Hollander & Son have been cherishing enmity to the union for years. In the strike of 1915 two strikers were killed by hired guards. Eventually the union won the strike and the victory upset the firm's open shop rule prevalent for twenty-five years. Hollander & Son have never forgiven the union its hard-earned victory and have now given vent to their vengeful feelings.

It is believed, however, that as soon as normal trade conditions return Messrs. Hollander will be glad to accept the union terms, as the workers have been sufficiently enlightened to understand that to return to work without union control would be little short of slavery.

#### THOUGHTFUL UNION MEN

A striking example of thoughtful union men is presented by the Carpenters' Local Union 483, of San Francisco. They seem to believe in an old business principle that no investment, no profits.

Recently their contractors have indorsed the new wage scale of \$6.00 a day, whereupon they proceeded to strengthen their local union by raising their monthly dues from \$1 to \$1.25. This is a sound union principle. The members' gain should bring a corresponding gain to the organization.

#### OIL STRIKE IS SETTLED

Announcement is made that the President's mediation commission has settled the southern California oil strike, which involved about 10,000 workers. The eight hour day is provided. There shall be no discrimination and a minimum wage of \$4 a day, to be effective as of December 1, is established.

#### COAST PHONE STRIKE ENDS BY MEDIATION

San Francisco—A coast-wide strike of electrical workers and telephone girls has been settled by President Wilson's mediation and investigating commission.

The agreement drafted by the commission for Oregon, Nevada, Washington,

Idaho and California, and accepted by the workers, includes:

Recognition of the telephones girls' unions.

Wage increases for girls earning less than \$50 a month from \$7.60 a week to \$9 in large centers; from \$7.60 to \$8, \$8.50 and \$8.60 in smaller cities; girls earning more than \$50 a month, minimum weekly increase of 50 cents.

Wage increase for men of 12½ per cent., or from \$4 to \$4.50 for journeymen, and from \$2.50 to \$2.80 a day for apprentices.

Negotiations for further increase and, on failure to agree, arbitration that will be final.

Machinery for disposing of all grievances by mutual adjustment or by United States government arbitrators in each district, by federal immigration commissioners or inspectors, as available.

The president's commission is made a party to the agreement.

The appointment of John F. Williams, retired coal operator of Chicago, as arbitrator in any future labor controversies affecting electrical workers and operators on the Pacific coast has been announced by Secretary of Labor Wilson.

#### STATE FIXES WOMEN'S WAGE

San Francisco.—The state industrial welfare commission has ordered that no experienced woman or minor employed in a California laundry or dry cleaning establishment shall be paid less than \$10 a week. Hours of labor are limited to eight a day and 48 a week.

"Experienced" is defined as a person who has worked in the industries 15 or more months.

Learners must be paid not less than \$8 a week for the first six months, \$9 a week for the second and \$9.50 for the ensuing three months.

All learners must be registered with the commission not later than two weeks after starting to work.

#### LOSSES SUSTAINED BY 18 GERMAN AND AUSTRIAN TRADE UNIONS

How the labor power of Germany is being cut down by the war is illustrated by the arrival in this country of two copies of *The Grundstein*, the weekly organ of the German Building Trade Unions. The issue

of August 4, 1917, contains a list of 1,044 members of these unions who have fallen on the battlefield, while that of March 17, 1917, gives the names of 939. About 90 per cent. of the German masons and their helpers are in the military service.

The membership of the Austrian trade unions has been reduced nearly 60 per cent. by the data found in a recent issue of *The Gewerkschaft*, the official organ of the Austrian Trade Union Commission. On January 1, 1917, the members numbered 166,907, of whom 28,907 were women, as against 372,216 men and 42,979 women members on January 1, 1914. The total membership on January 1, 1915, was 240,681, and on January 1, 1916, it was 177,113.

### THE CAP MAKERS' SPECIAL CONVENTION

The United Cloth Hat and Cap Makers are having a special convention, which began Sunday, December 30th, in New York City. The recent convention of the American Federation of Labor in Buffalo dealt with the long-standing controversy between the Cap Makers and the United Hatters of North America on the jurisdiction question of the millinery workers, and decided in favor of the Hatters, giving the national organization of the Cap Makers until April 1st to comply with a former decision to surrender the millinery field to the contesting organization.

The millinery industry, which has been the field of a number of very successful organizing campaigns on the part of the Cap Makers, has become a very important part of the Cap Makers' organization. The special convention will consider this serious problem and come to a definite decision.

### ORGANIZING WOMEN

San Francisco—The Janitors' Union has started an organizing campaign among women who are being installed in this calling by employers who claim men janitors can not be secured.

Officers of the union claim that there are plenty of men available, and that the reason women are employed is that they are paid 50 per cent. less than the men. When the women are organized the union will insist that they be paid the same wages as is paid men.

### WHAT IS A WORKER WITHOUT HIS UNION?

As an individual the workman is as helpless as a sapling in a tempest. He may say that he intends to work for whom he pleases for as many hours as he pleases and as much as he pleases, and he may feel that he has a moral right to do so, but he has not.

And then, again, he should know, as he will sooner or later, perhaps when it is too late, that he must ask his employer for leave to work for what he chooses to pay, and for as many hours as he desires.

Organized Labor has been able, through united action and collective bargaining, to shorten the work day, raise wages, and in many ways improve the conditions of the worker; it has prevented reductions in the pay; it has made the homes better; it has secured better clothes, better food, more comforts, and has made the shop, factory and the mine a better place in which to work.

Organized Labor has been the fighting force in state legislatures and in Congress, not only for Labor, but for all men; it has compelled the passage of laws to protect the health of the workers; to take children from the mill and the factory and place them in school; to limit the hours of labor for women and fix their wages above a living wage; to prevent the loss of lives and limbs, and to compel the payment for injuries to body or health. It has done this and more, more than we can enumerate here.

Every time Organized Labor achieves a victory it not only raises the status of the union man and his family, but of the non-union man and his family as well. And, on the other hand, when a non-union man takes another worker's place and crushes the union, it lowers the status of all workmen, non-union and union, who share the degradation of labor.—Ex.

An American just returned from Europe tells this story:

While riding from London to Liverpool in a railway coach it happened that he was alone in the compartment with an Englishman, who appeared to be deeply engrossed in the war news of one of the papers.

Thinking to start conversation, he said in good old American slang: "Some fight, eh?"

"Yes, and some don't," was the reply.—*Everybody's Magazine.*

## Local News and Events

(In this department, which is a regular feature of this journal every month, local life and movement is being reported for the information of our members and readers.)

Compiled By M. D. Danish

### GENERAL EXECUTIVE BOARD (N. Y. MEMBERS) IN SESSION

Brother Ab. Baroff, General Secretary-Treasurer of the International, writes:

"On December 17 a meeting of the New York members of the General Executive Board was held at the General Office. Vice-Presidents M. Amdur of Philadelphia and John F. Pierce were also present.

"President Schlesinger informed the Board that the recent convention of the American Federation of Labor had changed the time of the annual conventions from November to June, and in order that the delegates of our International should be able to attend the convention of the Federation it was necessary to change the date of our next convention the opening of which, according to our constitution, takes place on the first Monday in June.

"After due consideration it was unanimously decided that the next convention of our International shall be held beginning Monday, May 20, 1918.

"As to the question of the convention city it was decided to submit to a referendum vote of all the members the names of the following three cities, Chicago, Baltimore and Boston.

"It was further decided that the next quarterly meeting of the General Executive Board should be held February 11, 1918, in Toledo, Ohio. This meeting is expected to be quite important and interesting, as many questions to come before the convention will be considered during its deliberations."

### LADIES' AND MISSES' CLOAK OPERATORS, LOCAL NO. 1

Secretary Wm. Bloom reports:

"The registration of the membership into Local No. 1 is in full swing and working smoothly. The workers are coming to the office of the union to settle their complaints; shop meetings and grievances are

being continually taken up, and the organization is fully alive to the problems and demands of the members. We have already over 4,000 members in good standing, and it is safe to assume, judging by the present rush of the operators to the organization, that before the new season has commenced we shall have every man in the trade on the books of the local.

"The general meeting on, Saturday, December 22nd, dealt among other questions, with the question of nominations and elections of new officers, the raising of dues, the week work problem, the question of meeting by sections, etc. The organization is gaining strength and stability and everything points to the establishment of perfect normal conditions in Local No. 1 in the near future.

"We are moving to large, handsome headquarters, at 238 Fourth Avenue, between 19th and 20th Streets, where a big loft has been rented and is now being fitted out as a fully equipped union office. The feeling throughout the trade is that the gang of disrupters has been completely beaten and their malignant influence on the membership has been wiped out almost completely."

### BOSTON CLOAKMAKERS, LOCALS NOS. 12, 24, 56 AND 73

Manager Hyman Hurwitz writes as follows:

"As indicated in my last report quite a number of our members are working at present in South Framingham, not far from Boston. The slack in our shops is increasing from day to day and things would have gone pretty hard with our men were it not for the brotherly assistance rendered to us by the local unions of the Amalgamated Clothing Workers' Union, who are displaying the proper spirit of workers' solidarity, consenting to recognize our cards in their shops, notwithstanding the fact that unem-

ployment prevails in their trade also, excepting in the few shops where military garments are made. The same should be said about the raincoat makers, Local No. 7 of our International, who have consented to an exchange of cards with our members and are showing the same spirit of co-operation with our men. These acts have somewhat relieved the crisis of unemployment that is afflicting our men in Boston at present.

"We had a 'recreation' evening for our shop chairmen on the 31st of October, at which light refreshments were served and the general conditions of the trade discussed. Our members are gradually becoming trained in the ways of the trade union movement and are constantly gaining experience. Some manufacturers have closed up their shops during the last few months; some of them are trying to cast the blame upon the union, but the workers are too familiar with the tricks of their employers and understand fully that this is only a new device for scaring the workers into submission during the slack period.

"We had a conference of all the Executive Boards of our local unions on December 10th, at which President Schlesinger was present. At this conference we discussed a number of plans regarding the control of the small contracting and 'co-operation' shops, and a committee of twenty active men was appointed to take charge of this problem for the next season. The sentiment for week work is growing very strong and the movement of the International for the introduction of this system in the cloak industry all over the country is welcomed by everybody. A resolution was also adopted to endorse week work for the entire trade.

"The Joint Board has decided to engage another man in the office to assist Brother Hurwitz as business agent, in order to exert a better control over the local shops. Brother Hurwitz will act henceforth in the capacity of general organizer for the New England states for the International."

#### CHICAGO CLOAKMAKERS' LOCALS NOS. 44, 18 AND 81

Vice-President H. Schoolman writes:

"We have not had in our shops such slack times as the present for the last five or six years. Our workers in Chicago have during the last two seasons earned pretty

good wages, and that makes them feel the present unemployment much more keenly. These hard times will, to a certain extent, serve as a test of the comparative strength of our union. We have been told that we can boast of a good organization because we have had good seasons right along; if we shall pass over these hard times without any weakening we shall be in a position to say to our brother cloakmakers in other cities that our organization is not sustained merely by plenty of work, but much more by the consciousness that a union should be maintained and kept up under all circumstances, on the strength that it has fulfilled its obligations and met the demands of our workers.

"We have a number of new plans that we expect to carry through in our organization. They are at present being warmly discussed in all our locals. The most important of these is the creation of a fund for the building of a trade union house for our own purpose. The sentiment for this plan is widespread and we expect that our membership will soon endorse the recommendation of the Joint Board to tax each member with \$2.00 for this purpose.

"Another proposition discussed is the plan to open a co-operative food store, which is being advanced by Local No. 44. The Executive of this local has proved upon many occasions that it can carry out its plans, and there is no reason to doubt that this important undertaking will be successfully prosecuted. There is enough enthusiasm for the proposition among our workers and money will not be lacking to insure its success.

"Our pressers, who have been promised by the Board of Arbitration that air and gas irons will be installed in the pressing departments of our shops, have decided not to wait much longer, and to urge the introduction of this reform for the next season. We hope that with the assistance of the Joint Board and President Schlesinger of the International, who is interested in this matter, the pressers will achieve their aim peacefully.

"It was really a wise step on the part of Vice-President Seidman to move the headquarters of Local No. 100, the White Goods and Waistmakers' Union of Chicago, into the headquarters of the Cloakmakers' Union. We are now nearer to each other, and the feeling of fraternity that the cloak-

makers have always had towards this local has increased. Brother Schaffer, who is now managing Local No. 100, is going on with his work in a satisfactory manner, and in my opinion this local will, before long, take its place among the best locals in our International."

#### CLOAK AND SHIRTMAKERS OF MONTREAL, CANADA, LOCALS NOS. 13, 19 AND 51

Vice-President Halpern reports:

"Early last month, at the request of Secretary Baroff, I went to Montreal to try to settle a serious dispute which had arisen between the workers of a shop there and the local Joint Board. I found the facts to be as follows:

"The workers of the shop of M. Rother had disobeyed an order of the Joint Board to go down on strike because the firm had decided on a plan of discharging their girl finishers. It appears that the operators of the shop took a very selfish stand in the matter, and did not intend to take chances on their own jobs by supporting the finishers. They openly came out against the decision of the Joint Board and issued a leaflet in which they defended their disloyal act. When I came to Montreal the situation was rather discomforting. I at once met with a committee of this shop and soon made clear to them the wrong they had committed. In a repentive mood they went back to the firm and told them that the girls must be reinstated before they would go back to work. The employer turned against them and began looking for strike breakers to fill their places in case they should go down.

"To-day these men are out on strike. The original decision of the Joint Board is now being carried out, and the operators of Rother's shop who could have won their point at the beginning without much effort, are now getting the punishment for their disloyal attitude towards the Joint Board. It serves as a good lesson to the Montreal cloakmakers. Whatever the outcome, the workers will know that organization men can not indulge in such amateur pranks, but must act like loyal union men, in accordance with the will of the majority of their fellow workers."

#### NEW YORK WAIST AND DRESS- MAKERS' UNION, LOCAL NO. 25

Secretary I. Schoenholtz writes:

"Our union has placed at its helm again an old, tried leader and veteran of the Waist and Dressmakers' organization—Brother Sol. Seidman.

"Vice-President Seidman has yielded to the demand of Local No. 25, and has left his place in Chicago, where, for over a year he had been in charge of the waistmakers' organization, Local No. 100, acting for the International, and has come to New York to become the general manager of our local. Brother Seidman has for years been identified with our organization as business agent and manager of the independent department, and his personal abilities and devotion are familiar to our workers.

"The organization is at present in the midst of negotiations with the manufacturers' association about 25 per cent. increase in wages, a forty-eight hour week work, and a settlement of the much aggravated sub-manufacturing and contracting problems. After a conference with the employers these demands are now waiting for determination by the Arbitration Board which will shortly convene. Certainly the waist and dressmakers feel that their demands are, in view of the intolerably high cost of living, perfectly just, and that they will receive consideration and satisfaction."

The Board of Arbitration it is reported will convene early this month.

#### BOSTON WAIST AND DRESSMAKERS' UNION, LOCAL NO. 49

Manager Samuel Jacobson writes:

"The Waist and Dressmakers' organization of Boston is contemplating a few changes in the existing Protocol agreement between the union and the association. The local is in a flourishing condition, and the control of our union over the waist and dress trade, and lately over the petticoat trade, is redounding to the best interests of the workers.

"We have communicated with President Schlesinger of the International, and through his efforts we have arranged to confer with the manufacturers on Wednesday, January 2, 1918, to discuss with them the contemplated changes."

**WORCESTER WAIST AND WHITE GOODS WORKERS, LOCAL NO. 43**

Miss Sarah Horowitz writes as follows:

"I have been in Worcester several times during the last month, and Brother Jacobson, of Boston, spent a day there with me during last week. Dull times in the shops are bringing on troubles of the usual kind. One employer is continually discharging his help, and taking advantage of the situation, he is revenging himself on the most active members of the Worcester local in his shop. One of the first ones to go was the shop chairlady, who was the most active girl in the place. Brother Jacobson went to Worcester and succeeded in reinstating her.

"We cannot, however, conduct any organized activity because of the dull season. I go to Worcester whenever they call for me and try all in my power to help them along. They know that we are interested in them, and they are very grateful to the International for the assistance that is being rendered to them. They know full well that with the first opportunity the International will endeavor to get better working conditions for them."

**CHILDREN'S DRESSMAKERS' UNION, LOCAL NO. 50, NEW YORK**

"Our Aim," official paper of this Local, published Dec. 21, says:

"In regard to our demands for an extra increase of wages in view of the present extraordinary cost of living, at first the representatives of the manufacturers' association proposed granting the one dollar increase a month or so in advance of time to some of the workers and so ending their obligations to them. But the representatives of the union were unable to accept this offer, because it would have been no improvement whatever.

"The spokesman of the union at the conferences was President Benj. Schlesinger of our International, and there were associated with him our local manager H. Greenberg, Business Agent Morris Sirota, Ida Kaminsky, Mollie Golub and Carl Zaluck of the Executive Board. Local No. 10, cutters, was represented by Isidor Epstein. Chas. Nagel and Max Israels. The manufacturers' association was represented by L. J. Goldberger, President; M. Hecker, Manager; I. Luck, Max Borgemicht; S. S.

Horowitz and H. Marks, attorney for the association.

"At the final conference the following conditions were agreed on:

"1. All piece workers employed in the trade shall be given an increase of 10 per cent. beginning January 1, 1918.

"2. All week workers shall receive an increase of one dollar on January 1, 1918, and an additional one dollar on March 1, 1918.

"3. Cutters shall receive an increase of two dollars on January 1, 1918.

"This is a great victory for our local, and, in a sense, a great gain for the employers, as it will enable them to proceed with their season's work without trouble and fear of interruption. It is, moreover, a triumph for the principle of peaceful negotiation.

"The strike of 1916 cannot easily be forgotten by either side. While the workers fought and suffered many weeks rather than return to the shops without the union gaining the right of protecting them, the strike was too costly an affair for the manufacturers to be repeated.

"Our childrens' dressmakers congratulate themselves on this favorable result achieved entirely through organization and union effort and they are grateful to the International and President Schlesinger personally for their valuable assistance. The result will spur them on to further effort in strengthening the union."

**BALTIMORE WAIST & WHITE GOODS WORKERS, LOCAL**

No. 72

Miss Anna Neary, Baltimore organizer, writes:

"Local No. 72, of Baltimore, is at last taking on new life. There is a renewal of energy manifest here, particularly since the recent visit of President Schlesinger to our city. The local Joint Board held a very lively meeting on Wednesday, December 12th, at which plans were made for an organization campaign which is to begin January 2, 1918. Arrangements are being made for the appointment of two local organizers, a man and a woman, to assist in the work. I have no doubt that a few months of the working of the new plan adopted by the Joint Board will show excellent results.

"Baltimore is one of the cities where difficulty has heretofore been experienced in

the organization of women workers. The ladies' garment trades here are largely composed of Gentile women, who have antiquated ideas about labor unions. We realize that it will take some time and energy to supplant these moss-covered ideas with good, sound progressive thought regarding the true value of organization and of collective bargaining. Those who have been loyal to the local organization during all these trying months are of the opinion that these are favorable times for an organization campaign.

"My work here has been made more difficult by the fact that many of the active members have left the trade and are now engaged in the making of uniforms. This is also true of all the Baltimore locals of the International, but the approach of the regular season in our trades will probably eliminate this difficulty to a considerable extent."

#### HOUSE DRESS AND KIMONO WORKERS, LOCAL No. 41

Manager Henry Zuckner reports as follows:

"When these lines will appear in print we shall have presented to our manufacturers our new demands. We are going to ask for a forty-eight hour week and for a uniform scale of wages on all parts and sections of our industry. Heretofore an employer would set his price at the time of hiring, and the union had no opportunity to exert its influence to protect their members because the bargaining was always done between them individually, without the protection of a binding scale of wages, except for learners. The workers are now demanding this change and the union will use all its efforts to obtain it.

"The agreement with the association expires in two months, and our members expect to have the new agreement written to meet their demands in full. During December, 4 o'clock in the afternoon, meetings were held in all the sections in New York and Brooklyn to endorse these demands. Literally every worker in the trade came to these afternoon meetings and all the shops stopped work at that hour. The workers endorsed these proposals with unbounded enthusiasm, as they realize that the proposed reforms safeguard their organization and protect their interests."

#### AMONG ITALIAN AND OTHER LADIES' TAILORS

General Organizer Alfredo La Porta, writes as follows:

"In course of the last seven years I have been with our organization, I have been painfully impressed with the obstinate opposition of some elements in our industry to a united and properly organized union. This antagonism is stronger among the needle workers than among bricklayers, house painters, carpenters, iron workers, etc. You may find among them men who claim to be 'above the average intellectually. Take for instance, ladies' tailors who like to be referred to as artists, designers, and originators of styles. They contribute their mind and energies to making ugliness attractive, by giving perfect lines to the garment, and to beautify and improve upon nature's faults. Still, of all the needle workers, these intellectuals do not see that isolated efforts are not conducive to proper results. They refuse to recognize the wisdom and power of organized and collective action.

"My experience has taught me that the ladies' tailor is a mixture of dreams and egotism. The most radical of them expect that social justice will come to them through the hand of a Providence, and they join the union only when they are nearly sure that they can get something from the employer through the organization. As soon as that particular thing is achieved, they drop out of line. Thus, it is pitifully strange but true that the competent tailor, who would be the leading spirit in the organization is, in the majority of cases, the worst sinner. He is the first to exaggerate the failures and to belittle the gains that the working class makes through the trade union movement.

"To counteract this influence we need, above all, education. Trade unionism must be brought into the worker's home through well-written literature and it must be done ceaselessly and continually, until conviction penetrates deep into the minds and souls of the men and women who are still out of our organization. We must never get tired of agitating, through pamphlets, papers and magazines, explaining and illustrating the meaning, possibilities and benefits of the organized labor movement. If we cannot reach all the workers through our meetings, special classes, labor univer-

sities, etc., we must employ the use of the mail box. I am sure that in the long run, even the stubborn, whether conservative or ultra radical, tailor, will see his errors, be convinced of the truth and become a good, straightforward unionist.

"I have spent several weeks in Philadelphia, among the ladies' tailors, of whom there are about 500, almost evenly divided in number between Italians and Jews. The ladies' tailoring trade is almost completely dead at this time, and only a few tailors are to be found in some places, where a few garments have to be finished. A majority of them are employed in the making of military clothing, and it is very difficult to get them to a meeting. I never had more than fifty present at any of my meetings with them.

"The majority of them are afraid to join the union. Yet, by proper effort, when the season will commence, I am certain that they will become union members. I have organized a group of a dozen Italian tailors into an organization committee. They are gathering the addresses and names of all the tailors in the city in order to enable Local No. 76 to be continually in touch with them. I expect to visit Philadelphia from time to time, and when the season begins we may enroll all of them into the union without much difficulty."

#### NEW YORK WATERPROOF GARMENT WORKERS' UNION LOCAL No. 20

Manager Phillip Berman reports:

"Our trade in New York City is in a prosperous condition, and the earnings of the workers are better than before. The majority of our men and women are engaged in making military cemented garments. In fact, we have admitted hundreds of workers of other ladies' garment trades into our shops, and they are working on equal terms with our own people. I wish to deny here, in the name of our local, the calumnies spread by ill wishers of our movement that the raincoat makers are barring International members from their shops. It is not true; the contrary is the case.

"We had nominations for officers on Saturday, December 22d, and elections will follow in January. As conditions in the local are quite satisfactory and the organ-

ization is not disturbed by any trade troubles, the members are devoting a good deal of attention to the elections, and we expect that the most active and disinterested men in our local will be returned to office.

"Our local participated quite actively in the Jewish War Relief Campaign which has been agitating the Jewish population of this city during the last month. At a special shop chairmen's meeting held in December a 10 per cent tax on the earnings of our workers for one particular week was decided upon. Then the International Union soon called the joint Executive Board meeting of all the locals in New York City and decided on the contribution of the earnings of all the members of the International on February 22d, Washington's birthday. Our Executive Board, of course, participated in this meeting and we are confident that we shall contribute no less than \$10,000 toward this worthy enterprise.

"We had a conference with the manufacturers' association in our trade, on Wednesday, December 18th, at which President Schlesinger was present. The general situation in the trade was gone over, particularly the prospects for additional government orders for cemented garments in the New York shops. It was pointed out that there was a possibility that owing to an idea of a scarcity of cementers in New York these orders might be unjustly diverted from the New York shops. After the conference President Schlesinger sent the following communication to the association:

New York Waterproof Garment  
Manufacturers Association,  
H. McClellan Sanborn, Sec'y.

Dear Sir:

I am eager to confirm the statement which I made to you yesterday at our conference, regarding the present trade conditions in the waterproof garment industry and its possible future developments.

Our union is confident that it will be in a position to supply whatever labor may be needed in the cementing, pasting and operating departments of all the New York waterproof garment houses, to meet all emergency demands that may be put upon them by the National Government for war purposes.

You can very safely assure the Government authorities that there will be no delay in making up and delivering all the orders for cemented garments that it may place in your shops.

Very truly yours,  
(Signed) Benj. Schlesinger,

### BOSTON WATERPROOF GARMENT WORKERS, LOCAL No. 7

Brother David Kaplan, the new manager of the local writes:

"The following is a summary of the events during my six weeks in office: The trade is in a satisfactory condition and work is plentiful in all the shops. A considerable proportion of the trade is working on military garments. Our membership has lately increased 30 per cent, and after a campaign for dues which lasted three weeks and which was successfully concluded on December 15th, I can report that the entire membership of our local is fully paid up with their dues, and today we have 400 members in good standing on the rolls of the union.

"We have had during the last two weeks quite an excitable election of officers in the local. Nominations were made on December 5th, and an imposing number of candidates were placed on the ballot for the Executive Board. Elections were held on December 12th, and in spite of very bad weather, a great many members attended. Some of the most active members of the local were elected to office, including Brother Carl Cohen as president and Brother Harry Altman as vice-president. I was re-elected manager of the local.

"We are getting a fair price for our labor. We are even enabled to help our brother cloakmakers by allowing them to work on raincoats, until it again becomes busy in their shops. We feel pretty sure that our aid is appreciated by them."

### NEW YORK EMBROIDERY WORKERS, LOCAL No. 6

Manager M. Weiss reports as follows:

"The situation in the embroidery trade has been stationary for a long time. While we have had a few idle workers in the trade it was not any too busy in the shops, owing to the fact that during the last season or two there was a small demand for embroidery work on waists and dresses.

"The prospects for the next season are exceedingly bright. The samples being made in the waist and underwear shops indicate clearly that there will be a big demand for embroidery in the market, and the trade will naturally respond with in-

creased activity. The embroidery workers feel sure that they are entitled to higher earnings and a general improvement of conditions in the shops. They have not received any wage increases since their last agreement was signed in 1916, and the high cost of living has since mounted very high.

"The union requested the association of the embroidery manufacturers to confer with us concerning demands for the coming season. At first the association refused to negotiate with the union. They have, however, soon reconsidered their decision when the International officers took up the matter with them. The first conference was held on Tuesday, December 18th, at which President Schlesinger was present. The union presented to the manufacturers a schedule of demands for an increase of earnings amounting to about 25 per cent. These demands were discussed at length and will be taken up for final action at another conference in the near future.

"Needless to say, the membership of our local is ready to back up the demands to the fullest extent. The workers in all other trades have materially increased their earnings during the last year in order to meet the critical food and fuel conditions and save themselves and their families from starvation. The embroiderers are entitled to an increase of wages, and they are confident that with the support of the International they will get it."

### WRITTEN DURING THE PROGRESS OF THE BATTLE OF THE SOMME\*

Across the blasted slope of Pozières  
Mixed with the thunder of the guns I  
heard,  
Borne from I know not where,  
The reconciling word.  
Mankind, it said, live not by bread alone;  
Their final good and glory is not based  
On anything that shot and shell lay waste  
But on the spirit; if that keep its power  
Loyal and brave and sweet,  
Then at the destined hour  
The rest shall all be laid before its feet.

\* From Ode on the European War. Odes and other Poems by R. C. K. Ensor,

# Experiments of the Philadelphia Waistmakers' Union

## Local No. 15

By Fannia M. Cohn

Someone has said in effect that the workers will only then be on the way to freedom when they will learn to manage their affairs on a cooperative basis. The meaning of this is that the workers being organized, will utilize their organization for various purposes, that their union shall become a medium for associating all its members for useful and profitable activities. These ideas flashed across my mind when I visited Philadelphia last month and observed certain undertakings now in course of development in the Waist, Silk Suit and Children's Dressmakers' Union, Local No. 15.

In the first place, the union has a library containing a few thousand books on social, political and economic subjects by well known authors, and a paid librarian devotes all his time to this work.

Upon spending a few hours in the office of the union at 40 North Ninth Street, on a Saturday afternoon, one may notice many young women with books under their arms waiting in line to exchange them in their own library. Adjoining the library is a reading room. Here stands a handsome oblong table surrounded by comfortable arm chairs. In another part of the room are two closets filled with tea, coffee, chocolate and sugar, and two young girls sell these articles to members. This is what they call their "co-operative store," and the two sales ladies are the committee appointed by the co-operative society. In a third room the Unity House Committee is discussing plans of raising the necessary funds to complete fixing up the house on the farm purchased by the union to afford its members vacations at nominal cost. When completed, the farm and house will cost some \$20,000. The funds for this enterprise are being raised by the sale of unity bonds to members at \$2 a piece.

Then there is the Educational Committee arranging lectures and entertainments. The Philadelphia waist makers are thirsting for knowledge and education no less than our members everywhere, and realizing that a thorough knowledge of the co-operative movement is essential to the success of their small enterprise the committee has arranged

a series of four lectures on this subject. For organized workers any knowledge of the co-operative movement is incomplete without a thorough knowledge of the trade union movement, and so the Educational Committee has also arranged a course of five lectures on the history and problems of Trade Unionism. The lectures will be given in a public school building. A mass meeting will be held on Sunday, January 6, in connection with all these activities to acquaint the members with their workings and enlist their abiding interest.

Every worker, man or woman, wishing to be active in the co-operative enterprise must become a member of the society, and every member buying a unity bond becomes a member of the Unity Circle. Each of these departments has its separate committee, which is a sub-committee of the local Executive Board, and it is the board that manages all the affairs of the union.

The advantages which the local is deriving from its co-operative undertaking are of great value; it has knit the members together and has convinced them that the union can be of use to them not only in their struggles with the employers for higher wages but also as consumers and buyers of commodities. The Unity House experiment of last summer opened their eyes to the fact.

The local also has a sick fund, and every member paying 5 cents weekly is entitled to \$5 weekly benefit for a period of six weeks.

More than 500 members take an active part in these undertakings. Every member is free to join any of the groups appealing to him or her.

All these activities afford the members an opportunity to develop their ability and enterprising spirit and to learn how to manage their affairs and be responsible for their success. They strengthen character and impart self confidence and faith in the power and possibilities of the union.

Our people as a class are idealists, full of enthusiasm, capable of making the largest sacrifices for their convictions and willing to contribute their last cent toward any ob-

ject appealing to their sentiments in the name of idealism. A strike, for instance, appeals to our people very much, and they will never tire of fighting; they will endure the worst suffering, but will not give up the struggle so long as there is the slightest hope of victory. We wage the hardest struggles for the recognition of the union. This is an admirable trait of character. But there is this defect: As soon as the object is won the enthusiasm for the union flags, notwithstanding all the suffering endured.

Some people think that this is because the union satisfies only a part of the workers' requirements—the economic and prosaic—while they have to seek satisfaction for the higher and nobler parts of their nature through other social agencies.

I believe that we have made a mistake right at the beginning in limiting the activities of our unions to strikes and shop agitation. Perhaps because our unions were small and insignificant we could not act otherwise. For under those circumstances any undertaking not strictly confined to improvement of conditions was bound to fail. But now when most of our locals have thousands of members in a number of cities, and when every genuine progressive movement, in accord with the principles of the labor movement can secure hundreds of adherents, we should encourage and urge forward every enterprise that can benefit our members. On account of our large membership it is possible to court real success, provided there should be good, reliable management.

All progressive workers appreciate the importance of the economic struggle and the valuable service of the union in improving conditions by every possible means. Only in this way will the movement lead to the eventual emancipation of the workers.

Unfortunately many people wait for the social revolution, dreaming of the changed appearance of society the morning after the revolution. They wait for some one to knock at their door and announce the advent of the social revolution. Those, however, who believe that the social revolution is going on, that we are daily participating therein, and it is only a question whether we are participating consciously or unconsciously, must learn to be practical idealists in the union. They must realize that a union is never too small for the biggest nor too big for the smallest. In the union

there is room for those who want to learn as well as for those who can teach.

To the members of Local No. 15 I want to say this: Remember that it is easy to launch an enterprise with enthusiasm but difficult to keep up the enthusiasm after the enterprise has been established. You have begun many activities in your union for which you deserve praise, and it is to be hoped that many of our locals will imitate your example. They will follow you when your activities prove permanently successful, and this renders your responsibility all the greater.

You, sisters and brothers, are experimenting with your union. People are wondering whether a union, of which 85 per cent. are young women, will have success in all these undertakings.

We have in our ranks a large number of skeptics—people who as yet do not understand that the best place to develop the workers' spirit of enterprise and educate them in practical work is the union. The union is the place where the worker should learn to be a legislator, an executive member. The union should be the school where the workers can learn to be worthy and capable of ultimately taking over the work and the affairs of the entire community and conduct them for the benefit of all.

\* \* \*

In conclusion, I ought to refer to the warm-hearted and generous response of the thousands of men and women of Local No. 15 to the appeal for relief of our unfortunate sisters and brothers in the war zone. When the movement for collecting funds was started in the locals of our International union, Local No. 15, promised to collect among its members \$2,500, but the local has actually contributed \$5,100, more than double the amount. These collections were made as follows: The workers pledged half a day's wages, and if these half days in the aggregate amounted for a given shop, let us say, \$200, all the workers engaged on a quantity of work worth in wages \$200 and handed over this sum to the union for the relief fund. The same method was followed in every shop.

Such generosity and sacrifice for the ideal is very praiseworthy. I cannot forget the scene of joy and tender sympathy evinced by hundreds of young women and men, most of them seemingly still in their teens, their eyes sparkling and moist with tears, while

listening to the report by Brother Silver, manager of the union, of the sums collected in the shops. The report made them feel proud of their union. The scene was evidence of how a union may be utilized for all kinds of idealist objects, of how it is possible to move the members to sacrifice for such objects as they believe in and appreciate.

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Local No. 15 realizes the importance of acquainting its members with the history of the local and has decided to celebrate the third anniversary of its reorganization on April 1, 1918, by issuing to its members the history of the local in pamphlet form.

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### ANSWERS TO CORRESPONDENTS

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#### The Educational Program of Our Union

In the November issue of the *Ladies' Garment Worker* Sam Kohn of Baltimore, desires the Educational Committee to answer a number of very pertinent questions as to the way the educational work will be conducted. The first question is: how can we draw indifferent people into such a big plan of courses and classes?

The answer to this is that we can try to rouse them from their indifference by gradual process. If we do not get all of them at once we can get as many of them as possible and the rest will follow in due time.

The second question, how the plan will be worked out in the smaller cities. This, again, is a question of time.

First, the scheme is to be tried in New York City, where the great majority of the workers live and work. It is desirable that every local shall get its local educational committee into harness, appoint an energetic secretary and let him communicate with the general Educational Committee in New York. Every information with regard to starting the work in his city will be placed at his disposal.

The work has been started in New York because here there are greater facilities. The committee has secured public school buildings in various districts where our educational activities will be carried on. As soon as the experiment in New York City will prove a success we intend to introduce the same activities in the country locals.

The answer to the third question, "how will the local courses be arranged in the smaller locals?" is as follows:

To make it possible for anyone to lecture on the history of a certain local, it is necessary that the local educational committee should collect all the information concerning the time and circumstances under which the Local was organized, the number of strikes conducted by the local, the causes of the strikes, the demands submitted to the employers or association of employers, the duration of the strikes, the gains secured, the educational and social activities of the local and other important events connected with the life of a given local. This information might be gathered from the minutes of the executive board and members' meetings and by consulting the older and more active members of the local.

Then entrust all this information to any experienced lecturer on labor and trade unionism in your city, who can be relied on to arrange the material so as to make the lecture interesting and instructive.

The Educational Committee will appreciate any further inquiries and furnish every information.

Educational Committee.

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**GENERAL OFFICERS**  
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## Plans and Achievements of Joint Board of Sanitary Control.

The seventh year of the Joint Board of Sanitary Control in the Cloak and Suit and Waist and Dress industries has been marked by a number of new features and achievements. The Board is always forging ahead with some new enterprise for the benefit of all parties in the industry and the health of the workers.

The annual report of the Director, Dr. George M. Price, aptly says by way of introduction:

"The industries represented in the Board have abandoned the old 'public be damned' attitude and have given recognition to the interdependence of industry and social welfare, to the paramount interest of the public in industrial, economic and sanitary conditions and to the great importance of the good will of the public to industrial progress.

"The Joint Board of Sanitary Control aims to be the Health Department, the Fire Department and the Labor Department of our industries. It does work that the government, the state and the municipality cannot very well do for every industry."

During last year the Joint Board of Sanitary Control has been perfecting its various departments, namely:

1. The department of fire protection in the shops and factories in connection with which frequent inspections and re-inspections are carried out at regular periods.

2. The department of fire drill, which service is co-operative and paid for by the manufacturers concerned. These drills are conducted monthly in 786 shops, benefiting 32,000 workers, forty-four per cent. of all the workers in the two industries.

3. Inspections for sanitary purposes in some 2,700 shops and factories in both industries.

4. First aid and nursing service in the waist and dress industry. This department was started some two years ago and has been of great benefit to the women workers. The Dress and Waist Manufacturers' Association pays for the services of a nurse, while the Joint Board of Sanitary Control provides first aid kits at cost. It was probably this department that suggested the extension of the Board's health work among the workers in the industry referred to below, for the nurse not only visits the shops

and factories but sees the workers in their homes and in this way discovers slight physical indisposition, which if not attended to promptly is apt to develop into serious complications.

5. Educational Work. All this work of the Board could not be effective unless accompanied by certain information and knowledge which is imparted to the workers as well as manufacturers. Such information is disseminated by every available means of publicity, and particularly by health talks to the workers at their shop meetings.

In this connection the Educational Department is co-operating with the educational agencies of the union. Every Thursday night during the winter, health lectures are given by prominent men sent by the Board, at Public School No. 40, New York, for the waist and dressmakers.

Coming to the subject of its health work—the Board organized a medical division in 1913, which serves directly three of the biggest locals of the International, Local Nos. 9, 23 and 35.

The report says:

"The success of the medical work has led to the establishment during the last year of a Diagnostic and Therapeutic Clinic. Since July 1st we not only examine the workers and give them advice, but also give them treatment, arrange for examinations by specialists, and, generally, do the work of an industrial dispensary without the usual atmosphere of the ordinary charitable institution.

"The Medical Clinic, although at first endowed by the Board, has been for the last three years financially independent of the Board and financed by the Unions taking advantage of its service."

7. The latest department of the Joint Board of Sanitary Control—the Dental Clinic—has attracted particular attention on account of its novelty and the cheap, yet efficient service rendered to the workers of the ladies' garment industry. To quote the report:

"The examination of nearly twenty-five thousand workers in our Medical Clinic has shown that about seventy-five per cent. of our workers suffer from serious dental defects, which not only affect the teeth locally,

but are the causes of serious gastric, cardiac, rheumatic and nervous diseases.

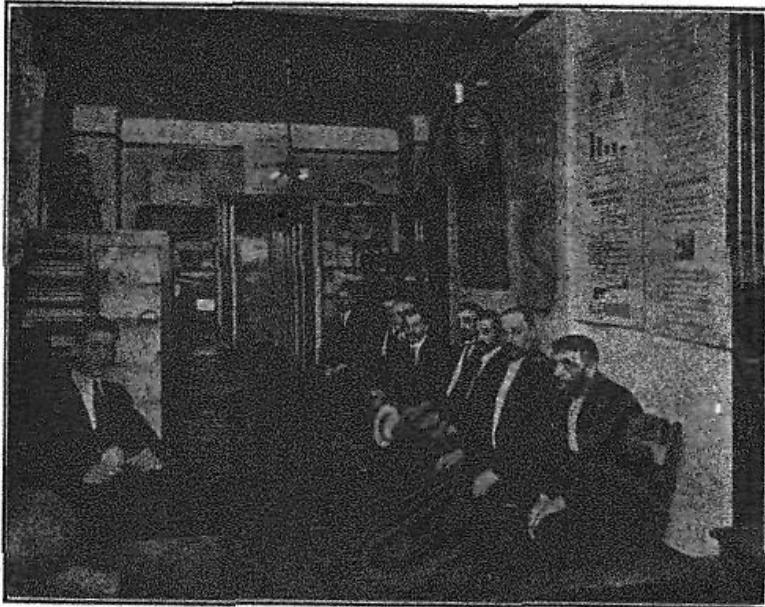
"Of the seventy-five per cent. of the workers suffering from dental defects, only a comparatively insignificant number were shown to have remedied the defects by proper dentistry. Most of the others have either entirely neglected the dental defects or have had their teeth treated by the ordinary cheap dentists who, instead of correcting the defects, made them worse by gold capping, bridges and various other faulty dental work. The workers not only were compelled to pay exorbitant sums for attention to their teeth, but this expenditure of money actually did them greater harm than good. . . .

per week since its establishment.

The Dental Clinic is completely equipped with four chairs, X-ray apparatus, etc., and since its opening has been popular with the workers and successful financially, in that it pays its expenses.

"The work done in the clinic is not only prophylactic and clinical, but also educational, as it not only corrects but also seeks to educate the workers in taking proper care of the teeth and mouth and thus promote their general health.

"On October 1st the clinic has been reorganized with a staff of four very able and competent dentists under a Dental Director and we have been treating nearly one hundred and fifty patients a week, with an in-



Waiting Room of Medical Clinic

"In our Dental Clinic, which has been equipped with the most modern appliances and has been commended by members of the National Dental Association as unique in many respects, we have been for the last six months practicing modern scientific dentistry in an ethical way, with charges to the workers based on cost.

"The Dental Clinic has been in existence twenty-four weeks, has treated over six hundred individual patients, has on the average treated one hundred patients a week, and has taken in about one hundred dollars

come during October of about \$650.00. The clinic still shows a small deficit but we hope this will disappear within a short time."

That the Joint Board of Sanitary Control is forging ahead, striving to serve the sanitary and health interests of all who spend time and service in the industry is shown from the new department opened on January 5, 1918—a Nose, Throat and Ear Department of the Medical Division. It will be open every Saturday from 1 p. m. to 3 p. m.

# The Gold Watch

## A Characteristic Court Scene

From the Yiddish of A. Epstein, by A. Rosebury.

Both were elderly, gray-haired people. The only difference was the wrinkled and yellowish face of the woman, her eyes devoid of fire and life, and the ruddy complexion and bright, lively eyes of the man. I noticed the difference as soon as I entered. These elderly people seldom come here. The quarrels and differences occur mostly among the younger couples. Old people with one foot on the brink of the grave don't quarrel. However hard and full of troubles life is for them the long years of living together must even out their character and engender mutual peace and devotion. This elderly couple, however, confronted each other with hate and angry glances.

"It's six weeks, your Honor, since he left home and has not given me a penny to live on."

"Have you any children?"

"A daughter, your Honor, married, living in another city."

"How long have you been married?"

"Twenty-seven years."

An audible murmur filled the room. Some laughed aloud. There were many present who had not yet reached that age.

"Has he always mistreated you?"

"Occasionally, your Honor."

"Do you want him to return home?"

"I don't care. Let him not come, but let him give me for support."

"How much do you want a week?"

"Ten dollars, your Honor, will be enough for me."

The man uttered a mocking laugh, as if he had heard the most comical thing, and his sardonic smile did not forsake him, even when he took the witness stand.

"How do you account for your leaving your wife without means of support?"

"I account for it in that she is a thief."

"A thief!"

"Yes sir, a thief. She was a thief and will remain so until her death." I will not live with her any longer under one roof. I've suffered enough at her hands."

His sardonic mirth now turned into indignation. Apparently his statement was

no careless rigmarole. It seemed to have been based on solid fact. His demeanor impressed all present because he evinced firmness, pride and certainty. She, on the other hand, sat in a corner crying, her head supported by her hands—the best evidence of guilt.

"I shall ask you to tell the whole story," the old judge said commandingly, casting a side glance at the old woman.

The accused related as follows:

Ever since he had married he had not lost a day's work. He was receiving the highest wages, being a skilled mechanic. Employers vied with each other to secure his services. In this regard he had nothing to complain of, yet his lot was less enviable than that of other workers in the same shop. They were always having some money with them, coming and going as they wished. He, however, had never a cent with him. She had always taken away his last penny, and he had to ask her for the petteiest allowances.

At first it had not appeared to him so strange. He had rather liked the idea. A brave little woman, he had thought; she knew how to handle money. Besides, he had been young and foolish and everything had seemed well and good. In later years he had come to see that this was not the right way. While his friends had spent the time happily at balls and picnics, treating each other at bars to their hearts' content, he alone had had no money to spend on such things. His friends had laughed at his being henpecked by his wife and had called him humiliating names. One day he had proposed to take a part of his earnings for spending money, insisting that he had a right to live like other men of his station in life. But at this a serious family row had broken out. In a shrill, domineering voice she had put her foot down on the proposition. He should do nothing of the kind. She had ruled once and for all, and nothing should unbend her from her set purpose, and to clinch the matter she had told him in plain words that all he possessed was hers.

After this he had taken to concealing petty sums, but she had unearched them, carefully searching in all corners and turning out his pockets. It was for his good, she had declared. Going to a ball would do him no good; as for a glass of beer—that was surely poison for him. Better and healthier by far to stay at home. He continued:

"In all the long years of hard work I saved up a gold watch—I paid for it \$136. I have had it for eighteen years, and it has become part of my life, like my own hand. I cannot live without it. On Sundays and holidays I must carry it along with me. The habit has become my second nature. Somehow I feel happier when the gold chain wobbles about my person; it makes me feel more manly. She knows this very well, and started punishing me by hiding the watch. For the least thing the watch disappears and I have to swear to her by all that is holy to be good and obey her to have the watch back again.

"Some months ago I happened to come home rather 'jolly.' We had a party in the shop and all had several drinks. How could I stand aside from the others? True, it cost me \$5, but what of it? And when I came home I faced 'some music' that made one reel with pain and shame. By appearance she is a very quiet person, but when she gets excited she vomits fire and brimstone, roars like lions and tigers until one's very life is in danger. The result was that she took my watch away and has not returned it. She says that she threw it into the river, but I know that was not true. I begged her with tears in my eyes to return it to me. I promised to be good, but it was no use. Maybe she pawned it or perhaps she really threw it into the river.

"This I could not stand any longer and went to live with my sister. That is all, your Honor, I have to say."

The plaintive woman took the stand moaning.

"Is the statement he just made to the court true? Did you really take his watch away?"

"Yes sir, I did take it away, but let him tell me straight to the face that it was his; indeed, let him tell me that."

She moved a step and, bending over the table to the old man, exclaimed:

"Well, why don't you speak? Is it yours?" and, as he did not reply, she turned to the judge triumphantly:

"There, now, he is ashamed to tell such a lie. You see, your Honor, who he is?"

"But whose then is the watch? Will you tell the story in detail."

"Your Honor, I've not pawned the watch nor thrown it into the river. I have it with me. Here it is," and saying this, she pulled from her bosom a large shining watch suspended from a thick long chain. When the old man saw it he jumped up with joy, stretched out his hands to the watch and uttered a shriek.

"My God! that's it, my watch, my—"

The courtroom rang with laughter. Even the apparently very stern looking judge laughed aloud.

"But it is not his, your Honor. I bought the watch. I've scraped every penny together until I got the \$136. I've never bought myself a dress; never went to the theater or a ball. Day and night I stayed at home and tried to make it nice for him and the child, that they should not be short of anything. Do you know, your Honor, what it means to bring up a child, provide it with clothes, have it educated and care for it until it grows up? Do you know how hard this is for a family of working people? I've brought up a good daughter, had her taught and educated. She is happy now, for through her education she was able to get a good husband; and besides all this, look at my husband, how well he looks. Do you know, he is already sixty-two years old, and I am eight years younger. Yet how young and fresh he looks and how worn and shrivelled I am. That's because I made up my mind right at first that my husband should not go to saloons and be out with company all night long. He is a working man, working hard, and should have a good home, regular meals and proper sleep. I know what it means when working men start drinking, how quickly they get ruined and die before their time, and I would not have it.

"Yes, I bought the watch. He hasn't even dreamt of such a thing. It was the present I gave him in the tenth year of our being married. It was quite a surprise. It pleased him; it made him as joyful as a child, and I told him there and then that so long as he will keep himself like a man

# Organization and Leadership Rule the World

By the Late Robt. F. Hoxie, Prof. Political Economy, Chicago University.

Organization and leadership rule the world. The organized worker is no longer a slave to the whims of the master.

Since the dawn of civilization the fate of the downtrodden has depended upon two great factors—organization and leadership.

But gradually through their bitter experience the workers were taught the two great lessons of life: that the primal rights of man and decencies of life—labor with dignity, health and safety, the comfortable home, the sheltered and unbroken family circle, education and recreation—are not automatic rewards for the good and meritorious individual, are not let down from heaven or the State, but must be wrung from privilege and interest; and, secondly, that in the struggle for these things the individual is nothing—the group is all. For what power has the individual against the State, and what force the one worker against the master of hundreds of thousands?

Then began the organization of the workers for the workers, and so dawned a new era of hope and betterment for the men of labor. But for long the new struggle was almost fruitless. The lesson had not been all learned. Organization alone, it was found, could effect little, either under the rule of legal restriction or the freedom of competition and bargaining. Without skilled and trusted representatives of their own, trained leadership drawn from the men of toil, the workers were still helpless. Men they needed who had suffered with them,

men of force and experience who had learned the intricacies and subtleties of trade and politics, to unify the workers' viewpoint, to unite the scattered organic groups, who could meet craft with craft, special knowledge with special knowledge, and backed by the solid array of millions of united men, could defy the threat of force and the unjust manipulation of the law.

It is the proudest boast of labor and the greatest cause for cheer that out of this need and stress such leaders arose that in the main they have proved true to their comrades and the cause, and that the rank and file under their guidance are fast learning the lessons of solidarity, discipline and the necessity of good leadership.

To-day, as in the past, organization and leadership rule the world. But to-day, as never before, we behold organization and leadership of the workers, by the workers, and for the workers. Of the outcome there can be no doubt. No longer is the organized worker a slave to the whim of the master, dependent for his bread upon subservience under driving and insult, but a man dignified by the consciousness of rights recognized and sustained, for he has practically won already a right to his job, a living wage.

It needs now no prophetic eye to see the time not far distant when autocracy shall have been driven from its last stand; when democracy in government and industry shall prevail; when dignity, security and comfort shall be the lot of all who toil; when organized labor shall have triumphed.

the watch will be his, but as soon as he will start to drink I will take it away. He promised to be good and he kept his word for a long time. I don't complain of the past. Some times we had a few words, but this is only human, no great misfortune. But two months ago he came home dead drunk. He spent \$5, and when I spoke to him about it he was going to strike me and insulted me, calling me all sorts of names. He said that I've annoyed him all his life and he would not look at me any more; that he was tired of me. What then was I to do, keep quiet? Oh, no. He insulted and hurt me too much. I simply took the watch away. That was our agree-

ment, and only did what was right.

"Let him give me support. I've deserved it. If not for me, he would perhaps be dead now. I am old and weak and cannot work. Let him pay for all the good I've done to him," she concluded sobbing.

"But my watch—let her return me my watch, the old man cried beside himself, I will be good, but let her return me my watch," the old man cried beside himself, stretching out his hands to the old woman.

After a brief conversation in a separate room the couple came out arm in arm in friendly fashion, bowing in gratitude to the old judge, who regarded them smiling good-humoredly.

## Directory of Local Unions (Continued)

LOCAL UNION	OFFICE ADDRESS
40. New Haven Corset Workers.....	12 Parmelee Ave., New Haven, Conn.
41. New York Wrapper and Kimono Makers.....	22 W. 17th St., New York City
42. Cleveland Cloak and Suit Cutters' Union.....	314 Superior Ave., Cleveland, Ohio
43. Worcester White Goods and Waist Workers.....	126 Green St., Worcester, Mass.
44. Chicago, Ill., Cloakmakers.....	1815 W. Division St., Chicago, Ill.
45. Syracuse, N. Y., Dressmakers.....	913 Almond St., Syracuse, N. Y.
46. Petticoat Workers' Union.....	22 W. 17th St., New York City
47. Denver, Colo., Ladies' Tailors.....	244 Champe St., Denver, Colo.
48. Italian Cloak, Suit and Skirt Makers' Union.....	231 E. 14th St., New York City
49. Boston Waistmakers.....	724 Washington St., Boston, Mass.
50. New York Children's Dressmakers.....	22 W. 17th St., New York City
51. Montreal, Canada, Custom Ladies' Tailors.....	387 City Hall Ave., Montreal, Canada
52. Los Angeles Ladies' Garment Workers.....	218 S. Broadway, Los Angeles, Cal.
53. Philadelphia, Pa., Cloak Cutters.....	244 S. 8th St., Philadelphia, Pa.
54. Chicago Raincoat Makers.....	409 S. Halstead St., Chicago, Ill.
55. Springfield Corset Workers.....	643½ Main St., Springfield, Mass.
56. Boston Cloakmakers.....	241 Tremont St., Boston, Mass.
57. Cleveland Waist and Dressmakers.....	314 Superior Ave., Cleveland, Ohio
58. New York Waist Buttonhole Makers.....	80 E. 10th St., New York City
61. Montreal, Canada, Cloak and Skirt Pressers.....	37 Prince Arthur E., Montreal, Canada
62. New York White Goods Workers.....	35 Second St., New York City
63. Cincinnati Cloakmakers.....	5th St. and Central Ave., Cincinnati, Ohio
64. New York Buttonhole Makers.....	57 W. 21st St., New York City
65. St. Louis Skirt, Waist & Dressmakers' Union.....	Fraternal Building, St. Louis Mo.
66. New York Bonnaz Embroiderers.....	103 E. 11th St., New York City
67. Toledo Cloakmakers.....	120 W. Bancroft St., Toledo, Ohio
68. Hartford Ladies' Garment Workers' Union.....	99 Canton St., Hartford, Conn.
69. Philadelphia Cloak Finishers.....	244 S. 8th St., Philadelphia, Pa.
70. Toronto Skirt and Dressmakers.....	194 Spadina Ave., Toronto, Canada
71. Chicago Ladies' Tailors.....	2726 Crystal St., Chicago, Ill.
72. Baltimore Dress and White Goods Workers.....	1023 E. Baltimore St., Baltimore, Md.
73. Boston Amalgamated Cutters.....	8 Lovering St., Boston, Mass.
74. Vineland Cloakmakers' Union.....	H. Miller, 601 Landis Avenue
75. Worcester, Mass., Cloakmakers.....	25 Columbia St., Worcester, Mass.
76. Philadelphia Ladies' Tailors.....	1737 S. 9th St., Philadelphia, Pa.
77. Waterbury Ladies' Garment Workers.....	54 Burton St., Waterbury, Conn.
78. St. Louis Cloak Operators.....	Fraternal Bldg., 11th and Franklin Aves.
80. Ladies' Tailors, Alteration and Special Order Union.....	725 Lexington Ave., N. Y. City
81. Chicago Cloak and Suit Cutters.....	909 N. Homan Ave., Chicago, Ill.
82. N. Y. Cloak Examiners, Squarers & Bushelers' Union.....	228 Second Ave., N. Y. City
83. Toronto, Canada, Cutters.....	251 Augusta Ave., Toronto, Canada
84. Toledo Ladies' Garment Cutters' Union.....	425 Parker Ave., Toledo, Ohio
85. Cincinnati Skirtmakers.....	5th St. and Central Ave., Cincinnati, Ohio
86. St. John Ladies' Garment Workers' Union.....	St. John, N. B., Canada
90. Custom Dressmakers' Union.....	Forward B'ldg., 175 E. B'way, N. Y. City
92. Toronto, Canada, Cloak Pressers.....	251 Augusta Ave., Toronto, Canada
98. Cincinnati Skirt Pressers' Union.....	5th St. and Central Ave., Cincinnati, Ohio
99. Pittsburgh Ladies' Tailors.....	132 Worcester St., Pittsburgh, Pa.
100. Chicago Waist, Dress and White Goods Workers.....	1579 Milwaukee Ave., Chicago, Ill.
101. Baltimore Ladies' Tailors.....	1023 E. Baltimore St., Baltimore, Md.
102. Montreal, Canada, Raincoat Makers.....	1193 Clark St., Montreal, Canada
105. St. Louis Ladies' Tailors.....	Fraternal Bldg., 11th and Franklin Aves.
108. Ladies' Neckwear Cutters.....	6 E. 17th St., New York City
110. Baltimore Ladies' Garment Cutters' Union.....	1023 E. Baltimore St., Baltimore, Md.
111. Cleveland Raincoat Makers.....	314 Superior Ave., Cleveland, Ohio
112. Montreal, Canada, Ladies' Waist Makers.....	147 Colonial Ave., Montreal, Canada
113. Newark Waist and White Goods Workers.....	103 Montgomery St., Newark, N. J.

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