JAN 10 '55
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PEACEFUL PICKETS PUNISHED

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FACING '55--A Survey by Seven ILG Experts

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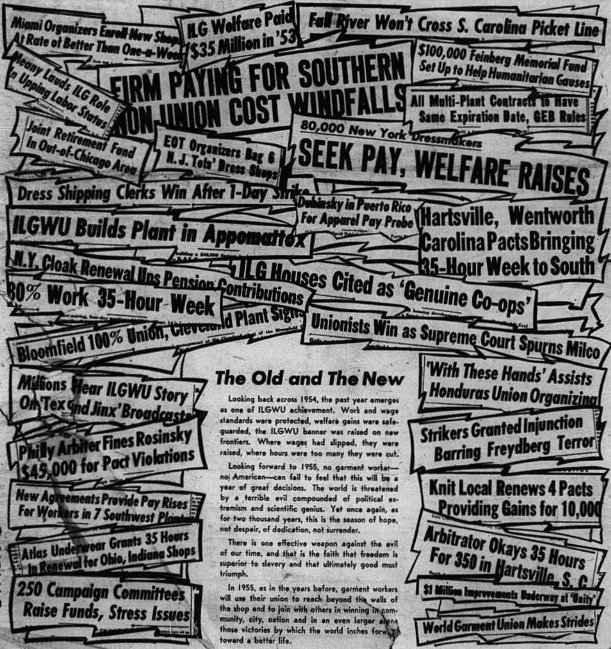
JUSTICE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

Vol. XXXVII. No. 1 Jersey City, N. J., January 1, 1955 Price 10 Cents


Miami Organizers Enroll New Shops At Rate of Better Than One-a-Week
ILG Welfare Paid $35 Million in '53
Fall River Won't Cross S. Carolina Picket Line
Meany Lauds ILG Role In Upping Labor Status
FIRM PAYING FOR SOUTHERN NON-UNION COST WINDFALLS
$100,000 Feinberg Memorial Fund Set Up to Help Humanitarian Causes
All Multi-Plant Contracts to Have Same Expiration Date, GEB Rules
Joint Retirement Fund In Out-of-Chicago Area
EOT Organizers Bag 6 N. J. Tots' Dress Shops
80,000 New York Dressmakers SEEK PAY, WELFARE RAISES
Dress Shipping Clerks Win After 1-Day Strike
Dubinsky in Puerto Rico For Apparel Pay Probe
ILGWU Builds Plant in Appomattox
Hartsville, Wentworth Carolina Pacts Bringing 35-Hour Week to South
N.Y. Cloak Renewal Ups Pension Contributions
ILG Houses Cited as 'Genuine Co-ops'
80% Work 35-Hour Week
Bloomfield 100% Union, Cleveland Plant Signs
Unionists Win as Supreme Court Spurns Milco
Millions Hear ILGWU Story On 'Tex and Jinx' Broadcasts
'With These Hands' Assists Honduras Union Organizing
Philly Arbiter Fines Rosinsky $45,000 for Pact Violations
Strikers Granted Injunction Barring Freydberg Terror
New Agreements Provide Pay Rises For Workers in 7 Southwest Plants
Knit Local Renews 4 Pacts Providing Gains for 10,000
Atlas Underwear Grants 35 Hours In Renewal for Ohio, Indiana Shops
Arbitrator Okays 35 Hours For 350 in Hartsville, S. C.
$1 Million Improvements Underway at 'Unity'
250 Campaign Committees Raise Funds, Stress Issues
World Garment Union Makes Strides

The Old and The New

Looking back across 1954, the past year emerges as one of ILGWU achievement. Work and wage standards were protected, welfare gains were safeguarded, the ILGWU banner was raised on new frontiers. Where wages had slipped, they were raised, where hours were too many they were cut.

Looking forward to 1955, no garment worker—no American—can fail to feel that this will be a year of great decisions. The world is threatened by a terrible evil compounded of political extremism and scientific genius. Yet once again, as for two thousand years, this is the season of hope, not despair, of dedication, not surrender.

There is one effective weapon against the evil of our time, and that is the faith that freedom is superior to slavery and that ultimately good must triumph.

In 1955, as in the years before, garment workers will use their union to reach beyond the walls of the shop and to join with others in winning in community, city, nation and in an even larger arena those victories by which the world inches forward toward a better life.

STACK 3

The ILGWU year
LABOR HIGHLIGHTS in 1954

January

New York cloak renewals boost employers' retirement contributions to 4 per cent of payroll, making pensions possible for more applicants. . . . One-day "blitz" strike by new dress clerks' union in New York wins employer agreement to negotiate. . . . Special Labor Department committee urges boost in Puerto Rican minimum bra wage to 55 cents hourly. . . . Workers strike at three G. H. and E. Freydberg shops in New York, Virginia.

AFL demands Congress act to cope with growing unemployment. . . . Asks new election on New York waterfront, charging first balloting was marked by terrorism of "ruthless mob" dominating old, racket-ridden Longshoremen's Assn. . . . Eisenhower proposes Taft-Hartley changes containing new anti-labor weapon. . . . AFL and CIO maritime unions map program to save American merchant marine.

February

New York dress payrolls rose 7 per cent in 1953, union officers report. . . . All demands won as 850 sportswear workers stage three-day strike in Toronto. . . . Medical approval removes last obstacle to Montreal Health Center. . . . Frederick Umhey feted on 20th anniversary as ILGWU executive secretary. . . . Third (and last) Bloomfield shop signs pact in Cleveland, ending firm's 50-year non-union existence. . . . 2,000 in Pennsylvania, 1,200 in Massachusetts win 35-hour work week.

Unemployment tops 3,000,000. . . . Almost one-sixth of American workers on less than full week. . . . In close vote, Senate confirms Beeson, reactionary businessman, as member of National Labor Relations Board. . . . Eisenhower proposes tiny, 35,000-unit housing program. . . . Oregon judge rules state's anti-picketing law unconstitutional.

March

GEB winter session votes to ask 1956 ILGWU Convention for mandatory time-and-a-half rates after 35 hours, hears 250,000 ILGers are now on 35-hour week (gain of 130,000 in year) and 12,000 on retirement rolls, sets up Israel Feinberg Memorial Fund, backs Puerto Rico organizing drive, okays AFL-CIO "no-raiding" pact. . . . Cloak Joint Board Manager Isidore Nagler urges section work system to save New York's low-priced line. . . . Dress clerks in New York win industry-wide contract, wage, welfare gains.

Eight Southern locals quit old ILA, switch to new AFL Longshoremen. . . . President rules out action on jobs, though unemployment jumps to 3,671,000. . . . AFL pushes drive for tax reductions "for man in the street rather than the wealthy." . . . House Labor Committee votes further shackles on unions by tightening ban on secondary boycotts. . . .

April

Thirty-five-hour week pact averts Boston rainwear strike. . . . 4,700 members of Local 105, New York, get six and a half paid holidays. . . . New York dress union nips attempt to defraud welfare funds; 12 employers, two accountants named.

NLRB orders new election on New York docks, Communists back racket-ruled ILA. . . . Senate Labor Committee knocks out Eisenhower's recommendation for law requiring authorization election before strikes can be called. . . . Ike asks Congress to give broader jurisdiction over labor-management relations to states, where anti-labor laws are even tougher than Taft-Hartley. . . . House scuttles public housing program. . . . AFL says 4,500,000 out of work.

May

Southern barriers are breached as South Carolina firms Hartsville Manufacturing and Wentworth Manufacturing sign 35-hour week pacts. Hartsville settlement follows strike, plus picketing at firm's Massachusetts shop. . . . ILGWU welfare funds paid $35,000,000 in 1953, audit reveals. . . . First Ohio-Kentucky confab maps organization of 3,000. . . . Initial pension checks distributed to Eastern Out-of-Towners. . . . Nachman of Philadelphia drops "damage suit" against union, pays $11,000 back welfare payments.

GOP Administration drops efforts to enact Taft-Hartley changes. . . . Officers of 100 AFL unions okay plan for peaceful settlement of jurisdictional disputes within federation. . . . AFL Longshoremen nosed out by 300 votes in New York pier balloting. . . . Hatters victorious at Hat Corp. after 45-week strike, prevent removal of plant.

June

Pres. Dubinsky calls for tighter safeguards on union welfare funds; decries mismanagement, warns of legislative intervention if unions do not take initiative. Press, labor hail statement. . . . St. Louis underwear workers win wage hikes. . . . Court decision rules against company union at Milco Underwear in Pennsylvania, orders reinstatement of six ILG activists. . . . Fourth ILGWU Training Institute class graduates 21. . . . Voice of America tells world how ILG health services saved lives of five garment workers in Boston. . . . Dumas of California, largest cloak holdout in Los Angeles, signs ILG pact.

Ninety-four AFL and CIO unions sign historic no-raiding pact in major step to labor unity. . . . Labor and management representatives agree on voluntary program to mobilize civilian manpower in event of national emergency. . . . Personal incomes in U. S. decline for sixth straight month.

July

ILGWU builds garment plant in Appomattox, Va., leases it to manufacturer who will operate shop according to union standards and hire workers who walked out of Freydberg's non-union Appomattox factory. . . . 16th annual Southeast confab hears Pres. Dubinsky offer three-year moratorium on organizing to employers who keep minimum wages 15 cents above legal minimum. No takers. . . . Vice Pres. Martin retires as Southeast director. E. T. Kehrer takes over. . . . 10,000 knitters win welfare gains in New York.

Steel contracts renewed without strike, 600,000 win 9-cent "package." . . . Shutdown of New York transit system averted by two-year agreement providing subway and bus workers raises of 6½ to 11 cents an hour. . . . Picket lines replace bargaining tables at atomic plants in Tennessee and Kentucky, at Goodyear Rubber factories, among 100,000 AFL and CIO lumber workers in Pacific Northwest. . . . NLRB, in another anti-labor move, drastically cuts jurisdiction over small firms.

August

ILGWU 1954 Campaign Committee kicks off election drive. . . . 3,300 New York shoulder pad workers win 35-hour week. . . . Ground-breaking for new Unity House theatre features resort's $1,000,000 improvement program. . . . Fourteenth wage increase in 14 years is rung up for New York's chain store workers, members of Local 99. . . . Rosinsky of Philadelphia fined $45,000 by arbitrator for pact violations.

Nation's unemployed, a million higher than a year ago, challenge Administration's rosy picture of economy. . . . Auto, aircraft and farm equipment workers win cent-an-hour rise through escalator clause. . . . Eisenhower vetoes 5 per cent increase for 1,500,000 federal employees.

September

GEB summer session hears 80 per cent of membership is covered by 35-hour week, reviews industry conditions, urges full-scale political activities. . . . Los Angeles cloakmakers inaugurate retirement payments at ceremony attended by union's top officers. . . . Montreal dress manager Claude Jodoin elected president of Canadian Trades and Labor Congress. . . . New York costume workers, cloak shipping clerks win 35-hour week.

Labor Day celebrations stress need for restoring prosperity. . . . A million non-operating railroad workers win health and welfare coverage. . . . Carpenters and Machinists end 40-year jurisdictional dispute. . . . AFL convention adopts program for full employment, strengthening of free world against Communist encroachments, action to elect liberal Congress; backs efforts for labor unity.

October

ILGWU houses in New York get top commendation at Senate committee hearings. . . . Ninety-seven per cent of EOT shops under 35-hour week, Manager Horowitz announces. . . . Meyer Perlstein feted for 20 years as Southwest chief. . . . Miami organizers signing up new shops at rate of better than one-a-day. . . . 3,500 members of New York Local 38, plus hundreds on Long Island, win 35-hour week.

AFL and CIO committees resume merger talks, set goal for unity in year. . . . Defense Secretary Wilson compares unemployed to "kennel dogs." . . . Canadian unions sign no-raid pact of their own. . . . Five-day trucking strike in New York wins 25-cent "package" gain for 24,000 teamsters. . . . Labor mobilizes to back liberal candidates in elections.

November

In precedent-shattering agreement, New York manufacturer agrees to pay union $250,000 in four years, representing "windfalls" from operating Southern plants non-union. Local opposition blocks organization, but firm's contract with ILGWU calls for all-union operation. . . . Bra wages rise 67 per cent in Puerto Rico as administrator order goes into effect. . . . Former Vice Pres. Martin dies. . . . Seven Southwest shops get wage hikes. . . . 750 Jersey EOTers win 35-hour week.

Many liberal candidates, backed by labor, score victories; Democrats capture House and Senate, wrest seven governorships from GOP. . . . AFL rallies state affiliates for all-out fight against phony "right-to-work" laws. . . . Gunfire against strikers meets efforts of joint AFL and CIO committee to unionize river boat crews on Ohio and Mississippi.

December

New York dress [illegible] demands in renewal parley to include wage hikes, welfare contribution rise. . . . Neckwear workers of New York win 35-hour week. . . . Thousands of dollars in back pay for Milco Undergarment workers approved by U. S. Supreme Court. . . . NLRB denies back pay to B.V.D. strikers in Pascagoula, Miss. . . . Chicago Health Center gets final okay, to open doors Jan. 10. . . . Northeast Department boosts jobs for men in Pennsylvania distressed areas, gets praise from press. . . . AFL and CIO aid ILGWU drive at Satin Co. in Alabama.

CIO convention empowers top officials to complete unity talks with AFL. . . . Labor Secretary Mitchell attacks anti-union "right-to-work" laws but is disavowed by Eisenhower. . . . The AFL's strength in Port of New York bolstered as 4,000 tugboat captains and crews quit United Mine Workers' catchall District 50 and rejoin federation.

Happy New Year!

NLRB Denies Back Pay to Mississippi Strikers

The National Labor Relations Board, with President Eisenhower's appointees forming the majority in a 3 to 2 vote, on Dec. 14 ruled that strikers be denied reinstatement with back pay because "outsiders and sympathizers" had engaged in unlawful conduct away from the picket line and despite the fact that the strikers themselves were innocent of any participation in the violent acts.

The firm involved is B.V.D., Inc. in its Pascagoula, Miss., plant, where it makes a variety of products. A walkout was precipitated in April 1953 when the employer discharged members of a workers' committee which, accompanied by an ILGWU organizer, sought to negotiate with the firm's vice president in connection with the union's organizing drive.

The board's majority found no fault with Trial Examiner Eugene E. Dixon's findings of fact and conclusion that the firm had "discriminately discharged those employees who participated" in the effort to negotiate. Then, in an amazing reversal of precedent and an astounding display of its true sympathies, the majority members declared that the strikers "have no right to protection of the law."

The strikers were at fault, the majority held, merely because they failed "by admonishment, denunciation or public pronouncement to discourage the commission of violence or to dissociate themselves from it."

In its new doctrine, the board maintained that "Whether or not the strikers expressly authorized such conduct (violence), it remains true that they invited and accepted the benefit of it and took no steps to discourage or repudiate it. The fair inference is that at least those strikers who continued to picket during the violent strike welcomed, approved and ratified such conduct."

In a vigorous dissent, board member Abe Murdock charged that "the inequity of holding guiltless strikers answerable for misconduct in which they did not participate is obvious. Under the majority's decision employees now strike under the peril of losing their jobs because of the uncontrollable action of hot heads or troublemakers. There is no warrant for so impairing the right to strike."

On Dec. 20, the ILGWU, through General Counsel Morris P. Glushien, filed a petition in the U. S. Circuit Court of Appeals for the District of Columbia asking it to reverse the board's denial of reinstatement with back pay to more than 50 workers involved. In all likelihood the case will ultimately be taken to the U. S. Supreme Court.

Murdock and Ivar H. Peterson, who joined him in dissenting, are holdovers from the Truman Administration.

Murdock further charged that the majority's report is a "skillfully blended montage" of misconduct by unidentified persons, by outsiders not in the presence of the strikers and hearsay testimony resulting in a picture that is "an indiscriminate blur of violence."

"The strike was lawful in its nature and plan, caused and prolonged by the unfair labor prectices of the firm," Murdock maintained. "During the course of the strike, however, certain acts of violence were committed, chiefly by unidentified persons, and some lesser misconduct occurred, for the most part not on the picket line. The majority con-

(Continued on Page 8)

Double Reward

JOIN THE
MARCH
of
DIMES

A grateful hug from 5-year-old Leslie Strom, grand marshall of the Greater New York March of Dimes, is an extra fillip for ILGWU Executive Secretary Fred Umhey as he receives scroll in appreciation for 15 years' service on behalf of anti-polio campaigns. Umhey, chairman of National Foundation for Infantile Paralysis' AFL drive, has called on ILGers to top last year's donation of $145,000. Scrolls to record names and contributions of donors are being circulated in shops and locals. Total amount will be announced Jan. 30, birthday of late President Franklin D. Roosevelt, who was victim of polio and honorary head of campaign until his death.

Strike-Breaker at Jeri Holmes Firm Shoots Union Cutter in Los Angeles

Al Hernandez, a member of Los Angeles Cutters' Local 84, was shot down in a Los Angeles street. He was arrested, booked as a criminal and lodged in the prison ward of the Los Angeles County Hospital with two bullets in his body. Robert Villalobos, also a Local 84 member who works at the same cutting table with Hernandez, was hauled from his bed in the middle of the night and arrested.

One Ellis Poole, who works as a strike-breaking cutter for Jeri Holmes of California, is the man with the gun. He was proclaimed a hero by the Los Angeles labor-hating press.

Though details of the shooting are obscure, because Hernandez is still unable to be interviewed, the anti-union papers immediately accused the two union members of "assaulting" the strike-breaker.

The two men were released on bail, and Hernandez was transferred to the Cedars of Lebanon Hospital. On the next day, Poole, accompanied by police, went to the District Attorney and filed a fantastic melange of charges. His complaints were of attempted kidnapping, assault with a deadly weapon with intent to murder.

Villalobos was rearrested, held in jail overnight and finally released on $20,000 bail. Because of Hernandez' weakened condition, he could not be moved from his hospital room; he was surrounded by police until he, too, was released on the bail for the same amount.

Poole, who was pictured in the newspapers with his face swathed in bandages, came to work the morning after his gun ran wild. On the second day he appeared without as much as a band-aid. On that day, however, newspaper pictures still showed him bandaged up.

The anti-labor press used the arrests for a three-day orgy of screaming headlines and innuendo. When Isidor Stenzor, manager of the Los Angeles Cloak Joint Board, issued a statement on the arrests, only one

(Continued on Page 4)

TRAINING INSTITUTE OPENS APPLICATIONS FOR ITS 6TH CLASS

The ILGWU Training Institute is now receiving applications for its sixth class, Director Arthur Elder announces.

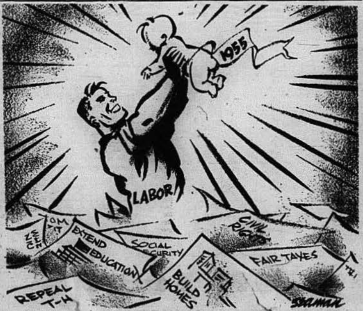
The Training Institute, now in its fifth year of operation, was started as a result of Pres. David Dubinsky's recommendation to the 1947 Convention that the union establish a school to train young people for service in the labor movement. At the end of the year's work, graduates of the institute begin full-time duty with the union, usually as field organizers.

Although the next class will not begin until June 1955, those interested in enrolling should apply at once. Application forms can be obtained by writing or calling the ILGWU Training Insitute, 1710 Broadway, New York City (CO 5-7000). All applicants will be interviewed before the class is selected.

Although any young person between the ages of 21 and 35 who has a high school education or the equivalent can apply to enter the institute, special preference is given to ILGWU members and to the children of members.

The institute's curriculum includes two periods of guided field work.

"We've Got Things to Do!"



3 COUTURIER HOUSES IN N.Y. HIKE WAGES

Wages at three couturier houses in New York were refashioned last week, bringing increases to ladies' tailors, custom dressmakers and alteration workers of Local 38, Manager Isidore Sorkin reports.

Two contracts, with De Pinna and Gunther Jaeckel, were each renewed for two years. The first pact expires in September 1956 and calls for wage hikes in March. At Gunther Jaeckel, the upward adjustment in earnings is retroactive to Oct. 1, and provides $2 boosts for alteration workers.

The wage reopening clause was invoked at Lord and Taylor to win a readjustment in wages of $2 weekly, Sorkin notes. The increase is retroactive to Oct. 1.

Negotiations continue, meanwhile, with several other independent firms in New York's "Gold Coast" fashion sector. The key demand in most cases is higher wages. Already renewed is a contract with Antonvilli.

K. C. Vacation Checks: Late, but Not Forgotten

Vacation payments which Liberty Frocks firm of Kansas City left owing when it liquidated last year were finally distributed last month to former employees. Court action initiated immediately by the union saved the vacation money for these workers, who wave checks happily at meeting in union headquarters. Standing at right is Benny Kwiatek, president of Kansas City Joint Board, who distributed the money.

EOT in Renewal Parleys for 1,000 At 4 Plants in Jersey, Connecticut

Negotiations for contract renewals, affecting over 1,000 workers in four plants, are now in progress with three major underwear shops under the jurisdiction of the Eastern Out-of-Town Department, Vice Pres. Israel Horowitz, general manager of the department, reports.

In each of the shops, a stalemate has developed on the key issue of instituting the 35-hour work week, plus compensating wage increases. Other union demands, including fringe benefits and other contract improvements, also have been presented to employers of the following firms:

Watertown Undergarment Co., Waterbury, Conn. This shop is the production subsidiary of Berkcliff Undergarment Corp. Organized a year ago, after being non-union for 20 years, the shop is now working on a 37½-hour work week. Although negotiations are in the preliminary stage, the company insists it will not grant any contract improvements at this time. The more than 350 workers are members of Local 223, manged by Sam Janis.

Matawan Undergarment Co. The two plants of this corporation in Jersey City and Matawan, N. J., also employ approximately 350 workers. Several negotiating sessions ended without agreement on the 35-hour week. With the workers presently employed on a 40-hour week, a five-hour reduction is being resisted strongly by the company's representatives. Discussions concerning improvements in fringe benefits have been held in abeyance, pending settlement of the 35-hour question. Jersey City plant workers are members of Local 162, managed by Morris Extract; the workers of the Matawan plant are members of Local 166, managed by Herman Sirota.

Nite Kraft Corp., Orange, N. J. This major producer of pajamas and nightwear steadfastly refuses to agree to the 35-hour week. Many negotiating sessions have failed to break the deadlock. Working under an agreement negotiated in June 1952, the workers are presently on a 40-hour work week. The only break in the company's determination to fight the shorter hours came when it proposed a 37½-hour week, which was rejected by the union. Further conferences have been scheduled. The workers are members of Local 221, managed by Peter Detlefsen.

Negotiations are being directed by Vice Pres. Horowitz, assisted by EOT Assistant General Manager Edward Kramer and the managers of the local unions involved.

Local 105 Adds 15 To Pension Ranks

Fifteen additional members of Local 105, New York Snowsuit Workers, will start receiving $50-a-month pension payments from the local's retirement fund in 1955, Manager Martin L. Cohen announces.

These bring to 76 the number of Local 105 members who have been retired since the fund began making payments in 1950. Pension payments in this period have totaled $79,650.

Cohen said that the total of retirees in 1955 may reach 19, but four cases are being held up by unresolved issues of reciprocity and other matters. He expressed the hope that these cases would be acted on favorably, but emphasized that the retirement fund's Board of Trustees, which represents the industry as a whole, would have the final word.

FIGHT POLIO!

Join March of Dimes!

JUSTICE

International Ladies' Garment Workers' Union

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COAST CUTTER SHOT BY STRIKE-BREAKER

(Continued from Page 3)

paper reported it straight, and this was done in only a few editions. The Los Angeles Times twisted the statement so it appeared to be something quite different, another paper confined itself to a paragraph that there was a statement, while the rest found no room for even that much.

Stenzor's statement follows:

"The only information we have on this matter is the stories we have read in the newspapers. It appears from these accounts that the two men, as cutters, went to visit Mr. Poole to ask him to discontinue his strike-breaking activities at the Holmes plant. It is common union practice for members to visit non-union workers to ask them to support the union as the only agency that looks after their interests at work. In every case, up to now, such visitors have been received with courtesy, not with bullets.

"It's a strange situation and a sad commentary on the times when a man, according to newspaper reports, cries out for his gun the minute he answers his doorbell. And even stranger and sadder that the victim of such a shooting should be proclaimed the transgressor. I have studied Mr. Poole's stories carefully, and it seems to me that his version doesn't hold water. We hope to find out before long what really happened there. I want to say again that I don't believe in violence in labor relations, and I condemn this senseless and brutal shooting that from all we can discover was without provocation."

The strike at Holmes began last June 10, when the firm refused to renew its agreement. Originally signed to a Cloak Joint Board contract in 1951, the firm seemed to be negotiating in good faith when management suddenly discharged its attorney who had been representing it and brought in Gladys Selvin, a "labor relations adviser" whose counsel always is to fight the union.

This specialist in discord countered every provision proposed by the union with one inferior to the old contract. Under her tutelage, the firm refused to grant an increase, demanded discontinuation of the health, welfare, vacation and retirement funds, insisted on an increase in the work week from 35 to 40 hours, refused to recognize a price committee in settling piece rates, banned a business agent from the shop and asserted it would listen to grievances only if presented by restricted employees and would make no commitment to act on complaints.

To the workers in the plant, this spelled "no union" and they voted unanimously to strike. They walked out 100 per cent, and have been manning the picket lines solidly since June.

IN THE MARKET

by Leon Stein

Changes in Consumer Groups Are Shifting Selling Targets

The changing composition of the consumer group that buys the products of the garment industry has shifted a number of selling targets. Garment manufacturers should know the customers they seek to clothe. They should know the purposes served by different apparel items. They and the stores that sell their products can lose sales if they manufacture for selling to women whose habits and patterns of living are changing socially, in the kitchen, during leisure hours.

In coming columns we shall examine the high points of the changes occurring among the industry's customers. How many "older" customers are being neglected? What kind of backstop to declining sales is provided by the birth rates? Has full advantage been taken of the new fibres—and the old fibres? Has the garment industry taken full "advantage" in terms of design of the growing number of women who work?

Apparel needs of the working women are greatly different from those of the homemaker. Her wardrobe must include more street wear, more tailored items aside from the clothes peculiar to her position in plant or office.

The U. S. Department of Labor has just issued a report on changes in women's occupations that occurred between 1940 and 1950. Following are highlights of that report:

About 30 per cent of all workers are women.

Half the employed women are clerical workers or operatives.

A fifth of the employed women are in various service trades.

More than one-tenth of the employed women are in professions.

Twenty-nine per cent of all women, or 16,551,990, are in the labor force.

Employment of women has increased in all occupation groups except among household workers and farmers.

The average age of all employed women is 36½ years. Excluding the youthful group of clerical workers raises the average for all others to over 38½. In 1940 the average was little more than 32.

Half women workers are between 25 and 45 years old; almost a third are 45 and over.

At every age through 64, the largest group of women workers are in clerical jobs.

Half the single women, a fourth of those married and a third of the widowed or divorced are workers.

4,500,000 women were added to the ranks of the employed between 1940 and 1950.

Five leading occupations in the employment of women are stenographer and typist, saleswoman in retail trade, school teacher, bookkeeper, and operative in apparel factory. Among them these five employ more than one-fourth of all working women.

Education Conference Slated at ILG Confab

Plans are being studied for the holding of a conference of ILGWU educational committees during the period of the 1956 ILGWU Convention. The plans were discussed at the regular meeting of the Educational Committee of the General Executive Board last month.

According to ILGWU Educational Director Mark Starr, the conference would include a series of educational workshops as well as reports through which representatives of local educational committees and educational directors, together with other officers, could exchange ideas and experiences. It would also seek to develop new methods and techniques.

Announcement of the conference, the first ILGWU meeting of this kind, is expected to stimulate educational work throughout the union and to revitalize educational committees. In locals in which no educational committees are functioning, efforts are to be made to get them working. Only active local educational committees will be represented at the national educational conference.

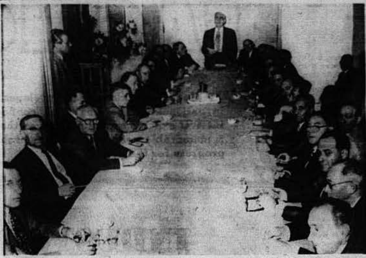
Meanwhile, in New York City, 18 affiliates have formed educational committees since local managers met last August to map plans. Starr reports a spurt in educational activities as the result of the pace set by these new committees.

OQC in Session

The "History of the ILGWU" and "Economics of the Garment Industry" sections of the Officers Qualification Course were completed last week, all students having taken the final examinations. The "Structure and Functioning of the ILGWU" sessions began immediately, with James Lipsig, the union's assistant executive secretary, giving an analysis of the ILGWU Constitution.

During the past weeks of OQC classes, guest teachers have included Alex Miller of the Cloak Joint Board, on price settlements; Howard Mollison, executive secretary of Local 48, on organizing; Leon Stein, editor of JUSTICE, on publicity and public relations, and Louise Gilbert, Local 22 chairlady, on the duties of a chairlady.

Talks Start on N.Y. Dress Union's 12 Demands



Union officers hold first meeting with dress employer spokesmen at Hotel Astor to negotiate renewal of collective agreement covering some 80,000 dressmakers in the New York metropolitan area. Addressing the group is Vice Pres. Julius Hochman, general manager of New York Dress Joint Board.

Demands for changes in the terms of the collective agreements covering New York's 80,000 dressmakers were presented formally to the employers at a conference in the Sheraton Astor Hotel in this city on Dec. 15. Spokesman for the union was Vice Pres. Julius Hochman, general manager of the New York Dress Joint Board.

The union's request for 12 changes was immediately countered by the employers, who made their own requests for modifications. These included revision of the method of applying piece rates and a reduction of employer contributions to health and welfare funds.

The present collective pact is scheduled to expire Jan. 31, 1955. Union demands were formulated in recent months in a series of conferences and meetings.

The Dec. 14 meeting included representatives from eight employer associations. The meeting adjourned after the presentation of demands by the parties.

Another meeting has since been held. But it is expected that the pace of negotiations will pick up sharply after the start of the new year.

The union's 12 demands included: wage increases for all workers, revision of the minimum wage rates, an increase in the employers' contribution to welfare funds, transfer of the payment of disability benefits from the health fund to the state.

Also, payment to time workers for all legal holidays regardless of employment in the period, registration of permanent contractors from among temporary contractors on seniority basis, inclusion of shipping clerks in collective pact, abolition of out-of-town differentials.

GRAYVILLE THROWS TRUMPED-UP CHARGE AT ILG ORGANIZERS

The scales of justice were acutely imbalanced in Grayville, Ill., last week as town authorities, discovering they were prosecuting two ILGWU organizers under a non-existent ordinance, promptly dredged up "brand-new" charges and refused to remove bail of $1,250.

Last November Indiana staffer Mildred Wade and Training Institute student Kenneth Ellin were arrested while peacefully discussing an impending National Labor Relations Board election with workers of H. A. Satin Co. The two were charged with "unlawful assembly."

The case was heard in Crossville, Ill., on Dec. 13 before Justice of the Peace Albert Oglesby. It was then that Grayville officials discovered there was no ordinance to cover their charge against the two organizers. The whole affair called for immediate dismissal, but small-minded authoritarians do not let law and order stand in their way.

New, invalid charges were filed immediately, met the "approval" of the judge, and the bail of $1,250 was continued. The new counts will be heard on Jan. 7.

Wage Hikes, Back Pay On S'West Scoreboard

Garment workers at five Southwest firms looked into their Christmas stockings last week and found assorted union "gifts" ranging from wage hikes and back pay to job reinstatement, Vice Pres. Meyer Perlstein, regional director, reports.

Concessions from **Forest City Manufacturing Co.**, following a union decision to take the disputes to arbitration, helped settle outstanding differences between that company and the Regional Office.

The first of the three counts on which the company gave in obligated it to raise the minimum wages of experienced workers who were rehired by the firm after some absence from the shop. Forest City had been paying these returned workers beginners' rates. The higher earnings go into effect immediately and are retroactive to July 1.

Second, the firm agreed to offer a job in another department to a presser in Centralia, Ill., who was displaced from his work because of plant reorganization. Finally, Forest City promised to submit to the union quarterly statements of average hourly earnings in its Pinckneyville, Ill., plant. These statistics are examined by the Regional Office to insure that piece workers' earnings do not fall below established levels.

Another multi-shop firm, **Slimaker Dress Corp.**, with plants in Kansas City, Mo., and Holton and Onaga, Kan., agreed last month to pay half-day's wages to workers in the latter two shops who reported to work but were given no garments to turn out. The firm had claimed that it was not responsible for its own inability to provide work; the union said it must provide at least either a half-day's work or a half-day's pay.

Sue Ann Yields

An old dispute that has wended its cumbersome way through years of conferences, court actions, and National Labor Relations Board hearings is due for adjustment very soon. The firm is **Sue Ann Manufacturing Co.** of Dallas, Tex., and the dispute revolves around ten former employees who the union maintains were unfairly discharged.

A settlement being worked out will give these ten workers back pay for their loss of earnings, and monetary compensation for the unjust manner in which they were treated.

Settling individual complaints is an important function of the union, as six workers in two Southwest shops can testify. At **Co-Ed Garment Co.** of Festus, Mo., holiday back payments were won for Hazel Reap, Jean Williams and Kathy Donovan, and Agnes Boyar was put under health and medical coverage.

At **A. J. Edlin Manufacturing Co.** of Collinsville, Ill., the employer's failure to pay vacation money to Nora Murphy and Ruby Gartside was corrected after the union stepped in.

Jersey COT Locals Begin Class Series

A series of weekly labor education classes will begin shortly in New Jersey locals of the Cloak Out-of-Town Department, conducted in cooperation with the Rutgers University Institute of Labor and Management. Affiliates planning to sponsor the educational program include Local 135, Newark, Local 134, Paterson, Local 158, Passaic, and Local 133, Union City.

Topics to be covered in the series include American labor history, current labor problems and counselling in unemployment compensation and social security needs. General Manager George Rubin, in announcing start of the classes, stated, "We in the Cloak Out-of-Town Department have long stressed the great importance of an alert and educated membership. We are convinced these classes will contribute to making better unionists and better citizens."

To this program Local 158 has added its own individual activities, including two worker education classes, a choral group and a 60-girl bowling league.

Chicago Opens Health Center To Service 10,000 Members

Formal opening of the Chicago Health Center Jan. 8 will mark the new year and a new era for 10,000 ILGWU members of that city's ten locals, reports Vice Pres. Morris Bialis, director of the Midwest Region. The institution will "open for business" on Jan. 10.

The final go-ahead signal for the center came on Dec. 15, about a month after the charter was issued and approved by Illinois Insurance Director Justin T. McCarthy.

The center, whose ultra-modern facilities occupy the entire sixth floor of the Chicago Joint Board building, is a non-profit corporation established under the provisions of the Illinois Voluntary Health Services Plan Act.

Dr. Stanley Teiser will direct a staff trained in the latest methods of preventive medicine. Additional specialist service will augment diagnosis where necessary.

As is the procedure with ILG health centers in other cities, each new patient automatically will receive several routine tests: urinalysis, serological test, complete blood count and a photofluorogram of the chest.

Ringing Out the Old

More than 150 officials and guests of Chicago's miscellaneous locals assembled to "celebrate a year of achievement" last month at their new headquarters. Accomplishments hailed by Sam Glassman, manager of miscellaneous Locals 54, 76, 208, 212 and 261, included a shorter work week, wage increases, broader retirement funds and new headquarters and medical center.

In a brief talk, Vice Pres. Bialis, manager of the Chicago Joint Board, commended the union for having spurred inter-racial harmony in the Chicago area.

Spring Cloak Season Starts; Nagler Stresses Designation

In preparation for the spring season now getting underway in the New York coat and suit market, General Manager Isidore Nagler recently briefed the staff of the Cloak Joint Board on problems facing the union and the policies required to meet them.

Some shops are still working on winter garments, which had a late spurt in sales, due in part to the current cold snap, he reported, while some are very busy on their spring lines and others are only preparing to start spring production.

Among the nation's leading economists, the consensus is that 1955 will be a better year generally; inventories have been depleted and stores should need restocking.

The past three or four years have been difficult for the industry and the union, Nagler emphasized. It was a time during which a number of old firms went out of business, but they were not replaced, to the same extent, by new firms. Under such circumstances, it was often more difficult than usual to deal with employers. He stressed, however, that precisely because these hardships were being encountered, the union must increase its vigilance.

Nagler also reviewed some of the outstanding accomplishments of the cloakmakers' retirement fund. Since its establishment, the fund has received $48 million in contributions from the employers, of which $19 million already has been paid out in benefits to the total of 7,094 cloakmakers who have been retired, while the rest has been put aside to provide pensions for the 5,583 at present on the rolls and the additional 654 who will be retired in 1955.

Although there are at present more applicants than the fund's income permits it to retire, Nagler indicates, he expressed confidence that means would be found to assure pensions for all eligible cloakmakers who wish to retire.

Present conditions in the trade require special efforts to preserve the standards of the cloakmakers and enforce the provisions of the collective agreement, particularly with regard to maintaining the industry's structure of jobbers responsibility and contractor designation, Nagler said.

He stressed to the joint board officers the necessity of preventing all non-designated dealings. New methods of detecting such dealings have been devised, he disclosed. When a shop is discovered working on non-designated garments, the business agent and proper department must make sure that work on such garments is stopped immediately and that action is taken against such violating firms in order to prevent violations in the future. It is also the workers' responsibility to inform the union whenever such work appears in their shops. If they don't, the union will have to take disciplinary action against them also, Nagler warned.

Nagler also expressed confidence that the cloakmakers this year, as always, would contribute generously to the "March of Dimes" drive to raise funds to fight infantile paralysis.

LOCAL 9
N. Y. Cloak Finishers
Membership Meeting
TUESDAY, JAN. 18
after work
Hotel Diplomat
108 West 43rd St.

FACING

Garment workers' pay envelopes gauge
in national and international confidence.
ILGWU experts evaluate changes that made
a memorable year and indicate probable lin
progress for the coming year.

ECONOMICS

By
LAZARE TEPER
Director, ILGWU Research Department

ECONOMIC prospects for the coming year have to be gauged against the developments which have taken place so far. The recession which started in the middle of 1953 continued into 1954. In part, at least, the business decline was speeded on its way by governmental policies designed to fight a non-existing inflation at the time when defense spending was scheduled to be curtailed. The belated recognition of the effects of the federal fiscal policy came too late to be effective in halting the downturn.

However, the recession was not too severe. The many economic stabilizers created through New Deal legislation—unemployment insurance, farm price supports, bank deposit insurance and control of speculative activity, minimum wage—as well as the defense of basic labor standards by the trade unions helped keep the downward movement from spiraling.

Nevertheless, between July, 1953 and March, 1954, industrial production (taking seasonal factors into account) declined by 11 per cent; for the next six months its levels remained virtually unchanged. Reduced industrial activity led to a rise in lay-offs and in part-time work, as well as to a decline in payrolls. Thus, in 1954, wage and salaried employees throughout the nation lost nearly $6 billion.

On the other hand, persons who derived their incomes from ownership of property had little cause to complain. With the abolition of federal controls, higher rentals raised the take of landlords. Incomes from dividends and interest have also improved in the course of the year. The purchasing power of persons in the upper income brackets was further enhanced by substantial tax reductions. Thus, the decline in spending for goods and services was checked by the rise in the purchasing power of the propertied groups. Yet, by itself it proved insufficient either to generate the forces of recovery or to induce business to raise the levels of output or of investment in new plant and equipment.

The general sluggishness of demand and the changing character of purchases brought about by the maldistribution of national income had its repercussions on the women's garment trades as well. Some people found that the decline in earnings made it impossible for them to spend the large sums needed to buy automobiles or heavy household appliances, but still left them with some cash for clothes. Others, affected by joblessness to a greater degree, had to cut down even their clothes budget.

On the other hand, consumers whose finances were swollen by rises in rent and dividends found that they could increase their spending all along the line. These shifts in consumer ability to buy affected the quantity, quality and the kind of clothing purchased. Some of the low-end garment lines suffered as a result, while the medium and better lines of clothes found ready markets. Employment in women's outerwear and underwear suffered, though it was more or less maintained in the production of children's clothes.

Despite the lack of an aggressive anti-recession policy on the part of the federal government, some signs of a business upturn appeared in the last quarter of the year. There is, however, little certainty of major long-range improvements. The rise in production of some 5 per cent during the last quarter was caused, for example, by the earlier introduction of new models by the automobile industry and by the feverish struggle for the market in this field.

What is ahead for the American economy? Unless dynamic anti-recession measures are put into effect by the federal government, the outlook is for the continuation of business operations at about the same or perhaps slightly better levels than in 1954; a decline in the per capita incomes of the people as the result of population growth; some rise in unemployment under the pressure of technological advances and new entrants into the labor market.

On the other hand, a sound and aggressive public policy may well turn the scales and help to realize the full potentialities of our ability to produce and to again resume the upward movement toward higher living standards for our people.

POLITICS

By
GUS TYLER
Director, ILGWU Political Department

THE coming year will be the second best in our history, according to the predictions of business spokesmen. For many citizens, however, the second best year may be as empty as a second best hand in poker.

By the second best year, the soothsayers mean that total production in the United States may be almost as good as it was in 1953.

But in these two years, some two million additional persons are coming into the labor market. At the same time, our efficiency in production has moved up several percentage points, so that we can turn out the same goods with fewer people. In other words, if 1955 is not better than 1953, several million persons who should be at work will not be at work.

This means that if America stands still in 1955, trying to turn out only as much goods as in the past, our country will not be standing still at all, but will be slipping backward in terms of jobs and earnings. To provide full employment, we must look ahead to top our best past years, not merely to do nearly as well.

In political terms, this means that the Congress of the United States and the President can't just sit tight and hope that 1955 will not be much worse than 1953. We must push ahead by planning ahead. We can start to tackle the still unfinished business of this country:

The federal minimum wage is lagging far behind rising living costs. It should be raised.

Unemployment insurance, sickness disability benefits and workmen's compensation likewise are insufficient and should be increased. These simple improvements, by stepping up buying power, can boost production and employment.

There is a mass of unfinished business in the need for more hospitals, schools, clinics, electric power, urban planning and rural development, highways and bridges, beaches and water supply.

In health coverage, low and middle income groups face an ever-growing problem. They cannot afford adequate medical care, especially in emergencies, but are not poor enough to be able to use free clinics. A national program of health insurance, providing full coverage for the citizens while giving full freedom to choose a personal doctor, represents a new frontier of social legislation.

In spite of statements by the President of the United States, in the heat of the last campaign, that the election of a Democratic Congress would create a "cold war" in Washington, it now appears that the President can expect greater response and responsibility from the new Congress than from the old. The major danger is that, in the absence of a great and dramatic crisis at the moment, the President may decide to sit tight, hold on to the status quo, and set his sights for a second best year. The hope is that the American people, aware of the danger in doing nothing, will press for a forward-looking and forward-moving program to provide full employment and to get ahead with the American dream for a fuller life.

INDUSTRY

By
WILLIAM GOMBERG
Director, ILGWU Management-Engineering Department

NO dramatic change in garment-making machinery has taken place in the last year. Once again, improvements have been confined to minor aspects of equipment and its operation.

This is in marked contrast to what is happening in the metal trades, in chemical processing and other heavy industries. These sections of our economy are experiencing a twentieth century industrial revolution. The term automation has been coined and popularized to describe this tremendous change.

Automation aims at replacing workers with machines on the assembly line. This creates a completely mechanized production setup, called "closed loop system" by the engineers, which automatically feeds itself the materials of production and checks its own errors.

The non-specialist who has ever contemplated the ordinary thermostat in home or office has faced a closed loop system. Only little more than a generation ago heating systems required constant vigilance. Gauges and clocks had to be watched for cues for shoveling more coal into the furnace.

Thermostats eliminate almost all human intervention. When temperature drops below a previously fixed level, the thermostat turns on the flow of fuel, ignites it, keeps feeding it. Then, above a fixed temperature, it shuts the process off.

Thus far, our garment industries have remained beyond such treatment. But the fate of our industries is closely bound up with what is happening in industries where production is becoming more automatic.

Huge numbers of consumers of our products are employed in these industries. Their ability to earn affects their ability to spend. At the same time, the purchasing power of the garment worker is affected by the lack of automation in his industry, which thus falls behind in the productivity race among industries.

Automation in the mass production industries may ultimately mean widespread unemployment and short-run dislocation. But because labor cost is relatively a small part of total production cost, upward wage adjustments become more easily available.

In the garment industry, the contrary becomes true. Because of technological backwardness, garment workers are spared a good deal of the dislocating effects from which workers in the mass production industries suffer. By the same token, increases in garment workers' wages are more strictly governed by the still predominant role of human labor.

More recent garment industry developments reflect the revival of the importance of styling. Common experience at the cutting and sewing levels has been a decrease in the volume run of each style number. Under such circumstances, production advantages may shift back from detailed section methods to those in which each worker makes the entire garment.

Yet, many of the industry's employers continue to be enticed by promises of more profits through mass production, even though they lack the mass orders such production requires to be profitable. Others, who have realized this and wish to maintain whole garment production systems, are unwilling to meet the cost of training new labor forces able to make more than single sections of the garment and ready to replace the old timers leaving the shops.

In many cases compromise setups are being developed which cross section and whole-garment production with the corps of old-timers providing the nucleus around which patterns of future production systems are taking shape.

LEGISLATION

By
MORRIS P. GLUSHIEN
ILGWU General Counsel

AMONG the most important developments in the last 12 months has been the clear-cut manner in which the Eisenhower-appointed majority of the National Labor Relations Board has revealed its true colors. It has abandoned jurisdiction over smaller businesses, leaving their labor problems for state agencies, or in most cases simply in limbo.

More recently, the board has demonstrated its strong bias by announcing a series of rulings which make clear that it will apply one set of rules for employers and a quite different, much more severe, set of rules for unions.

It is increasingly plain that so long as the present make-up of the board continues, unions will have to look elsewhere for the protection of what had heretofore been assumed to be their basic rights to organize and to safeguard their members from employers' unfair labor practices.

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WORLD EVENTS

By

JAY LOVESTONE

Director, ILGWU Int'l Labor Affairs Department

ONE does not have to be a prophet to realize that we are in for 12 trying months in 1955. Though somewhat improved, the political climate in our own country is still far from sound. There is still considerable radioactive reaction in our midst. Too much political know-nothingism and too many antediluvian elements still color expressions of public policy.

The evil consequences thereof do not stop at our national borders. Today, conditions and problems at home are inseparable from the situation and perils abroad. Ignorance, innuendo, and premeditated character assassination as means of attaining publicity and political power at home can never win for our country the friendship, respect, and moral authority it must have abroad, if peace is to be preserved and human freedom and well-being are to be promoted. In short, the recent deterioration of our country's international position is in no small measure tied up with the manifestation of political know-nothingism at home.

Here is the soil in which the weeds of noxious neutralism and "co-existentialism" sprout. Here the fatally false illusions about Moscow's "new look" and the real nature of the terrorist Communist usurper regime in Peiping, here dangerous policies of appeasement of Soviet aggression, draw much strength—particularly among those who seek to do "business as usual" with the warlords running the countries under the iron heel of Soviet imperialism.

Very much depends on world free labor, on American labor—especially on the AFL, as its strongest and most dynamic sector. Historically speaking, our labor movement has had countless advantages not enjoyed by our colleagues in other lands. During the Thirties and early Forties, millions of our trade union brothers were under the yoke or still suffering from the ravages of totalitarian tyranny and aggression—Nazi, Fascist, Falangist, Communist. It was precisely during this period that American labor was living through its great revitalizing experiences—New Deal and vast organization growth. Our trade union movement then matured swiftly, broadened its vision, and developed vigorous dynamism and a sense of direction and initiative.

We have also been fortunate to be comparatively free from the threadbare nineteenth century dogmas and cliches. On the whole, our labor movement was not afflicted with any illusions about the Soviet slave system and its Communist dictatorships in Europe and Asia being anything else but the most virulent expression of atavistic reaction.

In 1955, American labor will have to demonstrate the same faith in principle, the same fearless and forceful initiative which the AFL showed in its singlehanded, deadly effective, campaign against the formation and subversive influence of Moscow's so-called World Federation of Trade Unions.

This is the highest service we can render to the International Confederation of Free Trade Unions in its efforts to inspire and assist the great masses of all races, regions and religions, striving for a better and fuller life and yearning for the peace, freedom and human dignity so gravely menaced by Communist subversion and Moscow-Peiping aggression.

In 1955, it is not so much technical blueprints, political "panaceas," pre-Presidential election maneuvers, or diplomatic gabfests that will hold out hope for our country and labor movement, for the world as a whole. In 1955, we of organized labor must, above all, work ceaselessly to help our nation and all other freedom-loving peoples greatly enhance their military prowess, their moral prestige, their unity of purpose and economic well-being.

On the legislative front, the stalemate which has characterized the last few Congressional sessions continued in 1954—and the likelihood is that this will be the case in 1955 as well. Apart from the many proposals to amend the Taft-Hartley Act which will be offered in Congress again, the strongest drive no doubt will be concentrated around the so-called "states rights" campaign.

The organized drive to hand to local judges control over complex labor problems has begun not only in Washington but also in the state capitals. Despite the Secretary of Labor's attack on so-called "right-to-work" state laws, the national Administration has done nothing and almost surely will do nothing to back him up or stem this tide.

In New York labor recently won a signal victory when that state's highest court approved organizational picketing and upset an injunction which had restricted such picketing, but the use of state injunctions to restrict labor's rights continues to pose serious problems for unions throughout the country.

Ironically, recent gubernatorial successes of the Democrats may, as a result of the interplay of political struggles with the Republican legislatures, lead to some serious problems for organized labor on the state level. In the past, the extreme right-wingers among the Republican state legislators have been restrained in their attempts to shackle unions by the fear that this might hurt the Republican Governors politically.

However, with Democrats at the executive helm, the same considerations no longer will hold back the Republican die-hards. Rather, in an attempt to embarrass Democratic Governors Republican-dominated legislatures may find it expedient to permit their lunatic fringe to go all-out on restrictive labor legislation. This situation calls for increased vigilance in such states as New York and Pennsylvania especially.

TAXATION

By

ARTHUR A. ELDER

Director, ILGWU Training Institute

FOR the third successive year under the Eisenhower Administration, the country faces a deficit. The Treasury now estimates that for the fiscal year ending June 30, 1955, federal receipts will total approximately $63 billion while expenditures will run $66 billion. What does this mean to the average citizen?

The Eisenhower Administration came into office committed to balancing the budget and to reducing taxes. During 1953 and 1954 it failed to do so; yet taxes were reduced by approximately $7.4 billion.

Economists generally agree that it may be good business for the government to reduce taxes even at the risk of going in the red, if by doing so purchasing power and production are stimulated. The big question, therefore, is whether the 1954 tax reductions were necessary. Were they the kind best designed to stimulate the economy? Were they so essential that they justified the federal government's going $3.3 billion in the red in 1954 and facing a similar deficit in 1955?

The personal income tax reduction and excess profit tax elimination became effective Jan. 1, 1954. Approximately $2 billion of the personal income tax savings went to 11 million taxpayers in the income group above $5,000; only $925 million of these savings went to 33 million taxpayers in the income category below $5,000.

In most instances, possible tax savings for low income taxpayers were either wiped out or substantially reduced because of the increase in Social Security tax payments which became effective Jan. 1. The bulk of the personal income tax reductions, therefore, went to upper income taxpayers who required tax relief least.

Elimination of the excess profits tax principally benefited corporations who were already making record profits from defense contracts. These tremendous tax savings have been reflected during the year in declarations of extra dividends, in financial statements listing substantial increases in surplus; and in new highs on the stock exchange.

The final tax reduction measure, Public Act No. 591, enacted in the closing days of Congress, undoubtedly will go down in history as an effort by powerful financial interests and their supporters in Congress to put through a number of major tax-escape devices. This $1.4 billion in revenue loss in the present fiscal year will increase to more than $3 billion in future years, with the savings going mainly to upper income taxpayers.

This is the record of 1954. More than $7.4 billion in tax savings were made possible, 86.5 per cent of which will go to business and upper income taxpayers. There was virtually no tax relief for the worker at the 75-cent hourly minimum level who, after $161 in federal income taxes, has $91 less a year available in buying power than he had in 1939.

And what of the future? Unfortunately, the 84th Congress will be hamstrung by the recommendations of the Administration and the mistakes of the 83rd Congress. The old Congress deferred certain reductions in excise and corporate profits taxes that called for revenue reductions of $2.8 billion yearly until April 1, 1955. In addition, Public Act No. 591 will result in tax savings of from $1 billion to $1.4 billion in 1956.

Just as the National Administration is failing to meet the challenge in Washington, it is not facing up to problems in our states and local communities. Measures to meet the expected influx of 12 million children into our public schools during the next four years are urgently needed. States in many instances do not have resources to do this.

The federal Administration has called a series of conferences to study this problem. At the same time, people in high office have sabotaged these conferences by declaring themselves against federal aid on principle.

WELFARE

By

ADOLPH HELD

Director, ILGWU Health and Welfare Funds

MAJOR advances in the provision of personal security through welfare safeguards for America's workers were made during 1954. Coverage by Social Security was extended to an additional 10 million citizens. Rules of eligibility were liberalized. Provisions regarding ability to earn after retirement were improved.

While these changes continue the development of basic, New Deal concepts inaugurated long before the present Administration came to power, much remains to be done before the senior citizens of this nation can feel fully secure after a lifetime of work.

The amount of old-age benefit is still far from adequate. Certain aspects of the new rule allowing retired workers to earn up to $1,200 a year before the loss of a monthly old-age benefit check still must meet the test of administrative experience as far as what appears to be a cumbersome routine is concerned. Nevertheless, security in old-age is being achieved.

The same cannot be said for security during illness, security in housing, security in schooling, security during unemployment. These are all important aspects of the general welfare of the people of this nation.

The public housing program has been killed. Vast natural resources, from which income could have been derived to pay for new schools in areas where they are desperately needed, have been handed over to private enterprise. Eligibility rules for the receipt of unemployment benefits have become more stringent.

The ILGWU program of welfare benefits has meantime been extended through the renewal of collective agreements. Outstanding during the year has been the addition by the Northeast Department of a mobile health center, which is bringing the benefits of a health center to workers in communities too distant to be serviced by the established union clinics.

In the same period the General Executive Board of the ILGWU has revised the eligibility rules for retirement in order to strengthen the funds from which the benefits are drawn. Early in the year, New York's cloakmakers renewed their agreements with a provision increasing employers' contributions to welfare funds. This kind of improvement is now being sought by the city's dressmakers in their current negotiations for contract renewal.

Two factors are of primary importance in the functioning of the union welfare funds, especially those providing retirement benefits. First is the number of oldsters who file for retirement; second is the volume of business done by the industry. The two affect each other.

When volume slips, the size of employers' contributions also drops, thus reducing the income of the funds. At the same time, it is precisely in such a period that older workers, who have already passed the retirement age of 65, decide it doesn't pay for them to continue in the shop because work has become sporadic.

The eligibility rules have been tightened to protect retirement funds from these two forces, which put a bigger drain on them for benefits because of more applications for retirement just at the time when fund income is weakest.

St. Louis Plastic Shop Pens First Union Pact

Sixty employees of a plastics firm in St. Louis will enter the New Year with their first union contract, the result of negotiations late last month which also yielded back pay gains for cotton dress and sportswear workers in St. Louis and employees of Jenny Garment Co. of Kansas City, Vice Pres. Meyer Perlstein, Southwest regional director, reports.

The plastic shop is **Royal Dalton, Ltd.**, a new company which signed its first ILGWU agreement on Dec. 17. The pact provides wage increases, higher minimum wage scales, health benefits, paid vacations and holidays, other benefits.

One day earlier, regional officers met with cotton dress and sportswear employers of the Associated Garment Industries of St. Louis and won agreement that holiday pay should be increased 9 cents an hour for their employees.

Union spokesmen charged at the Joint Labor Board meeting that piece workers were paid for holidays according to minimum wage scales, without receiving the additional percentages which are a regular part of their earnings. A lively and lengthy discussion ensued, ending with agreement by the employers to increase holiday pay.

December is a little late for vacation payments, but employees of **Jenny Garment Co.**, Kansas City, were very happy to find their 1954 vacation money in their pay envelopes last month, the result of union demands to the firm to pay up or face legal action.

The firm avoided the latter alternative by agreeing to make good on vacation payments, and by promising to pay amounts due to the Kansas City health and retirement funds. The company also plans to re-open its Kansas City shop and re-hire workers previously laid off.

Weil-Kalter Terms

Union demands for a new contract were presented to **Weil-Kalter Manufacturing Co.** on Dec. 16. Proposed new terms include wage increases, expanded welfare benefits, additional paid holidays, other improvements. Discussions will be resumed at another conference to be held soon.

Vice Pres. Perlstein and staffer Pat Harrington are representing the union in the Weil-Kalter negotiations.

A proposal to build a day nursery on ground adjacent to the St. Louis Health Center was advanced by Vice Pres. Perlstein last month and was received favorably by the joint union-management administrative committee of the city's welfare funds.

The suggestion envisions a modernistic one-floor structure where children of garment workers may be tended while their mothers are at the shop. To advance the idea, a meeting of such working mothers is scheduled for January, when plans for the development are expected to be firmly shaped.

NLRB BARS BACK PAY AT MISSISSIPPI SHOP

(Continued from Page 3)

cludes that these acts require the withholding of the Board's customary reinstatement and back pay order from all employees who picketed during the strike whether or not the individual strikers personally engaged in the misconduct."

The April 22, 1952 incident that touched off the walkout is described as follows in the record of the Trial Examiner:

"The General Counsel's testimony in substance was that at the union meeting the night before, it was decided that a committee would go to the firm's vice president in the plant the next morning at 10 A.M. to discuss recognition and the question of hiring preference for former employees of the plant. A showing of hands for volunteers was asked. The union organizer agreed to meet them at the plant lobby and speak for them.

"At the agreed time, next morning, the employees left their machines (shutting them off) and their work tables and proceeded in an orderly manner to the rendezvous. At this time the vice president, having been asked for by the union organizer, came to the lobby from the plant.

"Some of the employees were already there, arrived at the scene simultaneously with him or shortly after he did.

"The union organizer rose to greet him, introducing herself as a representative of the union. The plant manager (vice president) commented that she couldn't be with a finer organization. The organizer then told him that a committee of her girls and his girls wanted to talk to him.

"The plant manager turned toward the group and asked, 'Is this your committee?'

"The organizer answered it was.

"His face becoming flushed and raising his voice in anger, the plant manager said, 'Well, I tell you what they can do. You can punch your cards and get out.'

"The organizer protested, 'You can't fire those girls like that. It's against the law.'

"He said, 'If you had come to me in a nice way, I would have talked to you.'

"One or two of the employees then asked him . . . 'do you mean you're firing us for union activities?'

"The plant manager retorted, 'You heard what I said. Punch your cards and get out the damned door. You're fired.'"

Sample of Union Diploma-cy

Charming quintet of Local 345, Herkimer, N. Y., celebrate completion of course on trade unions conducted by local and New York State School of Industrial and Labor Relations. Left to right: Muriel Wooten, Nancy Simonette, Edna Leonard, Rita Marconi and Ida Ruehl.

ITALIAN-AMERICAN LABORITES TO FETE MATTHEW WOLL, 75

Leading government and trade union officials will address the dinner sponsored by the Italian American Labor Council to honor Matthew Woll, first vice president of the American Federation of Labor, on the occasion of his 75th birthday.

The testimonial, to be held in the grand ballroom of New York's Hotel Commodore on Jan. 8, at 1 P.M., is being arranged in conjunction with the council's annual conference, whose sessions will take place during the morning.

Prominent personages who will speak at the dinner include Deputy Under Secretary of State Robert Murphy; AFL Pres. George Meany; Italian Ambassador Alberto Tarchiani and ILGWU Pres. David Dubinsky. The gathering also will hear a specially transcribed message from Giulio Pastore, general secretary of CISL, the Italian free trade union federation.

First Vice Pres. Luigi Antonini, head of IALC, will preside. On the busy conference agenda are election of officers for the new year, discussion of the annual report and adoption of resolutions stating the IALC position in major international problems.

FIGHT POLIO!
Join
MARCH OF DIMES

Allentown Seeks Cut in Hours At 6 Knit Contracting Plants

Union negotiators have scheduled talks with six knitgoods contractors in Allentown, Pa., on establishing a shorter work week in those plants, reports District Supervisor Sol Greene.

Slated for such meetings are K and M Sportswear, Cutrite Manufacturing, Leonard Manufacturing, Cata Garment, O and H Manufacturing and Nelson Co. They now comprise the few remaining knitgoods contractors in the area whose current agreements do not provide for the shorter work week.

Having established the 35-hour week in the area's manufacturing plants, the union has enlarged its program to include contracting firms as well. Prospects for a bright spring season are boosting chances for speedy and satisfactory agreements, Greene feels.

Smart Set

Workers at **Smart Set Frocks** in Allentown have responded favorably to organizational efforts by the union. The mill employs about 30 persons in cutting, packing and shipping departments. As soon as a majority of the employees affiliate with the ILGWU, the union will approach the firm to negotiate a contract incorporating standard union terms and conditions.

New Shops

The **Rachman Manufacturing Co.** of Reading, Pa., has opened a new shop, after a shutdown for several months marked the completion of government contracts. The firm now produces sportswear for a number of nationally known manufacturers.

Continuing its steady growth in recent years, the firm of **Scotty Fashions** has added a third shop (the former Kunkletown Sportswear) to its operations. Healthy relations with the ILGWU has marked the company's existence since it opened its first shop in Little Gap.

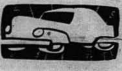
Some 100 employees of the **Julius Kayser** plant in Lehighton have approved a one-year extension of their present union pact as a gesture of cooperation with new owners who are undertaking a complete reorganization of the company.

HOW TO BUY

by Sidney Margolius

Snazzy, Powerful '55 Autos Cost Much More to Operate

The ads and newspaper publicity stories have already told you about how the 1955 cars are more powerful, and more splendid with their longer lines and even three-tone paint jobs. Now we'll tell you a little of the other side of the story. They are also costlier to operate. Purchasers are going to get a few shocks when they see how much it costs to replace such items as four-barrel carburetors, and some are also going to find themselves spending more to gas up these longer, heavier, higher-powered chariots.



Both size and power of even the Big Three lowest-priced 1955 cars is fantastic. In length, for example, Plymouth, which in 1953 was a compact 189.1 inches long overall, now is 203.8, even though the wheelbase is only 115 inches compared to 114. It is now the longest of the four makes compared. Horsepower, too, has been stepped up considerably. Even Studebaker, which in previous years was more noted for gas economy than for power, now has 101 horsepower in the six-cylinder model while the others go up as high as 177-180 in V-8 models with the optional four-barrel carburetor.

These four lower-priced makes now all also have at least 7.4 to 1 compression, meaning, the number of times the gas is compressed as the engine piston moves. The more the gas is compressed, the more power it supplies. But high compression requires high octane gas. This is an added expense, but it may be offset for long-distance drivers by the greater economy of a high-compression engine at cruising speeds.

Chevrolet and Plymouth have joined Ford in adding V-8 engines as well as six-cylinder models. The trend is to the V-8 among even costlier makes, because it is a more compact engine, and more rigid and able to withstand the strain of higher horsepower.

What's the need for these higher-powered cars with their probable additional operating expense for most motorists? The advantages generally cited are better passing power, and what the advertising writers call "eager thrust," meaning, you move off faster and more smoothly. Also, you can go up hills faster. If you live in hilly country or take frequent long-distance trips, the higher power can be an advantage. But for most family use in crowded city and suburban areas, the sixes still have the economy advantage.

But what is not so well known about these more powerful, and complex engines, is that repair costs are much higher. For one thing, high-compression engines are tightly fitted, and mechanics don't have as much tolerance to work with. Distributors are more complicated, and costlier to replace. On some late-model cars this part cost as much as $40, compared to $18 on some of the older cars. Or a new four-barrel carburetor may cost you as much as $71, compared to $38 for a two-barrel one for the same car. Too, the multi-barreled carburetors require careful attention, and are often not calibrated properly when the new cars come off assembly lines. Automatic transmission and power steering are other modern conveniences that add to repair costs.

The 1955 sixes cost about the same as last year, although both Plymouth and Studebaker have been reduced so they are directly competitive with Ford and Chevrolet. But the list price nowadays has little relation to the dealer's price. That varies according to demand and local competitive conditions, and how persistent a shopper you are.

Most of the 1955 cars have tubeless tires as standard equipment. These are considered longer lasting because they are cooler running, which is a particular advantage for long-distance driving in warm weather and warm climates. They also have a safety factor because they hold air longer in case of a puncture or blowout. But tubeless tires are not necessarily a good idea for your old car, experts warn, because your wheels have to be in good condition to get good performance with them.

Local 89 Get-Together at Yule

Officers and staff of Italian Dressmakers' Local 89 hold Christmas gathering in New York office. General Secretary Luigi Antonini is flanked by John Genova, office manager, left, and John Gelo, assistant manager of local. Educational Director Vanni Montana stands behind Gelo.

Christmas Chorale

Led by Noah Greenberg, chorus of Local 91, Children's Dressmakers, renders traditional Christmas carols at local party in New York.

Double Celebration

The 20th anniversary of Local 163 and the retiring of the local's first pensioners is occasion for dinner-celebration in Troy, N. Y. Standing at right is Vice Pres. Israel Horowitz, Eastern Out-of-Town Department general manager.

FIGHT POLIO!
JOIN
THE MARCH OF DIMES
JANUARY 3-31

Northeast Chief Bids Governor Act On Jobs for Unemployed Pennsy Men

Closed coal mines, abandoned textile mills, steel plants operating far below capacity all add up to a critical shortage of jobs for thousands of men in Pennsylvania's industrial areas.

Responding swiftly to pleas from community spokesmen and unemployed workers' wives—many of whom are ILGWU members—Vice Pres. David Gingold, director of the Northeast Department, met with Governor George Leader in Harrisburg on Dec. 9 to urge immediate action on a state-wide level to create job opportunities for men in the depressed areas.

Pointing to the disruptions of normal family life resulting from the fact that, in many areas of the state, the womenfolk are now the sole breadwinners, Gingold reminded Governor Leader of his campaign pledges to work for measures that would boost production and increase purchasing power.

Gingold assured Leader that the ILGWU would give strong backing to any moves made by his administration to cope with the Keystone State's number one problem: jobs.

Meantime, the union is going ahead with its own actions to bring relief to the stricken areas. In recent weeks, through the efforts of Gingold and Shamokin District Manager Louis Rona, the ILGWU succeeded in getting a manufacturer to locate in Shamokin. The firm, Milco Mills, will utilize the knitting, weaving and dyeing skills of about 100 men workers.

Previous attempts to find employment in the garment trades for these displaced workers failed, primarily because of the stigma the men had attached to "women's" jobs.

Last month, Director Gingold met with Pennsylvania district managers at a session in Wilkes-Barre to discuss the problem. In Hazleton, after talking with local members and townspeople, he addressed the district council and announced he had made an appointment with Governor-elect Leader.

Newspapers throughout Pennsylvania are giving prominent coverage to the union's efforts. Hazleton Manager Ray Shore reports that the Hazleton Plain Speaker devoted a lengthy editorial to Gingold's visit to that city. Following are excerpts from this editorial, entitled "Dave Gingold Has the Right Idea":

Appearing in Hazleton as the main speaker at the annual Christmas Dinner of Local 225, ILGWU, of which he is a vice president, David Gingold went about the 150 guests to obtain first-hand evidence about lack of male-employing industries in Hazleton. This was a follow-up of interviews he had here with scores of housewives who had to go to work in garment factories because their husbands were either out of work, or had to leave town to procure employment.

The official information that Mr. Gingold sought was placed before Governor-elect George Leader at a special conference that was arranged for Mr. Gingold at Harrisburg yesterday morning.

What confused the vice president of the ILGWU was the complex situation that he found in cities and in towns in Northeastern Pennsylvania. He said he had learned that many families have moved away from Hazleton to places where the head of the home had obtained work.

He had a very personal reason too. Mr. Gingold said that Local 225, in Hazleton, has grown from 2,000 to 4,000 members since 1950 and there is a fertile field for a big increase in membership here in 1955. He knows full well that if the exodus of families continues, this industry is going to lose many skilled workers.

A determined man, he took a brief case with him to Mr. Leader that had all the facts about lack of man-employing plants in Hazleton and elsewhere.

S'West Pushes Improvements At 5 Major Texas Companies

Contract improvements are on the block as talks continue with seven Southwest firms, including five Texas shops, Vice Pres. Meyer Perlstein, regional director, reports. Two other plants have been requested to prepare for the opening of negotiations.

Union demands are included in copies of proposed new agreements which have been sent to these Texas firms: **Gerson Kaplan Co.**, Houston; **Esskay Manufacturing** and **Juvenile Manufacturing**, San Antonio; and **Nardis Sportswear** and **Jackie Nimble Co.**, Dallas. Union conferees are hoping for quick employer acceptance.

After months of obstinacy by **Johnston City Manufacturing Co.**, Jonhston City, Ill., had forced the union to invoke arbitration proceedings, the company spent one day before the arbiter and then decided to go back to negotiating. In a conference scheduled to be held late last month, the firm was expected to be more receptive to union demands.

The months of argument, conferences and exchanges of letters with Johnston culminated Dec. 16, when both sides sat down before an arbitrator selected by U. S. Secretary of Labor James Mitchell. The key point in the union's case was that current minimum wage levels are not enough for experienced workers. In fact, their earnings should be at least 20-25 per cent above the minimum.

To back up its case, the Regional Office brought in local officers, Southwest staffers, ILGWU Management Engineering Director William Gomberg and attorney Morris Levin. After one all-day session, the company asked to have the proceedings adjourned, with union-management talks substituted.

A first conference for renewal of the agreement with **Shane Uniform Co.** of Evansville, Ind., last month heard union spokesmen propose increases and improvements in health and medical benefits.

The session closed without decision on these requests, but recorded an employer argument that economic conditions did not warrant an increase and a union answer that certain essential wage adjustments could not be delayed. A second conference will be held soon.

Requests for renewal talks, at which wage hikes and other improvements will be discussed, were sent last month to **CBS Dress Co.** and **Dixielou Frocks** of Henderson, Ky.

◆

The Commerce and Industry Assn. of New York wants a law which would prohibit peaceful picketing to bring workers into unions.

Pa. Governor Leader:

Garment Industry Sets Pace

Speaking on Dec. 11 before a meeting of the Pennsylvania Garment Manufacturers' Assn. held in New York, Pennsylvania's new Governor, George Leader, made the following remarks. Present also were representatives of the ILGWU, including Vice Pres. David Gingold.

The garment industry in Pennsylvania, employing 61,000 of our people and having an annual payroll of approximately $135 million, is a very important factor in our economy. I would be more than pleased, under any conditions, to cooperate with you, and, under the depressed economic conditions of so many of our areas in Pennsylvania, I am doubly anxious to offer you my cooperation.

Some of your plants are large, but many of them are small, which means you are a tremendous asset in helping to economically maintain our small towns. But beyond that, the fact that your plants at least begin small means further that you are an industry which a young man with limited capital can start out on his own and become established as a businessman.

This is the type of business development that has made the economy of our country strong. I have always deplored the fact that so many of our productive forces have become so gigantic that there is little opportunity for the individual to become an owner-operator.

Beyond that, I have for a number of years admired your industry because of the splendid management-labor relations you have had. I believe you well may have set an example which management and labor could sincerely and profitably follow. You also have recognized that greater production with correspondingly higher wages is not only the key to a higher standard of living for our working people but also provides the purchasing power that is so necessary for the successful operation of industry.

LEADER

While your industry primarily employs women, I recognize the fact that in the communities in which you operate there must also be employment for men, or families will tend to move away. It is going to be one of the primary endeavors of my Administration to provide additional plants in these communities to keep the men in jobs so that you and the people of Pennsylvania may continue to live here, prosper here, and be happy here.

Northeast Rends Ranks Of Two-State Holdouts

Crashing through the thinning ranks of non-union holdouts, the Northeast Department has obtained agreements with four shops in Pennsylvania and Massachusetts, reports Vice Pres. David Gingold, department director. As a result, union benefits will be extended to 230 new ILGWU members, as the Northeast organizing drive gains momentum.

In Pennsylvania, two shops in the Scranton District were signed up: **Dunmore Frocks**, in Dunmore, dress contractor employing 35, and **Marion Dress**, in Pecksville, also a dress contractor with 25 workers.

Dunmore Frocks was unionized after a campaign marked by picketing, home visits and leaflet distribution. This employer signed a standard Pennsylvania Manufacturing Assn. contract. At Marion Dress, workers will now get paid vacations, a wage increase, and full health and welfare benefits.

Organizational drives at these shops were under the direction of Northeast Field Supervisor Jack Halpern, Scranton District Manager Harry Schindler and Ed Banyai, head of the Pennsylvania Organizing Office.

The two new Massachusetts shops, both in Fall River, are **Clover Dress Co.**, dress contractor employing 75, and **Palmer - Friedman Drapery Co.**, with 95.

The Clover Dress contract provides for a 35-hour week, paid vacations and holidays, and standard health, welfare and retirement benefits. The Palmer-Friedman agreement grants a wage boost of 5 cents hourly for all workers and a new pension plan, in addition to standard union benefits. Frederick Siems, Fall River manager, directed these campaigns, assisted by the local staff.

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CLOAKMAKERS FETE RUBIN ZUCKERMAN ON 60TH BIRTHDAY

Hundreds of cloakmakers, friends and associates honored Rubin Zuckerman, chairman of Operators' Local 117 and president of the New York Cloak Joint Board, with a testimonial luncheon on Dec. 19, at the Hotel Commodore, on the occasion of his 60th birthday.

Zuckerman's lifetime of devoted service to the cause of the workers, first as a young man in Europe and then in this country from his very arrival more than 30 years ago, was highly praised in short talks by Vice Pres. Isidore Nagler, general manager of the Cloak Joint Board, Vice Pres. Joseph Breslaw, manager of Local 35; Vice Pres. Louis Hyman, manager of Local 9; Manager Moe Falikman of Local 10; Howard Mollison, executive secretary of Local 48; Nathan Chanin, general secretary of the Workmen's Circle and union attorney Emil Schlesinger.

Messages of congratulations were received from Pres. David Dubinsky and all sections of the International, and from the general labor and socialist movements.

Rubin Zuckerman thanked everyone for the honor bestowed on him, and pledged to rededicate himself to increased efforts on behalf of a better world for all mankind.

Vice Pres. Benjamin Kaplan, manager of Local 117, served as toastmaster and praised Zuckerman's activities in the labor movement. Kaplan was introduced by Sam Resnick, chairman of the arrangements committee.

MAX GUZMAN AT 65 GIVEN TESTIMONIAL BY DRESS PRESSERS

GUZMAN

Max Guzman, active member and officer of the ILGWU for 45 years, was honored on the occasion of his 65th birthday at a testimonial dinner tendered by Local 60, New York Dress Pressers, on Dec. 21.

Jack Spitzer, Local 60 manager, who acted as toastmaster, stated that Guzman was well known and respected for the contributions he had made to every section of the New York dress industry. He read a congratulatory message from Pres. David Dubinsky.

Speakers who paid tribute to Guzman's union record included First Vice Pres. Luigi Antonini; Vice Pres. Julius Hochman, general manager of the New York Dress Joint Board; Harry Uviller, impartial chairman of the city's dress industry; Vice Pres. Joseph Breslaw, manager of Local 35, Cloak Pressers; Isidore Agree, general manager of the National Dress Manufacturers' Assn. and Benjamin Gebiner, assistant secretary of the Workmen's Circle. Joel Menist, Local 60 chairman, was chairman of the dinner.

Speaking briefly at the end of dinner, Guzman recalled some episodes of early deprivation and struggle, adding that he could recount his active place in the labor movement for close to 50 years.

◆

N. Y. Cloak Examiners Honor Retiring Chairman

Solomon Rush, who recently retired from the cloak trade and as chairman of Local 82, Cloak Examiners, was honored by the local with a testimonial diner marking his 50th wedding anniversary, on Dec. 11. Speakers and messages voiced praise for Rush for his four decades of active service on behalf of the union and the labor movement. A very warm message was received from Manager Charles Bernstein, who could not be present because of illness.

FIGHT POLIO!
Join March of Dimes!

ILG'ERS TO EXAMINE UNITED NATIONS ROLE

"The United Nations—Its Strength and Influence in World Relations" will be under critical examination on Saturday, Jan. 22, when a discussion sponsored by the ILGWU Education Department will hear representatives of the UN and of its various agencies.

The program will be held at Carnegie International Center, First Ave. and 46th St., Manhattan. According to Fannia Cohn, secretary of the department, participants will include representatives of such groups as UNESCO, the International Labor Organization, the Technical Assistance program, plus members of the United States delegation to the UN Assembly and spokesmen for the American Assn. for the United Nations.

Admission to the program, which begins at 9:30 A.M., is by ticket only. These can be obtained from the Education Department, 1710 Broadway. Those who wish to attend should register immediately.

◆

ILG'ers to Visit Jewish Exhibition

An exhibit marking the Jewish Tercentenary, the 300th anniversary of the first Jewish settlement in America, will be the focus of interest when an Education Department-sponsored group visits the Jewish Museum on Sunday, Jan. 9. The visit is open to all union members, and begins at 1 P.M., at 2 East 92nd St., Manhattan.

On Thursday, Jan. 6, the Education-Recreation Center sessions resume at Textile High School, Education Department Secretary Fannia Cohn reports. Featured in the first several lectures are Dr. Bernard Stern of Brooklyn College and Julius Manson of the New York State Mediation Board. The topics: "The Community and Its Citizens," and "How Does Labor Help Shape Public Opinion?"

TODAY AND TOMORROW

by Luigi Antonini FIRST VICE-PRES. • ILGWU

Matthew Woll's Life-Work: Dedication to Free Unionism

It could be said that Matthew Woll, first vice president of the American Federation of Labor, is, in himself for what he represents, the personification of labor's loftiest ideals.

His 35 years of fruitful service as a member of the AFL Executive Council have made history for labor in America as well as abroad.

In the fight aginst communism, Matthew Woll has been a pioneer, a philosopher and a doer.

He fought against the so-called World Federation of Trade Unions from its inception, for he quickly understood that it was an agency of Soviet imperialism. An architect of the International Confederation of Free Trade Unions, as alternate member of its Executive Committee, as chairman of the International Labor Relations and of the Free Trade Unions Committee of the AFL, Matthew Woll has been rendering invaluable services to the cause of world free trade unionism.

As a consultant of the AFL to United Nations Economic and Social Council, Matthew Woll was the first to raise his voice in the UN to expose the system of slave labor spreading behind the Iron Curtain as a menace to human decency and liberty everywhere.

The unstinting support given by Matthew Woll to the cause of freedom and justice in the world is typified by his cooperation with the Italian American Labor Council, first in the successful drive to exempt Italian citizens residing in this country from the status of enemy aliens early in the Second World War; in our efforts to aid the restoration of Italian free trade unionism and to help develop these bona fide organizations of free labor into the most energetic and effective promoter and protector of social justice and human liberty in Italy; and later on, for the admission of free Italy to co-belligerancy; into the NATO; for relief and reconstruction of the country; for the return of Trieste; for off-shore procurements; for admission of Italy into the United Nations and to the highest level of leadership in the NATO.

Cloaked in Birthday Good-Wishes

Rubin Zuckerman (standing), president of New York Cloak Joint Board and chairman of Operators' Local 117, acknowledges felicitations of friends and co-workers at dinner marking his 60th birthday last month. Seated, left to right, are Cloak Joint Board General Manager Isidore Nagler, Mrs. Zuckerman, son Marvin Zuckerman, Local 117 Manager Benjamin Kaplan, Mrs. Kaplan.

Kingston Holdout Core Cracks As EOT Bags 2 Blouse Shops

The solid core of non-union shops in Kingston, N. Y., has been broken with the organization of two blouse contracting plants, long holdouts in this upstate area, it is reported by Vice Pres. Israel Horowitz, general manager of the Eastern Out-of-Town Department.

After many years of resistance to unionism, Meyer Levy and Crown Blouse have capitulated and reached agreements with Hudson Valley Local 258, managed by William Altman. Both shops signed identical agreements with the union, bringing top benefits to the worekers.

Major gain won for the workers in both shops was the reduction in working hours from 40 to 35 weekly, without reduction in pay. Minimum wages and other standards were raised to the level enjoyed by all organized EOT workers. Conforming to contractual conditions in the blouse industry, all week workers in these shops will receive six and one-half holidays with pay.

Prior to unionization, the workers were not covered by any health and welfare benefits whatsoever. The contracts provide that the newly organized workers shall immediately be covered by all existing benefits through employer - contributed funds. This includes sickness disability payments, hospitalization, surgical expenses, eyeglasses, maternity and other welfare provisions. The workers will also become eligible for retirement under the rules and regulations of the Eastern Region Retirement Fund.

The Hudson Valley staff, working with Manager Altman in organization activity in the area, consistr of union officers Arnold Feldman, Sol Goldberg and John Riccardi.

◆

18 Utica Unionists End 8-Week Course

The annual Christmas party of Local 345, Utica, N. Y., was the occasion for awarding diplomas to members who successfully completed the course on trade unions sponsored by the local and Cornell University.

Max Wexler, the Northeast Department's Upstate New York and Vermont regional supervisor, and Professor Harry Behler, instructor of the course, conferred the awards.

The course, entitled "The Members' Role in Trade Unions," is the second such joint undertaking by Local 345 and the New York State Industrial and Labor Relations School of Cornell University.

Members of the class were Jean Barone, Catherine Bunciak, Theona Darling, Thelma Dolch, Catherine De Luco, Genevieve Francesco, Rose Hayduk, Anne Kubica, Edna Leonard, Lottie McNeal, Amedia Mucica, Rita Marconi, Minnie T. Roberts, Ruth Rose, Ida Ruehl, Nancy Simonette, Florence Wells and Muriel Wooten.

AFL on the AIR DAILY · COAST-TO-COAST
MONDAY THRU FRIDAY 10 P.M. EASTERN STANDARD TIME EDWARD P. MORGAN ABC NETWORK
CONSULT LOCAL NEWSPAPER FOR TIME AND STATION

CUTTERS COLUMN

Unity of All Local 10 Cutters Major Factor in Year's Gains

In extending holiday greetings to members of Local 10 and their families, Manager Moe Falikman took the occasion to review the major developments affecting cutters and their union in the course of the past year.

During the first week of 1954, cutters in the children's dress and corset and brassiere trades began to work on a 35 instead of a 37½-hour weekly basis and overtime was thereafter to be paid for work performed after 35 hours weekly instead of 40 hours. They were the last trades to win the shorter work week.

Thus, for the first time in the local's history, all Local 10 members had a uniform 35-hour work week. It ended, at long last, a disparity that had existed between the various trades.

The start of the year also brought renewal of collective agreements in the cloak trade several months in advance of their expiration (though the formal signing took place this past October). The new agreements—requiring employers to pay an additional 1 per cent of payroll contribution to the retirement fund effective June 1, 1954, bringing the total to 4 per cent—made it possible to retire many more workers eligible for pensions; after 1956 the union may apply for a further increase in contributions to the fund.

During the past year 114 cutters were retired under the various industry retirement funds. Of this total, 76 were employed in the cloak, 28 in the dress and 10 in the various miscellaneous trades. Altogether, 547 members of Local 10 have been granted pensions since the inception of the retirement funds. In addition to these industry pensions, plus social security, a lump sum payment of $500 from the Old Age Fund of Local 10 was given to each of the cutters retired during the past year.

Job Placements

The most important single problem with which the officers and staff of the local were concerned during the past 12 months was finding employment for cutters displaced from their jobs by liquidations or reorganizations of firms. No opportunity was overlooked to place unattached cutters on permanent jobs. For the year as a whole, such placements were close to 300.

In addition, the local helped to provide many thousands of hours of temporary work for such cutters, thus minimizing their difficulties during the period of transition from one job to another. Effective enforcement—especially the elimination of overtime work where there was room for an additional cutter—helped to make available a substantial number of jobs for unattached cutters.

Though it was largely preoccupied with industrial problems, Local 10 also engaged in other activities, such as the recent Liberal Party campaign in which a great many members participated. The successful Blood Bank Drive increased the reserve needed to help cutters or members of their families who may become sick and require blood transfusions.

Organizationally, Local 10 ended the year in good shape. The membership has been maintained at a peak level of over 8,000. The financial condition of the local is sound. Currently, Manager Falikman and Assistant Manager Max Goldenberg are participating in negotiations for renewal of the dress agreements. A cutters' guide or handbook of useful information about the organization and the obligations and benefits of members is now in preparation.

Perhaps the most important fact of all about the past year is the unity that prevails in the organization. Members of different branches, the old timers and the younger element, are working together in harmony. This inspires the officers and staff to ever greater zeal in safeguarding the interests of the cutters and promoting the welfare of the organization, Falikman stated.

Regular Meeting
Monday, Jan. 31, 1955

Get 1955 Books

Cutters of Local 10 should apply at the union office to obtain their working cards for the first half of 1955. Prompt action will be helpful both to the members and the union.

LOCAL 117
N. Y. Cloak Operators
Membership Meeting
WEDNESDAY, JAN. 26
after work
Hotel Diplomat
108 West 43rd St.
Manager Benjamin Kaplan will discuss the industrial situation.

J. MILLER RETIRES; HEADED N. Y. CLOAK SECTION-WORK DEPT.

MILLER

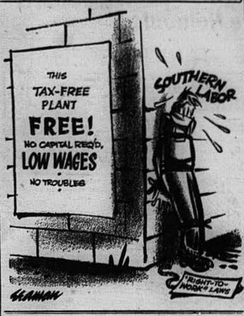
Jacob Miller, manager of the Section Work Department of the New York Cloak Joint Board and secretary of Local 117, retired Dec. 31 after 45 years as an active member of the ILGWU. In a message to the joint board, Miller stated:

"Having been a member since 1909, and having served our union in numerous and varied ways, I should like to state that, if I had it to do all over again, I would. . . .

"My greatest source of personal satisfaction is that, in some small but important measure, I have, through my life-time of service, contributed toward making our union the strong, progressive force that it is today. . . . May the spirit that animated our historic cloakmakers' revolt of 1910, with its vision of a nobler world for all mankind, ever help to guide the destinies of our union."

At the meeting of the joint board at which this message was read, General Manager Nagler praised Miller's record of service to the union, stating that Jimmie Miller was always a most active member of the labor movement. During a strike, he could be found on the picket line; he was always on call for the Workmen's Circle, the Socialist movement, Nagler told Miller that, despite his retirement, he expected to continue to see him around the union as an active and loyal member.

"The Package"



Welfare Rise Won in Renewal With L. A. Cloak Contractors

Labor-management relations in the Los Angeles cloak industry continued along their harmorious path last week with the signing of a new agreement between the Cloak Joint Board and the Coat and Suit Contractors Assn., Vice Pres. Samuel Otto, Pacific Coast director, reports.

Terms of the contract, as announced by Cloak Joint Board Manager Isidor Stenzor and association president Niel Ferrara, incorporate the wage boosts ordered earlier this year by Impartial Chairman Dan West. Specifically, the arbiter gave $4 hikes to operators, finishers, pressers and cutters, and $3 more a week to miscellaneous workers.

Also included in the new pact is increased contributions by employers of 1 per cent of payroll to health, welfare, vacation and retirement funds. Miscellaneous workers won a two-step reduction of hours to 35 weekly and retirement benefit coverage.

The clause prohibiting industrial discrimination because of nationality, color, or religion, first introduced in last year's agreement, is also part of the new contract. While intolerance is not a major problem in the ladies garment industry here, both union and employers decided that formalizing a stand against discrimination would help set a precedent in Los Angeles.

Cloak Joint Board representatives at the contract signing included Manager Stenzor, Assistant Manager Henry Rubinstein, Chairman Harry Kandell. Vice Pres. Otto also participated. On hand were union attorney Basil Feinberg and Joseph Mihalov, secretary of Teamsters Local 994, representing cloak shipping and receiving clerks.

The Alone

By MAX PRESS

These are the shuffling men, the friendless, the unloved,
Sick with loneliness, about the the gray streets they roam
Hopeless and dreamless and Godless, they shuffle on,
Each to and from the cold, drab place which is not home.

These are the shuffling men, the crushed of heart, the numb,
Forever lost to them the lighted room, the glow
Of children's faces, the warmth of a stretched hand,
There is no place in all the world for them to go.

These are the shuffling men, the forsaken, the lost,
Music and laughter shall not come to them again,
Only for them the last few years, bitter as death—
These are the finished men, these are the shuffling men.

ILG Book Division Good Gift Service

Sales of books through the ILGWU Book Division reached a new high in the pre-holiday season, according to Fannia M. Cohn, ILGWU educational secretary and the director of the division. In the final weeks before Christmas, the Book Division was able to supply quick service for members who preferred to give books as gifts.

The Book Division is also a favorite of all economy-minded members throughout the year. It makes a significant contribution to the purchase price of books ordered by members.

This year, fiction remained high on the popularity list. But in nonfiction members continue to prefer books on current problems. Favorite authors include Elmer Davis, Adolf Berle Jr., Barbara Ward and Adlai Stevenson.

Nagler to Sift Industry At Cloak Presser Forum

Vice Pres. Isidore Nagler, general manager of the New York Cloak Joint Board, will discuss the economic problems facing the coat and suit industry at the next open forum of Cloak Pressers' Local 35 on Jan. 5, at the local's headquarters, 60 West 35th St., Manager Joseph Breslaw has announced.

Tickets are available for the testimonial dinner for Harry Slutzky, veteran Local 35 member and manager of the Merchants-American Department of the Cloak Joint Board, to mark his 40 years of service to the union. The affair will be held Feb. 12 at Hotel New Yorker.

BOOK FRONT

by Miriam Soicehandler

'Food for Thought' Is Made Available By CARE Library

AN AMERICAN BOOKSHELF. Prepared by U. S. Information Service. CARE. $30.

The Cooperative for American Remittances to Everywhere is a non-profit organization made up of 26 American relief, religious, labor and cooperative organizations, including the American Federation of Labor. It is approved by the United States government. It also is approved by two score overseas nations in which it works.

CARE has been instrumental in enabling many Americans to forward food, clothing, tools and equipment to overseas areas in which they have done much to preserve the fight for freedom.

Now it has come forward with a stirring idea through which it hopes to aid that fight by showing people overseas some idea of what American culture is. The prestige of this nation depends directly upon what others think we think. Our enemies are busy spreading the word that Americans are a hard, callous, materialistic people in hasty pursuit only of the dollar, with no appreciation for the arts, literature and the other fine things of life.

CARE is now making available for shipment overseas a basic, portable-type library of paper-bound books developed by the U. S. Information Service. The library contains 89 titles typical of books "Americans are reading." It is a magnificent list of books which, simply by virtue of the fact that each is in a paper-backed edition, signifies that large numbers of Americans are reading it.

These are books of genuine worth. That they are popular is a great tribute to the improvement of American reading taste and the service that low-priced paper-backed books are rendering. It is a service often lost sight of in the general impression that pocket books have caused a degeneration of public taste through an emphasis on crime and sex subjects.

The books on this list that have met the test of public favor include works on American history, world affairs, political science, Russia, philosophy, sociology, biographies, the arts, science and literature.

This is a library of which Americans can be proud. It is now possible for them as individuals or through their organizations to place such a library in overseas libraries, schools, trade unions or with individuals in countries where these books are not otherwise available. Here is a way to provide food for free thought through the same agency that has been forwarding food for the material sustenance of our friends.

The entire library, packaged, costs $30. It occurs to us that there may be a good number of Americans who will recognize in its contents an admirable index to current American thought and who will, no doubt, conclude that they can benefit from a reading of these titles themselves.

Contents of the library are listed in an interesting brochure available from JUSTICE, 1710 Broadway, New York 19, N. Y. A post-card request will get an immediate reply. Whether for overseas use or domestic consumption here is an entire library that "can't be beat."

Orders for the library should be sent to: AFL Representative, CARE, 660 First Ave., New York 16, N. Y.

JUSTICE
INTERNATIONAL LADIES' GARMENT WORKERS' UNION

DOUBLE STANDARD

PRESIDENT EISENHOWER'S APPOINTEES to the National Labor Relations Board have ripped the blindfold from the eyes of justice. They have perverted the administration of the law into a vindictive practice. They have divested it of traditional concepts of equity. They have brazenly announced their conviction that what is fair and legal for the employer need not be fair and legal for the worker.

Until the middle of last month, the board was composed of a majority of three Eisenhower appointees and a minority of two Truman holdovers. By votes of 3 to 2, it recently followed a persistent policy of reversing precedents through which labor peace has been maintained in the country.

Albert C. Beeson, a member of the Eisenhower majority, has since returned to the lap of free enterprise whence he came to government service early last year for a ten-month term. On the day of his departure, in the middle of December, he affixed his signature to two decisions that illustrate the double standard adopted by the board.

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IN ONE OF THESE RULINGS, the board reaffirms the right of unions to negotiate "hot cargo" clauses. These are crucial contract terms, often won only after the sacrifice of other demands, which establish the right of truck drivers to refuse to handle goods in transit to or from an employer who, in a labor dispute, has been declared unfair.

The law of contract is sacred. Let the worker violate it by one iota and the full weight of the courts will crash down upon him. Now the board has declared that "hot cargo" contracts are legal. This benefits workers. Is the law of contract still sacred?

Not at all. The board has now instructed employers that once they have negotiated and given their consent to such contract terms, they may ignore them and break them at will.

In another ruling, the board held that garment workers illegally fired by a firm in Pascagoula, Mississippi during the course of an ILGWU organizing drive are to be denied protection of the law because violence occurred during the strike. The board admits the violence occurred away from the picket line, that it was committed by outsiders, that no evidence connects any striker with anyone who committed that violence.

But in an astounding inference, the Eisenhower majority declares that strikers who continued to picket after the violence welcomed, approved and ratified such conduct. For this reason *all* of the strikers are to be punished through denial of reinstatement to their jobs with back pay, even though they were fired illegally.

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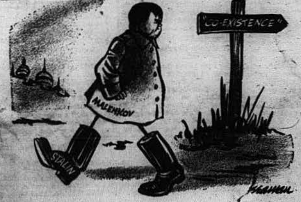
IN A VIGOROUS DISSENT, Abe Murdock of the minority charges that the decision seriously impairs the right to strike, that the sole method it provides for strikers to purge themselves of a guilt which is not theirs is to call off picketing, that it is a direct invitation to agent provocateurs, unprincipled employers and other anti-labor elements to make outcasts of strikers, regardless of the legality of their cause, through the simple expedient of arranging an act of violence.

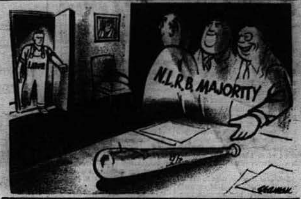
Murdock cites a number of cases in which the board has taken an opposite attitude in situations involving anti-labor acts by employers. In the case of the Petroleum Carriers, Inc., a group of employees from another location who sought to persuade workers to reject the union first went to the office of the firm's general manager, informed him of their plan and received his approval. But he was not held responsible for the acts of the group. Likewise, employers have been absolved from responsibility for anti-union acts by vigilantes, citizens committees, Chambers of Commerce, etc., who have kept unions out of the employers' plants.

The majesty of the law is preserved only by the impartiality with which it is administered. Mr. Eisenhower's appointees have revived a dangerous class concept by turning the National Labor Relations Board into a bastion for bitter, embattled, last-ditch anti-labor forces meting out justice with a cute sense of self-advantage.

"Forward, March!"



"Well, Back to Work, Boys!"



High Cost of Prejudice

By
Elmo Roper

Excerpts from a pamphlet published by the National Conference of Christians and Jews.

ON the basis of employee surveys and in-plant research, the total cost of discrimination to American business and industry is estimated at roughly $30 billion annually. Ten dollars out of every $75 pay check wasted on the phony luxury of indulging in our prejudices!

Discrimination is based most commonly on color (especially in the case of Negroes), on religion (most notably in the case of Catholics and Jews), on sex (of course, with women), on language (we still have many foreign language groups), or politics (try being a Republican in some parts of South Carolina or a Democrat in some parts of Vermont), on national origin (some still think Anglo-Saxon forebears are superior to South European, for instance), on birth (the silver spoon adage still has too many real life illustrations), on property (and this is true if you happen to come too far from either side of the railroad tracks), and on many other differences.

Evidences of discrimination in certain parts of industry are concrete: Thousands of plants won't hire Jews, thousands more won't hire Negroes; or Negro employees will be hired only as janitors and once hired can never attain a position higher than that of janitor.

Further: discrimination in downgrading minority groups with respect to job classification and rates of pay; in lay-off policy and profit-sharing plans; in the selection of foremen; in taking advantage of women because they have less protection than men or because they are often more easily replaceable.

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THE stakes in industrial discrimination are high. When the frustration of discrimination is experienced in a man's job, a whole and permanent part of his personality is eroded. His will and ambition to be useful, to do significant work, his need for stability and security, his full growth into a full human personality are stunted. His development as a citizen is retarded. And when this individual damage is multiplied to literally hundreds of thousands and millions of cases, the toll is a fearful one indeed.

Discrimination's adverse effect on productivity is exemplified in the feelings summed up by one worker: "I used to think ability paid off. But I had it all wrong. Ability to do the job well doesn't pay off. Ability to belong to the Masonic order does, though."

This, of course, is the familiar illustration of the clique, the social group which sets itself up as the ruling group within a plant, which makes almost all other groups feel they are discriminated against. As another worker put it, "There's no discrimination between Catholics and colored people here. They're both discriminated against alike by these foremen."

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THE annual $30 billion cost of discrimination—$30 billion which would otherwise bring in some $3.3 billion more in revenue for our country—is also a pretty big market loss each year for American business. It is obvious, too, that we are some $30 billion short in failing to give these people the economic security we constantly preach that people are entitled to under our economic system.

From a realistic, practical standpoint, what are the actual possibilities of reducing or eliminating discrimination?

Two war-time emergencies forced American industry to learn "the hard way" the folly of discriminatory practices. Many industrial concerns, once the barrier was broken down, have continued to hire their personnel entirely on the basis of merit.

Significant, too, have been the extension of the idea of Fair Employment Practice. Commissions in some states and President Eisenhower's order that there shall be no discrimination in employment by any firm awarded government contracts.

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BUT more important than the legislative or legal attacks on discrimination in industry, however, are the nonlegal, nongovernmental, educational approaches. Such as: authoritative on-the-job information sessions for selected individuals who are important in setting the tone and actual practices within a plant; films, panel discussions, institutes and seminars in human relations for both management and labor groups; learning how to handle ideas which are prejudiced and people who have deep-seated prejudices.

I believe that we will eliminate discrimination altogether in industry—and within the next few decades. I believe our country has the get-up-and-go within itself not to be left stranded as a queer outpost of intolerance in a world which is one-third yellow, one-third brown and one-third white.