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JUSTICE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

Vol. XLVI, No. 2

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Where a word was born

ILGWU Label Drive in High Gear
—Page 8

Work Times.

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THURSDAY, JANUARY 8, 1964

THE LAG GROWTH CREDITS

JOHNSON STATE OF UNION ADDRESS PROVIDES BUDGET OF \$97.9 BILLION, WAR ON POVERTY, ATOMIC CUTBACK



URGES RIGHTS BILL
Drop of \$500 Million in Federal Spending Seen by President

HOUSE APPROVES KENNEDY CENTER

Johnson Orders Reduction in Nuclear Arms
Pres. Johnson Launches Fight Against Poverty
—Pages 6, 7

ARRIVAL OF BUYERS IN NEW YORK

Buyers Are Seeking All Kinds of Fabrics

NEW YORK, Jan. 14 (AP)—Buyers from all over the world are flocking to New York for the annual fabric show, which opens today. The show is the largest of its kind in the world and is expected to bring in more than \$100 million in sales.

The buyers are looking for a wide variety of fabrics, including cotton, wool, silk, and synthetic materials. They are also interested in the latest fashion trends and new fabric technologies.

The show is held at the New York Convention Center and is open to the public. It is a major event in the fashion industry and is attended by thousands of people each year.

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Purchasing Power Key to Stability
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U.S. SUPREME COURT REFUSES TO REVIEW JUDY BOND APPEAL

FIRM MUST PAY OUT AN ADDITIONAL \$23,560.82 BRINGING DECISIONS AGAINST JUDY BOND TO \$108,862.14

STRIKE CONTINUES

IMPORTANT TO RETAILERS

WHY BUY BOND'S BLOUSE TO 2067?

Buyers are urged to buy Bond's blouse to 2067 because it is a high quality blouse that will last for many years. It is made of a durable fabric and is designed to be a wardrobe staple.

\$20,000,000 CASHIER MORTGAGES

\$20,000,000 TRADE SHOWS FINANCED

Consumers Shun Judy Bond Blouses
—Page 4

INTERNATIONAL LADIES' GARMENT WORKERS' UNION • 50-00
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ILGWU SPOKESMAN PINPOINTS

The Case for a National 35-Hour Week

The ILGWU has advised Congress that it strongly supports the adoption of a national 35-hour work week as one practical way of helping to resolve the nation's lingering unemployment problem.

The union's position was outlined in a detailed statement submitted on January 18

by Dr. Louise Tyler, ILGWU's general director, to the Select Committee on Labor of the House Committee on Education and Labor which held public hearings on the shorter work week issue.

The following is a distill of the ILGWU statement:

THE GROWING IMBALANCE between the levels of the nation's economic activity and the nation's ability to provide jobs is increasingly illustrated by the data on the extent of unemployment at times when business activity was near its cyclical peak in the post-war years.

When business peaked in June 1953, unemployment averaged 2.6 percent of the nation's civilian labor force. At the subsequent cyclical peak in business activity in March 1957, unemployment averaged 3.8 percent of the civilian labor force. By the next cyclical high, in February 1960, unemployment rose to 5.0 percent, and this past November, in the nation's current business peak, unemployment averaged 5.8 percent of the civilian labor force.

The spread still in unemployment rates was by far the widest key groups in the nation's labor

force. It also manifested itself in the increase in the percentage of women coupled with what was unacceptably an inadequate rate of economic growth.

This growing disparity between the utilization of manpower in marriage on the nation's business and our rate of economic activity was brought about by a rapid acceleration of technological advance which was unacceptably an inadequate rate of economic growth. When output per man-hour rose at a much faster pace than the ability to utilize available manpower, displacement of workers takes place and unemployment develops. This is precisely what has happened in the postwar period.

WE ARE NOW ON THE threshold of even greater technological advance than has been witnessed up to now. Automation is still in its infancy. The use of newer electronic controls and computers is just beginning to show its impact. Automation will eliminate many jobs it is creating. It is creating many new jobs in the fields of automated machines or in their building or

maintenance. And the retraining of displaced workers, in those instances in other areas where possibly they could get jobs, is not going to have a significant impact on their unemployment status, particularly when there are not enough jobs to go around.

To combat unemployment we must not confine ourselves to any single measure. A complex of economic measures is necessary. The proposed reduction in Federal income taxes is designed to spur economic growth. Unemployment is not a problem which can be solved by monetary policies which will not stimulate but instead will support economic expansion.

Public works support of educational programs, provision of medical care for the aged, liberalized social security and unemployment insurance programs, training and other assistance to the unemployed—all of these measures, at the proper time and place, will help halve our unemployment and mitigate economic depression.

However, we cannot expect that greater economic expansion

will alone solve the unemployment problem. In the years to come, the number of new jobholders will be increasing at a steady faster pace than in the preceding decade. For 1970, it is estimated that our labor force will be 87.7 million and the number of jobholders will be 83.5 million, leaving 4.2 million persons or 4.7 percent unemployed.

THIS IS WHY IT IS ESSENTIAL to take bold play another step in the amount of man-hour output management—a reduction in the length of the work week, with appropriate wage adjustments to maintain income and purchasing power.

This is one way to help remedy the existing and continuing imbalance between the demand for manpower and the available labor force. This is a way of helping to reverse the trend, manifested in the figures on growing unemployment despite the advance in the nation's gross national product. This is a way of helping to restore a balance between the available work opportunities and the quest for work by the nation's workers.

The currently required percentage of one and one-half times the regular rate for overtime is a pronounced deterrent to overtime work, and was designed to avoid

employment by shortening the work week to 37 hours, except in the case of most extreme emergencies.

However, employer preference for paying this premium rate instead of increasing the work hours indicates that it is longer hours each week that is not a healthy situation of a case when the nation is struggling to provide jobs for the unemployed.

Overtime penalty rates must be increased if they are to fulfill their original purpose of helping to provide a ceiling on hours and to spread employment. This should be done by a Congressional act rather than by action of tripartite committees which were suggested by President Johnson.

But such an amendment to the existing Fair Labor Standards Act would be only of partial assistance. Many more jobs are needed than the number that would be created by an increase in overtime provisions. This is why such a measure must be coupled with progressive reduction in the length of the work week and a progressive adjustment in wage rates to compensate workers for the cut-back in hours.

THE EXPERIENCE OF THE ILGWU demonstrates that a 35-hour work week is a practical

(Continued on Page 11)

Trace History of 'Johnson-Dubinsky Friendship'

ILGWU Pres. David Dubinsky was among the members of the AFL-CIO Executive Council who on January 7, attended the lengthy luncheon at the White House where President Lyndon B. Johnson discussed portions of his State of the Union message the day before it was delivered before the Congress. Five Cabinet members, 7 White House aides and AFL-CIO staff members also attended.

Before the luncheon there was a brief reception at which President Mr. Johnson and Secretary of Labor W. Willard Wirtz stood in a receiving line. Next day, newspapers across the country carried the picture that appears on

One week earlier, in an article by Damon Steason on December 30. The New York Times traced the history of the "Johnson-Dubinsky friendship," noting how even as recently as last October, the role of Mr. Johnson in the 1964 campaign was the subject of much speculation, the then Vice President was invited to address the Liberal Party dinner. During the day he was sheltered around the garment district by Mr. Dubinsky.

Steason also noted that the friendship has shortened "the distance between the State hills and New York's garment district, with its liberal sympathies." He added that it "may well have a special importance in next fall's campaign. At that time, it is generally believed, one of President Johnson's major problems will be to carry the industrial states of the North."

Then the Times reporter pointed out that Pres. Dubinsky's "friendly feeling and high personal regard for the President may already have influenced the course of history."

"At the Democratic Convention in 1960, labor strongly supported John F. Kennedy's battle with Mr. Johnson for the nomination. The morning after Mr. Kennedy won the nomination, he called a three-man subcommittee of the American Federation of Labor

and Congress of Industrial Organization to his suite.

The three were Alex Rose, president of the United Hatters, Cap and Millinery Workers International Union and a vice chairman of the Liberal Party; Walter J. Reuther, president of the United Automobile Workers, and Arthur J. Goldberg, then a special counsel for the AFL-CIO.

"Mr. Kennedy told them that by their astonishment, that he was already contemplating Mr. Johnson as his running mate.

"The three, who had been thinking of either Senator Stuart Symington of Missouri or Senator Robert H. Humphrey of Minnesota, expressed some disappointment. They feared an explosion of discontent from liberals and the labor movement.

"They returned to Mr. Reuther's suite to talk it over. Later, Robert J. Kennedy, now Attorney General, informed them that Mr. Johnson was definitely his brother's choice for Vice President."

"A storm was brewing in labor ranks when a telephone call came for Mr. Rose. It was Mr. Dubinsky in New York. He said he had learned that Mr. Johnson was being considered.

"I think it's a good ticket. I think it's a ticket that can win," Mr. Dubinsky said, as Mr. Rose now recalls.

"Mr. Dubinsky's was the first liberal voice of political acceptance for Mr. Johnson.

"George Marry, president of the AFL-CIO, called a meeting of the executive board and the group weighed the nomination of Mr. Johnson. It decided to hold back an outburst of criticism, which might have jeopardized the ticket.

"Some of those present say now that Mr. Dubinsky's support of Mr. Johnson and his clearly expressed confidence in him may have been critical in that highly volatile situation.



President Lyndon Johnson and Mrs. Johnson greet ILGWU Pres. David Dubinsky at White House prior to luncheon for members of AFL-CIO Executive Council. President invited top labor leaders to discuss his State of Union message on January 7, the day before addressing the Congress.

appearing before the Liberal Party's Trade Union Council, but was finally prevailed upon to do so.

"Mr. Dubinsky gave the Vice Presidential candidate a laudatory introduction, praising him in par-

ticular for his consistent support through the years of minimum-wage legislation.

"Mr. Johnson gave the 400 Liberal party leaders and workers an old-fashioned, stem-winder speech, denouncing sweatshops, calling

for equality for all before the law and citing his record of voting for housing, education and Social Security.

"When he sat down, he was resoundingly cheered. Mr. Dubinsky beamed."

ILGWU, Bobbie Brooks Establish Non-Crisis' Labor Peace Plan

Bobbie Brooks Inc., largest producer of diversified women's apparel products, and the ILGWU have established a precedent-making Labor Relations Committee which, on a continuous basis, is to consider, study and mutually recommend solutions to labor relations that arise during the term of their collective agreement.

Formation of the committee was announced on January 15 at a special press conference attended by Pres. David Dubinsky, Maurice Saltzman, president of Bobbie Brooks, and David L. Cole, nationally-known arbitrator who is to serve as chairman of the committee.

Mr. Cole will also serve as permanent impartial chairman under terms of the collective agreement with the firm. Until now, it was necessary to call on the U.S. Mediation Service to provide such a chairman as the need for his services arose.

Although Pres. Dubinsky had originally suggested the advisability of having the same person serve continuously, this was not followed until now when the firm recently made the same recommendation on the basis of experience.

At the same time, the firm proposed setting up a permanent labor relations committee. Made up of representatives of the firm and of the union, the committee is to meet at least twice a year or more often if either party so requests.

In a draft statement of purpose the parties note that the committee will discuss and study any

matter planned before it by either party. Recommendations made by the committee must have the consent of both parties.

It is also noted that the committee shall not supplant or in any way be considered a part of the contractual grievance procedure. The hope is expressed that the members of the committee will be motivated solely by the desire to arrive at solutions which will be just and honorable and beneficial to all the parties.

Plans resembling the Bobbie Brooks-ILGWU committee have been set in operation in a select number of large firms in the mass-production industries. Not for the first time in the garment industry it marks an important innovation: the formation of a permanent impartial chairman has been named for relations with a single firm; also, the first time in the garment industry that a year-around labor relations committee has been set up.

Bobbie Brooks has been in operation for 24 years and now does \$40 million business annually. It employs 7,000 workers in 75 shops of which it owns 17, the rest being contractors.

Since January 1, 1961 the firm

and the union have been bound by a company-wide contract, the first national agreement negotiated by the ILGWU.

The labor-relations committee, it was pointed out, could handle matters which would minimize problems arising in renewal negotiations and could thus expedite those negotiations. As one example, it could in advance of contract expiration date, do a study of the wage structure of

the firm and thus prepare the facts far in advance of parity times.

In general, through what Mr. Cole called a continuing dialogue on those industrial matters, it would make possible advance crisis negotiations at the eleventh hour of a contract.



An announcement of ILGWU-Bobbie Brooks permanent labor-management committee plan. Seated, left to right, Maurice Saltzman, company president; arbitrator David L. Cole; ILGWU Pres. David Dubinsky; Standing firm's attorney William Rosenfeld, ILGWU Assistant General Counsel Max Zimm; General Secretary-Treasurer Louis Sulzberg; Vice Pres. Stanley Appleton; Manager Max Goldenberg. Plan was detailed in press conference held January 15 at the ILGWU General Office.

'91' Terms Set Pac Patterns Contract Minimums, Averages

GOV'T MOVES TO DROP BLOUSE 'ANTI-TRUST' CASE VS. '25'

After 5 long years, the U.S. government, through the Department of Justice, has moved to drop the anti-trust case against Blousemaker's Local 25, of the ILGWU and other individuals and organizations in the blouse industry. The government gave as its reason for withdrawing the case that there was insufficient evidence.

"Action on the move was held over to January 17, after what Women's Wear Daily, trade publication, called a "bitter twist." This occurred at what was expected to be a routine hearing before Federal Judge Edward J. Weinfeld on January 13, on a government application to drop a 5-year-old indictment and withdraw a civil suit filed some 3 years later.

"While other defense attorneys sat open-mouthed, the attorney for one of the defendants—State Text Apparel Contractors' Association—entered a vigorous dissent to the government's move," the trade paper reported the following day. The indictment and the civil suit charged conspiracy, through the use of collective bargaining agreements, to monopolize the production of blouses in the New York metropolitan area. The government contended that the agreements allocated contracting work and fixed prices in violation of anti-trust laws.

At Monday's hearing, an affidavit was handed up to Judge Weinfeld to discontinue the indictment. It was signed by Justice Department attorney David H. Harris who was in charge of preparing the trial, and stated:

"A re-evaluation of the evidence upon which the government must rely has been recently completed and it is my opinion that the evidence now available is insufficient to establish the conspiracy as alleged in the indictment, beyond a reasonable doubt."

At the same time, the government moved to dismiss the civil action.

With strike action authorized if necessary, negotiators for Children's Dressmakers' Local 91 last week reached agreement on a new contract which for the first time, is in line with the recent directive of the General Executive Board, sets a schedule of craft minimums and stipulates the level of average earnings in each craft.

As the extended, deadline approached, the 3-year agreement was reached through the intervention of Pres. David Dubinsky. It provides that its wage provisions may be opened for negotiations at the end of the second year.

According to Vice Pres. Harry Greenberg, Local 91 manager, the new pact also provides a 5 percent wage boost for piece workers and a 32 a week hike for time workers. The increases are effective as of March 1 and will affect some 10,000 workers in New York and an additional 10,000 in surrounding Eastern Region, Northeast and Upper South areas. In line with the increase in the federal minimum wage, the minimum, children's dressmaker's minimum rose as that time by 10 cents per hour.

Cutters' wages are rated immediately by 6 and their minimum is lifted by \$10.

Second Week's Vacation

Another major gain is the provision for a second week of paid vacation for which employers are to contribute an additional amount equivalent to a percent of payroll. The terms regarding craft minimums and craft averages are the first such provisions for out-of-New York workers and in the so-called miscellaneous trades. According to Pres. Dubinsky, they are of

major significance in that they will set the pattern for forthcoming agreement renewals. The GEN decision that made them mandatory has as its purpose the raising and the protection of earnings.

The agreement sets the minimum for each craft. It then further provides that in each piece-work craft, piece rates must be set so that average earnings for workers in that craft are at least 15 percent above the craft minimum.

This means, for example, that where the craft minimum is \$1.60 per hour the average for workers in that craft must be at least 24 cents above the minimum or \$1.84. No worker in that craft may earn less than \$1.60.

The previous contract expired December 31, 1963 but both parties agreed to extend the pact while prolonged negotiations continued. Negotiators included, in addition to Pres. Dubinsky and Vice Pres. Greenberg, Vice Presidents David Gansid, Edward Kramer, Joe Falkman and Northeast Assistant Director Sol Chalkin and attorney Elias Lieberman. The agreement was with the Industrial Association of Jewels' Apparel and the Industrial Association of House-dresses and Blouses. Besides those in New York, (Continued on Page 11)

PARLEYS CONCLUDED AT N.J. EVAN-PICONE FOR CUTTERS' TERMS

Contract negotiations for an agreement covering the recently-organized cutting department at Evan-Picone Inc. of North Bergen, New Jersey, have been completed, and the terms submitted for ratification by the members as Justice went to press.

The conclusion of negotiations follows on the heels of a decisive 4-9 victory by the ILGWU in a November representation election which resulted in the organization of the key department in this major producer of coats, suits and sportswear. It represents another advance toward the complete organization of the plant which employs about 700 production and maintenance workers.

Completion of talks is the latest development in an intensive campaign to organize Evan-Picone, a long-time holdout, which originated when workers, dissatisfied with "plant conditions" and the unfair discharge of 2 cutters, sought ILGWU representation.

Taking Stern Stand



ILGers are concentrating activities at Stern's department stores in union's stepped up "Don't Buy Judy Bond" campaign being waged at numerous large retail stores in New York City metropolitan area. Above, ILGers distribute specially prepared leaflets and shopping bags to passively and potential patrons in front of Stern's main store, 42nd Street and 5th Avenue, Manhattan, urging them not to buy Judy Bond blouses. Similar union efforts against the struck runway blouse firm are being conducted at Stern's other stores in Paramus, Paterson and Freeknies, all in New Jersey. As a result of union's drive, Stern's has received letters from its patrons to cancel their accounts until store discontinues selling Judy Bond blouses at its metropolitan locations.

Spurn 'Don't Buy Judy Bond' in N.Y.; Picketing at Company Showroom

Chanting, "Don't Buy Judy Bond, Don't Buy Judy Bond," some 200 members and officers of New York Blouse, Skirt and Sportswear Workers' Local 23-25 last week set up an effective picket line at the showrooms of the Judy Bond Blouse Co. at 1375 Broadway.

The increased picketing, which will continue indefinitely, is part of a stepped-up campaign against the big runaway blouse firm that locked out its union workers here and is now operating under inferior conditions elsewhere.

Along with the mass picketing, Local 23-25, in cooperation with the ILGWU Union Label Department, intensified the union effort to persuade consumers not to buy Judy Bond blouses. The effort is now centered at the big New York department stores, and especially at Stern's on 42nd Street.

Local 23-25 is also appealing to store buyers, now pouring into the New York garment center, not to buy Judy Bond blouses because they will be difficult to sell in the face of the rising effectiveness of the union's campaign. In an appeal leaflet directed to buyers and leaders, "Great for Inventories But Not For Sales," it notes that the union campaign, which has the support of unions and other organizations throughout the country, will reach a pre-master peak.

One of the new leaflets addressed to consumers is headed, "Not Next To My Skin," and quotes a letter from a woman which concludes, "Judy Bond's action seems most unfair. That's why I sympathize with your strike. I wouldn't think of wearing a Judy Bond blouse—no next to my skin."

"That's the way we expect fair-minded women to react," the leaflet continues. "There are so many good blouses made by skilled workers under decent conditions. Why buy Judy Bond blouses? Why support a company that has treated workers so badly?"

A leaflet addressed specifically to Stern's customers says, "Judy Bond Is On Strike! Stern's Sells

Judy Bond Blouses? Why?" It points out that "blouses, of all kinds and in all price ranges, are made by skilled workers. They can be bought everywhere." Yet "Stern's insists on selling Judy Bond blouses."

Why Stern's does this, it emphasizes, is "a question every fair-minded person must ask."

Vice Pres. Shelby Appleton, manager of Local 23-25, said last week that the union plans to "maintain a hard-hitting campaign for as long as it is necessary to bring Judy Bond back under an ILGWU agreement."

The company, which has already been ordered to pay more than \$108,000 by courts and arbitrators for its old ILGWU agreement; is also facing further legal action. As reported in the last issue of Justice, the U.S. Supreme Court recently refused to reverse a decision by a New York court against Judy Bond for \$83,560.

Appleton emphasized that the cooperation of ILGWU members throughout the country, and especially in New York and other major cities, would be an important factor in winning the 2-year-old strike. "The runaway firm is essentially a threat to all union members and their standards," he said. "This is a strike we must win."

1964 Envelopes Needed For N.Y. Health Center

New York ILGWU members will need a 1964 medical service envelope in order to obtain medical benefits at the Union Health Center after January 1, 1964. The 1964 envelopes can be obtained at local union offices.

These envelopes will be good for the entire year of 1964, except for members of Locals E2, E1, 99, 103 and 135. Envelopes for members of these 5 locals will be good only until June 30, 1964, and there will have to be exchanged for ones effective for the July 1-December period.

Members of Locals 22 and 89, and members of Local 10, employed in the dress industry, who have chosen HTP or Blue Shield under the dress joint board medical plan, will not be eligible to use the Union Health Center, but other members of those locals will be able to use its facilities after December 31, 1963 only if they are given a medical service envelope by their local union.

Hitting Judy Bond



Members of New York Local 23-25 picket outside building at 1375 Broadway, N.Y., housing showroom of struck Judy Bond.

Eastern Region Charges Rip Bribery Try by Palby

Attended bribery of union officers, threats of bodily injury, and a private "transportation service" for workers head the list of charges detailed in a complaint issued by the NLRB against Palby Lingerie of Elmont, N.Y., reports Vice Pres. Edward Kramer, general manager of the Eastern Region.

The complaint and notice of hearing scheduled for February 17 resulted from a series of unfair labor practice charges filed by Queens-Nassau Local 57, according to manager Richard Corbano.

Label Blanks Vermont Via Statewide Campaign

Vermont ILGers staged the greatest union label distribution drive in the state's history last month. Governor Philip A. Hoff honored the ILGWU statewide event by official proclamation.

Spearheaded by Alve Karney, manager of the Upstate New York and Vermont District Council, ILGers blanketed shopping areas in cities, towns and villages throughout the state with label sovereignty and literature. Assisting in making the ILGWU label campaign a huge success were officers and members of the Vermont-Labor Council.

The firm's actions were caused by a vicious organization drive being conducted with a boost from New York Local 62 officers, directed against a contracting shop in Brooklyn. Specifically, the complaint charges that the company's president attempted to bribe and otherwise influence representatives of the union.

—That the company engaged in acts of surveillance and interference, against both the union officers and workers.

—That agents of the company had and are continuing to transport employees to and from their plant.

—That an agent of the company, in the presence of the workers, threatened to inflict and inflicted bodily injury to various representatives of the union.

A hearing on the charges, listed in the complaint will take place in New York on February 17, while other phases of the campaign continue at the plant site in Elmont.

Central States Raises, Back Pay At 5 Plants of Artemis-Gossard

General wage increases retroactive to September 30, 1963 and additional paid holidays highlight terms of a 3-year contract renewed last month covering some 600 workers employed in 5 plants of the Artemis division of Gossard, Inc.

According to Vice Pres. Frederick R. Siems, director of the Central States Region, agreement on new contract terms came December 19 after several months of negotiations, and was ratified by the workers at local meetings held in Millstadt, Illinois; Bristol, Oklahoma; and in Malden, Poplar Bluff and Troy, Missouri.

The wage increase comes in 5 parts—one now, retrospective to September 30, and the other in

November 30, 1964. Three workers will receive 7 cents each week.

Basic minimums were set at \$140 now and \$145 in November, with the floors for operators and ironers set at \$145, against \$138 in November. Also added were categories' minimums.

Guaranteed paid holidays were increased from 2 to 3—2½ new

and 7 starting November. Carried over from the previous contract were such benefits as retirement, health and welfare, re-employment, second week's vacation pay, etc.

Union negotiators, headed by Siems, include staffers Frank Rother, Glenn Gray, Al Goldstein, Jerry Perinlein, Frank Pierce, plus shop committee members.

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No Real Progress Yet In Dress Pact Parleys; Push Strict Enforcing

Negotiations for a new collective agreement covering over 80,000 union dressmakers in the 8-state metropolitan dress market have as yet "made no real progress," Vice Pres. Charles S. Zimmerman, general manager of the Dressmakers' Joint Council, stated.

"We have been having long sessions with the employers almost daily, but so far there are no results to report," he said. The present agreement expires January 31.

Meanwhile, in a bulletin now being distributed to union members throughout the metropolitan dress market, Zimmerman emphasized that the union regards as "essential" its demand for an effective system of piece-rate settlement and enforcement covering all of the 2,800 shops under the contract.

"We have been trying to achieve it for a long, long time," he declared. "Over the years, we have made significant progress in this direction. But, after each agreement, some jobs have worked out well and others not, for evading their obligations under the agreement."

"You know the results. We have added piece-rate increases on top of earnings in every agreement. But somehow these percentages have not been fully reflected in pay envelopes. Wages have not gone up as much as our members had a right to expect they would. One way or another, some jobs have managed to chisel away part of these increases, and as a result, wages throughout the industry have been depressed."

"We are determined now, once and for all, to end this chiseling."

"How have those jobbers — 'chiselers,' as we call them — operated? It has been their practice to drive piece rates down by playing off workers in one area against workers in another area. They have threatened workers with the loss of bundles unless they accepted lower piece rates than they are entitled under our agreement."

Workers Suffered

"They have said to our members in Pennsylvania, 'The workers in New York want your bundles. If you want to keep them, you must work for less.' And they have said to our members in New York,

'The workers in Pennsylvania are working your bundles. They work for less. If you want to work, you have to take less, too.' You know what has happened. Our members in Pennsylvania, New York and everywhere, have suffered."

"But how much do the jobbers threaten really mean? Last year, we made a real effort to raise wages very substantially in one out-of-town low-wage section of our market. Yet not a bundle was lost."

"Basically, we have a very simple problem which you can relate to your own experience. If there are 2 supermarkets in your neighborhood, and one charges much less than the other, you go to the one that charges less. The one that charges more must either lower its prices or go out of business. If prices at both supermarkets were the same, there would be no problem."

Downward Drift

"We are involved in a similar situation. If we allow the kind of operation that goes on in some shops, at all expense, to continue, piece rates and earnings will drift downward to lower and lower levels. If members of our union anywhere wants this to happen, if they do, no one will earn a decent living. Instead of making a good wage, we will be driven down to the

standards of long ago when garment workers were among the most exploited in the country."

"The only alternative is to work out an effective system of settling and enforcing piece rates in a uniform way in all of the 2,800 shops under our jurisdiction. We are one union. We must function as one union. Our policies must be enforced equally wherever our members work. If a jobber can't get cheaper prices by "shopping" around, all of our members will benefit greatly."

"All of our members everywhere will get their fair share of the available work. All of our members everywhere will get in their pay envelopes, every week, the gains we negotiate in our agreement. The legitimate jobber will not be undermined by the 'chiseler.' There will be greater stability in our industry as a whole. The gains that we want and are determined to have."

"Unless we succeed in this, nothing else will mean very much. Without it, our gains will be paper gains, and we are not interested in such gains."

"We want this new agreement to provide real and lasting benefit to our members. We want the gains we make in it to be reflected in your pay envelope. We want to provide a base on which we can build soundly in the future."

"We have made all this very plain to the representatives of the employers' associations. We have made it very plain to our members. We want everyone to understand it."

"We want our members will understand it, and that they will be united in their determination to make this position prevail. 'We have no other choice. This is a victory we must win!'"

Extra Pay for Extra Productivity

THE IMPACT OF "AUTOMATION" ON workers—one of the major problems facing labor and industry in the United States today—hit home prominently in one ILOUW affiliate recently when new machinery was introduced at the Premier Industries of New Jersey, a shop under contract to the ILEA, Molders and Hovity Workers Local 132.

Manager Joel Menit indicates that the union contended that the use of the new machinery had resulted in production being increased by about 50 percent, and that it also meant the machine operator had to work faster, and apply greater physical coordination to the operation.

"Accordingly, the union maintained, the workers were entitled to additional compensation for the extra work and exertion, and to share in the benefit of the increased productivity due in large measure to their efforts. It was also pointed out that the higher productivity could conceivably cause some displacement of workers."

WHEN THE CASE WAS BROUGHT before impartial chairman Joseph A. Mazur, the employer laid great stress on the capital outlay of \$150,000 which it had been necessary to develop the machine and place it into efficient operation; he felt he "should be paid back all money invested" before workers would receive any share of the productivity gains.

It was admitted by management that a possibility existed that the new machinery might cause a lay-off under certain circumstances.

AFTER THE ARBITER VISITED THE PLANT, he reported that the 102 workers he ascertained

Welcome, Mrs. Johnson!



Mrs. Lyndon B. Johnson acknowledges the exuberant greetings of ILEGers in Wilkes-Barre, Pa., during daylong tour last week. Mrs. Johnson urged Americans to "enlist in the war against poverty" proclaimed by her husband. Northeast Dept. ILEGers turned out an masse for visit.

Begin "East Pact Parleys For 4,500 in New England

Northeast Department negotiators have entered into discussions with the New England Apparel Manufacturers and the Needle Trades Employers associations for contract renewals affecting about 4,500 workers, reports Vice Pres. David Gingold, department director.

The discussions, which took place on January 7, saw the presentation of union demands which "make clear our intent that our members' earnings must be lifted immeasurably," according to Vice Pres. Gingold. "The wages must have a clear cut relationship to the standards workers in other industries enjoy."

Meeting with the New England Apparel Association, whose

members are manufacturers of dresses and related items for New York and Boston jobbers, the union presented demands calling for a 10 percent across-the-board wage increase, an added week's vacation, one additional holiday, an additional 2 percent for health, welfare, retirement and severance funds. The union also is seeking a craft

minimum schedule as follows: cutters, \$2.75; spreaders, \$2 operators, \$1.90; pressers, \$2.25 and floor workers, \$1.50.

The union's contract demands with the Needle Trades Association are for a 10 percent across-the-board increase, an additional week's vacation, an additional 2 percent for health, welfare, retirement and severance funds and one additional holiday.

Also, a craft minimum schedule as follows: cutters, \$2.75; spreaders, \$2; shippers, \$1.85; pressers, \$1.25; operators, \$1.75 and floor workers, \$1.50.

In both instances, the union is demanding that all minimums be 2 cents above the federal minimum wage requirements.

The Northeast negotiating team is headed by Vice Pres. Gingold and Sol C. Chalkin, department assistant director. Also involved in the talks are Arnold Dublin, New Bedford District manager; Oscar Newman, Rhode Island District manager; Ralph Roberts, Fall River District manager and representatives from each of the 47 shops covered in both agreements.

ILGERS TALK TO LBJ ON U.S. IMMIGRATION

Two leading ILEGers joined in a conference with President Lyndon Johnson in which they expressed their wholehearted support of administration proposals calling for a more liberalized immigration policy.

"Discussing the nation's need for such legislation with the President were Vice Pres. E. Howard Moulton, manager of Italian Cheesemaker Local 48, and Evelyn Dowling, ILOUW legislative representative. The occasion was a special White House gathering on January 13 consisting of representatives of labor, civic, religious and fraternal groups.

PHOTO BY AP/WIDEWORLD



President Johnson Declares WAR ON POVERTY

But whatever the cause, our joint federal-local effort must pursue poverty, pursue it wherever it exists. In city slums, in small towns, in sharecropper's shacks or in migrant worker camps, or Indian reservations, among whites as well as Negroes, among the young as well as the aged, in the boomtowns and in the depressed areas.

Our aim is not only to relieve the symptoms of poverty, but to cure it, and, above all, to prevent it.

NO SINGLE PIECE OF LEGISLATION, HOWEVER, IS GOING TO SUFFICE.

We will launch a special effort in the chronically distressed areas of Appalachia.

We must expand our small but our successful area redevelopment program.

We must start youth employment legislation to get jobless, aimless, hopeless youngsters to work on useful projects.

We must distribute more food to the needy through a broader food stamp program.

We must create a National Service Corps to help the economically handicapped of our own country, as the Peace Corps now helps those abroad.

We must modernize our unemployment insurance and establish a high-level commission on automation. If we have the brain power to invent these machines, we have the brain power to make certain that they are a boon and not a bane to humanity.

We must extend the coverage of our minimum wage law to more than 2 million workers now lacking this basic protection of purchasing power.

WE MUST, BY INCLUDING SPECIAL school aid funds as part of our education program, improve the quality of teaching and counseling in our hardest-hit areas.

We must build more hospitals in every area, and more hospitals and nursing homes under the Hill-Burton Act, and train more nurses to staff them.

We must provide hospital insurance for our older citizens, financed by every worker and his employer under social security contributing no more than 7 1/2 a month during the employee's working career to protect him in his old age in a dignified manner, without cost to the Treasury, against the devastating hardship of prolonged or repeated illness.

We must, as a part of a revised housing and urban renewal program, give more help to those

Above all, we must release \$11 billion of tax reduction into the private spending stream to create new jobs and new markets in every area of this land.

THESE PROGRAMS ARE OBVIOUSLY NOT FOR THE POOR OR THE UNDERPRIVILEGED ALONE.

Every American will benefit by the extension of social security to cover the hospital costs of their aged parents.

Every American community will benefit from the construction or modernization of schools and libraries and hospitals and nursing homes, from the training of more nurses, and from the improvement of urban renewal and public transit.

And every individual American taxpayer, and every corporate taxpayer, will benefit from the earliest possible passage of the pending tax bill, from both the new investment it will bring and the new jobs that it will create.

That tax bill has been thoroughly discussed for a year. Now we need action.

The new budget clearly shows it.

Our taxpayers surely deserve it.

Our economy surely demands it.

And every month or day minutes its benefits in 1964 for consumption, for investment and for employment.

For until the bill is signed, its investment incentives cannot be deemed certain, and the withholding rate cannot be reduced.

And the most damaging and devastating thing you can do as any businessman in America



is to keep him in doubt, and to keep him guessing, on what our tax policy is.

The withholding rate should now be reduced to 14 percent, instead of 15 percent. And if therefore urge the Congress to take final action on this bill by the first of February, if at all possible.

FOR, HOWEVER PROUD WE MAY BE OF the unprecedented progress of our free enterprise economy over the last three years, we should not, and we cannot, permit it to pause.

In 1963, for the first time in history, we crossed the 78 million job mark, but we will reach next month more than 83 million jobs.

In 1963, our gross national product reached the \$400 billion level, \$100 billion higher than when we took office. But it really could, and it should, be still \$30 billion higher today than it is.

Wages and profits and family income are also at their highest level in history, but I would remind you that 8 million workers and 12 percent of our industrial capacity are still idle today. We need a tax cut now to keep this country moving.

LET ME MAKE ONE PRINCIPLE OF THIS Administration abundantly clear. All of these in-

Excerpts from President Johnson's State of the Union address.

THIS YEAR'S LEGISLATIVE PROGRAM IS designed to help each and every American citizen fulfill his basic hopes:

—His hopes for a fair chance to make good.

—His hopes for fair play from the law.

—His hopes for a full-time job on full-time pay.

—His hopes for a decent home for his family in a decent neighborhood.

—His hopes for a good school for his children with good teachers.

—And his hopes for security when faced with sickness, or unemployment, or old age.

Unfortunately, many Americans live on the outskirts of hope, some because of their poverty and some because of their color, and all too many because of both.

Our task is to help replace their despair with opportunity.

And this Administration today, here and now, declares unconditional war on poverty in America, and I urge this Congress and all Americans to join with me in that effort.

IT TAKES NOT A SHORT OR EASY struggle; no single weapon or strategy will suffice, but we shall not rest until that war is won. The richest nation on earth can afford to win it.

We cannot afford to lose it.

One thousand dollars invested in salvaging an unemployed youth today can return \$40,000 or more in his lifetime.

Poverty is a national problem, requiring improved national organization and support. But this attack, to be effective, must also be organized at the state and the local level, and must be supported and directed by state and local efforts.

For the war against poverty will not be won here in Washington. It must be won in the field, in every private home, in every public office, from the courthouse to the White House.

THE PROGRAM I SHALL PROPOSE WILL emphasize this cooperative approach. To help that one-fifth of all American families with income too meager to even meet their basic needs, our chief weapon is a more plentiful attack will be better schools and better health and better homes and better training and better job opportunities to help more Americans, especially young Americans, escape from squalor and misery and unemployment rolls.

Very often a lack of jobs and money is not the cause of poverty, but the symptom.

The cause may lie deeper in our failure to give our fellow citizens a fair chance to develop their own capacities. In a lack of education and training, in a lack of medical care and housing, in a lack of decent communities in which to live and bring up their children.



emplaced by slum clearance; provide more housing for our poor and our elderly, and seek as our all-time goal in our free enterprise system a decent home for every American family.

We must help obtain more modern mass transit within our communities as well as less costly transportation between them.

es POVERTY

erased opportunities to employment and education, in housing and in every field must be open to Americans of every color. As far as the writ of Federal law will run, we must abolish not some, but all, racial discrimination. For this is not merely an economic issue, or a social, political or international issue. It is a moral issue, and it must be met by the passage this session of the bill now pending in the House.

All members of the public should have equal access to facilities open to the public.

All members of the public should be equally eligible for federal benefits that are financed by the public.

All members of the public should have an equal chance to vote for public officials and to



send their children to good public schools, and to contribute their talents to the public good.

Today Americans of all races stand side by side in Berlin and in Vietnam. They died side by side in Korea. Surely they can work and eat and travel side by side in their own country.

WE MUST ALSO FIGHT BY LEGISLATION THE bars of discrimination against those who seek entry into our country, particularly those with much needed skills and those joining their families. In establishing preferences, a nation that was built by the immigrants of all lands can ask those who now seek admission: What can you do for our country? But we should not be asking: In what country were you born?

For our ultimate goal is a world without war. A world made safe for diversity, in which all men, goods and ideas can freely move across every border and every boundary.

Johnson's Message: Challenge to Congress and the People

THE PRESIDENT HAS CHALLENGED America to make the American way of life more meaningful to more people. He obviously intends to judge the prosperity of America only by the well-being of all her people, that can only be achieved when we outlaw the pockets of poverty, the inhumanities of discrimination and segregation, the filthiness, the exploitation, the suffering that are today the lot of too many of our citizens.

This is a warm and human message, and it bespeaks an administration of warmth and humanitarianism.

THE PRESIDENT DEMONSTRATED a sound understanding of the major problem of unemployment that faces us and of the need for a constantly growing, expanding economic base which is essential to the United States both at home and abroad. Obviously America cannot be half-strong or half-employed, or half-housed or only partially prepared to lead the forces of the Free World.



30 million who live in families have yearly incomes below \$2,000.

1 million unattached persons have annual incomes of less than \$1,500.

Four-fifths of the poor are white, but the incidence of poverty is much higher among Negroes. About 2 million of the nation's 4.2 million Negro families earn less than \$3,000 a year. Approximately 1.2 million of these families live in city slums, both in the North and in the South.

Nearly a third of the 3.8 million families in the 2-state Appalachian region, which runs southwest from Pennsylvania into northern Alabama, earn less than \$3,000 a year.

About half of the 2 million farm laborers in the U.S. are migrant workers and had an average yearly wage in 1962 of only \$1,164, which includes earnings from odd jobs. Average earnings from farm labor alone was \$913.

Persons over 65 make up more than a quarter of the nation's poor.

About 6 out of every 10 heads of families below the poverty line have had 8 years of schooling or less.

Half of the poor families live in urban areas and half in rural communities, with about 40 percent of the latter group living on farms.

The rate of poverty among farm families is much higher than among city families. About 45 percent of the farm families live in poverty as compared with less than 20 percent of the city families.

Nearly half of the poor families live in the South, about 20 percent in Northeast, a quarter in the North-Central states and only 10 percent in the West.



APL-CIO Pres. George Meany issued the following comment on President Johnson's State of the Union message:

President Johnson recognizes all of these facts.

Like him, we are opposed to waste in government. Like him, we deplore the waste that is inherent in long term, widespread unemployment. Unlike some of the carping critics of our time, the American worker is just as interested in balancing the budget of human needs as he is in balancing the fiscal budget of the United States.

We don't think there is any magic budget figure. The details of the President's budget are what will count as far as we are concerned. As we have said often in the past, we are prepared to pay the cost of keeping America strong militarily and economically, so it is the specifics of the budget message—not just the total figure—that will count with us.

THE PRESIDENT HAS VOICED HIS

opposition to the 35-hour week which the American labor movement believes is essential to solving the problem of unemployment. Let us reiterate the fact that the APL-CIO has never contended the 35-hour week was the sole magic formula for solving the jobs problem. We have said from the beginning that if this nation can achieve a full employment economy at 40 hours we will be the first to applaud.

But we are unconvinced by the President's observation that a 35-hour week would "merely share" employment. We shall continue to fight for a shorter workweek. The only thing that will stop our fight is achievement of full employment.

The President has quite correctly assessed the problem of overtime as a major contributing factor to unemployment. We think there is abundant evidence now to cause the Congress to

enact a "double time for over 40 hours" provision in the Fair Labor Standards Act.

THE PRESIDENT'S CALL FOR A high-level commission on automation is eminently sound. The short-term and the long-term problems that automation is causing and will cause this nation cannot be whisked away. The answer is immediate study and thoughtful action, and we commend the President for his understanding of this need.

The President has given the highest priority to a tax cut. So enactment of civil rights legislation and to passage of hospital care for the aged under social security. We are with him 100 percent in these fights. America can brook no further delay by the Congress of the United States on these matters.

The President's message is a challenge to the Congress and to the people. The American labor movement is ready and willing to do its part in meeting this challenge.

Touring Label Fashion Show Accumulates 'Rave' Notices

The "road" version of the union label fashion show approved by the ILGWU has been touring last October, reports Min Matheson, director of the Union Label Department.

The latest success of the union label "road version" production was scored on January 12 in the fashion revue staged a benefit performance for the AICA-Parity Scholarship Fund in Jacksonville, Duval County Auditorium.

In Miami, Florida,

the fashion revue only production was under the direction of Marcette Brelafante who also furnished descriptive commentary on the

display. Representing the Union Label Department, she has staged similar successful fashion shows in other major cities and is planning to bring future engagements running into October.

The fashions modeled at the shows are provided by many of the nation's best knit manufacturers and designers from various sections of the garment industry. In many cases, many of the garments displayed are subsequently raffled off, with the proceeds derived going to the benefit group.

Wherever the union label fashion revue has appeared, it has been attended by fashion editors of local and area newspapers who have written articles on the professional quality and worthwhile purpose of the show.

Performances Booked

In coming months, the label fashion show has been booked for these benefit performances in the following cities:

February 8: Chase Hotel, St. Louis, Missouri, for the Union Memorial Methodist Church Youth Program.

February 16: Holiday Inn, White Plains, New York, for the Killree Day Care Center.

February 22: Park Sheraton Hotel, Washington, D.C., for the National Medical Association Hospital Project.

February 27: Kalamazoo, Michigan, for the National Association for the Advancement of Colored People.

March 11: Forest Hills, New York, for the B'nai B'rith.

New Label Ad

The latest in the series of union label advertisements depicting the garment workers' rise from sweatshop conditions to present-day, fair labor standards appeared on January 13 in more than 100 newspapers across the country. (See Front Page.)

Step Up Union Drive At Canada Tot Wear

The struggle to organize Montreal's children's wear industry reached a new peak this month as the ILGWU threw all its resources into a campaign to unionize the 400 employees of Canada's biggest children's wear plant, Canadian Children's Wear.

The all-out campaign is being conducted on both the organizational and legal fronts. Ranged against the ILGWU are the company and the Amalgamated Clothing Workers of America, the latter having invaded ILGWU jurisdiction.

According to Vice Pres. Bernard Shane, the ACWA, ignoring a 3-year ILGWU campaign at Canadian Children's Wear and the presence of an ILGWU picket line, is seeking to organize the plant. The picket line was set up last August after the firm discharged and locked out a score of cutters who are ILGWU members.

The cutters, along with other employees of the firm, have been members of the ILGWU for some time, although the Quebec Labor Relations Board has as yet not acted on the union's request for certification. The Board has also scheduled an ILGWU request for a vote to determine representation of the firm's employees.

The issue with the ACWA arose after that organization, apparently in the cash in on the employees' refusal to negotiate with the

Good Lookings!



Spring and summer styles with ILGWU label are viewed by fashion writers from all parts of Canada at big fashion preview.

Canada Label Preview Showcase of Fashions

The biggest National Collection preview in the 3-year history of the ILGWU label in Canada saw fashion writers from 10 provinces on hand for what has become known as the showcase of Canadian fashion, reports Vice Pres. Bernard Shane.

The spring and summer edition of the union label presentation took place on St. Helen's Island, site of the 1967 World's Fair, and the ILGWU provided area representatives from New Westminster, British Columbia, to St. John's, Newfoundland, with an opportunity to view the site from helicopters making 5-minute tours over the area.

Inside, the fashion press viewed a collection of union label garments from some 180 manufacturers in Montreal, Toronto, Winnipeg, Edmonton and Vancouver. The show is the only comprehensive preview of Canadian fashion seen north of the border.

As usual, the presentation received wide press, radio and television coverage as well as coverage by newspaper cameras. The show preceded the New York preview by 3 days.

Vice Pres. Shane points out that the National Collection "has be-

come the weather-wear of Canadian fashion." More and more fashion writers now consider the presentation as the only capable source of precise, factual information on fashion development for the coming season. Many of the press representatives at a luncheon between morning and afternoon shows that the ILGWU label had become an institution in Canada in less than 4 years. During the coming winter, label number 50,000,000 will be sewn into a garment by ILGWU members.

"He said Canadian women had a 'right' to the union label as a symbol of quality, sanitary manufacturing and decent labor standards."

Vice Pres. Shane said the ILGWU wasn't being "entirely altruistic" in providing Canadian consumers with advance information of style trends.

"We want to keep our people working. And the jobs of our members will be secure as long as the women of Canada buy clothes with the union label."

Welcoming guests at the luncheon with Vice Pres. Shane was Post-Major John Lynch Staunton of Montreal, representing Mayor Jean Drapeau.

As far as Canadian women are concerned, the Union Label of the ILGWU is in. In Ottawa, the nation's capital, a leading newspaper—the Ottawa Citizen—asked its readers for their views on Canadian fashion. A total of 75 per cent of the newspaper's female readers replied that they looked for the label of the ILGWU when buying clothes.

In a column entitled, "Fashion and Fun - Fall Reveals Outcomes Split," Peg Rogers noted that women were divided on their views for their views on ready-to-wear garments they purchased.

She added, however, "It is interesting to note that 75 per cent of our readers... look for the Union Label when buying Canadian-made clothes. The survey also gave the ILGWU a pat on the back. She said: 'Personally, I have noticed an improvement in workmanship since the union started labelling their products.'

Local 82 Meet Jan. 28

At Cloak Room Building 211 St. James Street and Park West's Local 82 has scheduled a membership meeting for Tuesday, January 28, right after work hours. The cloak room building is located at 21 West 38th Street, New York City, second floor. Local 82 Manager Julius Fogel will discuss union and trade matters.

Toronto Terms



Sam Kraiman, Toronto cloak maker, addresses the membership of Sportswear Local 89 at recent meeting which ratified new 2-year agreement. Behind Kraiman, from left, are Business Agents H. Clairmont and N. Cohen; Organizer Wanda Lidd; Roger Lanaska, chairman; Kay O'Hearn, sec'y; and Assistant Manager A. Magerman. Contract brings pay hikes to 1,800 workers.

Court Says Coercion Is Not for the Byrds

A recent decision by a U.S. appellate court puts the weight of the courts behind an NLRB ruling ordering the Byrds Manufacturing Co. of Star City, Arkansas to end coercive practices against workers while attempting to keep the plant non-union.

The ruling by the Sixth Circuit U.S. Court of Appeals supports the findings of the labor board which had held that Byrds had committed unfair labor practices including the illegal firing of 4 employees for engaging in union activities, reports Vice Pres. Frederick Siema, Central States Region director.

The court also upheld a "cease and desist" order issued by the NLRB to end the coercive practices, and the board's ruling that employees were not to be discharged without prior notice of their activities and with full back pay from the date of discharge plus 6 percent interest.

The appellate court ruling is the latest development in a long-standing Central States campaign to organize the shop which employs about 700 workers.

In 1961, after workers had indicated a desire to join the union, 2 staff members of the Southern Missouri District Council were arrested outside Byrds as they distributed leaflets. They were charged with violation of a Star City ordinance which requires union organizers to register and be fingerprinted and to pay \$1,000 for each day they were in Star City.

Subsequently, the 4 workers involved in the court ruling were discharged after they had joined a shop organizing committee and actively urged their co-workers to back unionism.

Horsing Tactics

In addition to the firings, the employer utilized a barrage of tactics aimed at harassing and intimidating workers from joining the ILGWU.

These included interrogating employees as to their interest in so activities on behalf of union-

ization, threatening to close down or move the Star City plant and interfering with or restraining employees in their legitimate right to organize and bargain collectively.

At meetings called by the employer during working hours, it was suggested by plant officials that the factory would close if the union came in. At another meeting, a Star City businessman declared the union organizing campaign was an effort to bring "communism" into the plant.

The Central States organizers however, launched a dogged work attack. The first barrier to fall was the anti-organizing ordinance. As a result of union efforts, this ordinance was repealed and the convictions were wiped from the books and all charges dropped.

Then an NLRB trial examiner, acting on charges filed by ILGWU attorneys, told the company to reinstate the 4 workers and stop coercing its employees. After a series of delays and protracted hearings, the NLRB upheld the charges.

The subsequent appellate court ruling, necessitated by Byrds' refusal to comply with the labor board's order, puts legal penalties behind any failure to carry out the orders.

The court order, coupled with the recent U.S. anti-labor ordinance, has greatly bolstered the Central States drive to organize workers at the Star City plant, which is owned by Byrds and Spartan Industries Corp.

The organizational campaign is being led by Southern Missouri District Council Manager Jerry Perlestein, with the assistance of John Vickers. It is receiving the support of organized labor in the Arkansas area. The

Jack Halpern Dead; LG, N'East Pioneer

Jacob Halpern, who pioneered in the building of the ILGWU in its formative years, died on December 31 at Montefiore Hospital after a short illness. He was 77. Services were held January 2 at the Universal Chapel in New York City.

For the last 40 years of his life he had been field supervisor of the Northeast Department. Halpern's 34 years of service to the ILGWU began about the time of its historic strikes at the end of the first decade of this century. He

came a trouble-shooter for the ILGWU, putting his organizing talents to use among garment makers in Philadelphia, Baltimore, Chicago, St. Louis and other centers.

When the New Deal cleared the path for massive organizing drives, ILGWU Pres. David Dubinsky drafted Halpern for the task of helping to build the union's Northeast Department, which included Pennsylvania areas and New Jersey. Halpern's efforts were concentrated in the latter area.

His passing further thins the ranks of ILGWU veterans whose lives span the era of the union's beginnings and its present progress. In his life, Halpern also bridged the period of mass immigration and the sweatshop with the time when the garment industry and the union spread into areas distant from the big city centers.

In both, Halpern served with much energy, and thousands of workers who have entered the ILGWU in scores of centers in the past half century will remember his vigor and understanding.

Surviving are his wife, Mary, a son, Alexander, and a daughter, Mrs. Bella Kiosk.

At the strikes, at which Alexander D. Black, a leader of the Society for Ethical Culture opposed, ecologists were ILGWU Pres. David Dubinsky and Vice Pres. David L. Brandeis, who later was Northeast Department.

Served To The End
Pres. Dubinsky, describing Halpern as "one of our most outstanding, loyal and devoted officers," said he was "a man who had the way he wanted — in the service of his union till the last."

Halpern, Dubinsky recalled, had been associated with the type of veteran unionist like the late Meyer Perlestein, Dyre, Rosenberg, Polioff, etc. whose basically "pure and simple" trade union philosophy was opposed to the extreme radical currents that had been in vogue during the earlier days.

Accordingly, during the period when the Communist element came to the fore in some sections of the union in the Twenties, Halpern's uncompromising opposition to them resulted in his having to step aside for a time, until the democratic forces emerged triumphant in the struggle. Halpern, stated Dubinsky, made large contributions to the union, "without ever playing first fiddle." Delineating "revolutionary," "purge and simple" and "constructive" records of achievements — and a good name.

Leading Halpern as "one of the best members ready for eliminations of the sweatshops and merciless exploitation," Vice Pres. Ginkoff, said of the late official had been "a man of warmth and enthusiasm who cared very intensely about the plight of

Halpern's crusading spirit, he said, involved him in every activity that contributed to the growth of the ILGWU, working alongside such union builders as Rosenberg, Schlesinger, Sigman, etc.

When new organizational opportunities opened up with the dissolution of the New Deal, Ginkoff recalled, Pres. Dubinsky designated Halpern to spearhead organizing efforts in the "frontier" areas of New York — the so-called "out-towns."

"Jack Halpern always was ready and eager to go anywhere, at any time, for the union and help improve the standards of the garment workers."

MOURN MAX DANISH:

First Editor of 'Justice,' Dean of Labor Journalists

MAX D. DANISH, PIONEER LABOR PUBLICIST, editor of Justice from its founding in 1938 until his retirement in 1963, died on June 11 from a heart attack. He was 77.

Danish served the ILGWU for more than 40 years and under 4 of its presidents: Benjamin Schlesinger, Abraham Rosenberg, Morris Sigman and David Dubinsky. As editor of Justice he was the official historian of its great battles and campaigns, recording its drive on the sweatshop, its bitter battle against the Communists in the mid-Twenties and its New Deal organization campaigns.

He came to this country from Russia in 1906 at the age of 24. He was born in Vitok and received schooling which he continued in this country where he received his law degree in 1918 at the New York University School of Law.

In the New World he was a teen-age intellectual

istic techniques, broadening his scope and making it a newspaper in the manner of the gathering and the presentation of stories about events in the union.

HE WAS HIS FUNCTION AS A DOUBLE ONE: fight to create a publication through which members of the ILGWU scattered across a continent, would yet be able to know about each other's problems and progress. This, he felt would bind the union together. Secondly, having noted in 2 historic strikes the creation of public opinion he undertook to demonstrate that labor news was more than police news or crime news. In this he worked with a group of pioneer labor reporters that included Louis Black and Joseph Skaplan of the New York Times and Cleary of the World, whose reports revealed the human implications of new contracts and the drama of the picket line and collective bargaining.

As chief information officer for the ILGWU, Danish dealt directly with the press. As his historian, there flowed from his typewriter a stream of reports, booklets, pamphlets and other matter that preserved the record of the union. For the 1958 convention of the ILGWU he edited the "ILOUW News-History." He was the author of a biography of William Green and after his retirement wrote "The World of David Dubinsky."

AT FUNERAL SERVICES FOR DANISH ON January 13 Dr. Henry Newman presided. Pres. Dubinsky reviewed the long and constructive services rendered by Danish, an intellectual whose loyalty to the labor movement and the ILGWU never wavered, he pointed out Leon Stein, editor Justice, read from a bound volume of that paper the final paragraphs of the last editorial which Max Danish, when he retired, wrote in the paper's June 1, 1961 issue: "It will be difficult, very difficult to dissociate myself from directing 'Justice,' a task with which I have been connected for the major portion of my adult life. In addition, I have reviewed the editorial job of the higher brasses of building, brick by brick, the public relations edifice of our union, as year after year it met its economic, social and educational demands. If we, my associates and myself, have measurably succeeded in our tasks, it was due primarily to the genuine cooperation we have received from the leadership of our International Union on every level and to the sense of dedication with which we have applied ourselves to our mission."

"Now, as I retire, I wish I were in a position to grasp the hand of each of you, members of this grand international Union, in whose camp I have lived all these years, whose cause has been mine and whose joys I have been privileged to share. And in saying good-bye, how will I recognize this old acquaintance but myself, stung cannot sever his ties affiliation by the mere fact of official retirement. Life with ILGWU shall remain my most precious memory, my invaluable heritage to the last of my days."

Danish is survived by his wife, Mrs. Maddy, who has been the official convention reporter of many ILGWU conventions, and two sons, Roy and Keith, a brother David and a sister, Mrs. Rose Spekin.



who recognized immediately the cause to which he was to dedicate his life when after working for a time as a cigar maker, he became involved in the shirtwaist makers' uprising of 1909.

IN THE RANKS OF THE IMMIGRANTS FIGHTING their way out of the sweatshop, he was the learned young man. With the zeal and energy that were his throughout his working career he became part of the corps directing the historic revolt of the cloakmakers in 1910. As a member of the strikers' law committee he worked under the direction of Meyer London.

In 1912 he gained direct organizational experience by taking the post of manager of a kimono and wrapper workers local in Brooklyn. Two years later, at the request of Pres. Schlesinger, he became managing editor of the union's monthly publication, "The Ladies' Garment Worker."

In 1918 all ILGWU publications were merged into a single new publication—Justice—which began to issue in January 1919 with Danish as editor. He held that post for 33 years.

During that time Danish became the dean of union editors, bringing to the paper modern journal-

'2nd Family' Fetes John Laveist

John Laveist, a charter member of New York Office and Distribution Employees' Local 99, was the guest of honor at a recent dinner party at the Hotel Astor marking his retirement.

ILGWU Pres. David Dubinsky joined with members of Laveist's family and officers and members of Local 99 in saluting the retiring union veteran. "They're my second family," Laveist said of the people he has been associated with in the union for so long.

They included Douglas Levin, manager of Local 99. Al King, the local chairman; Vice Pres. Shelley Appleton, who served as manager of Local 99 until he took over the reins at Local 23—now Local 23-

25—five years ago; and Vice Pres. Edward Kramer, once assistant manager of Local 99 and now director of the Eastern Region.

One Tyler, assistant president of the ILGWU, also joined in this tribute to a man who was among the first in seeking to win better conditions, job security and dignity, through the union, for the apparel industry's size and shapeless workmen. "There were hard talks—by Tyler, Appleton, Kramer, Levin, King and Laveist himself—and he got added up to one thing: Everyone had been proud to know and work with Laveist, as a friend and union man, and he had reciprocated the feeling



John Laveist, seated center, with members of his family and, seated, fr. Vice Presidents Edward Kramer and Shelley Appleton, Pres. David Dubinsky, Manager Douglas Levin, Standing at right, Local 99 chairman Al King. Laveist was feted by his family and "second family."

was little more than a child when he arrived in the United States in 1906. He had already experienced 6 months in jail for his labor activities.

Held Key Post

In this country, he worked as a tailor at the time when the garment industry was "tolerate" in sweatshops. In the best cloak-maker revolt of 1910 he held the key post of chief of hall chairman, the main machinery through which the strike achieved victory. The ILGWU gained strength and permanence in that walk-out. When the victorious cloak-unions formed their first board, Halpern became its first president. When the women's garment makers organized their ILGWU Local 99, after the strike, he became its manager, carrying union book No. 1, which had paid-up membership till the day he died.

In the years that followed the formative period, Halpern served the ILGWU in a variety of ways. The 1910 strike had established industrial rule in a chaotic and highly competitive industry through a collective agreement known as the Protocol of Peace, fashioned largely through the efforts of Louis D. Brandeis, who later became a U.S. Supreme Court Justice.

For almost 4 years, strenuous efforts were needed to reorganize the administration of that contract with the previous practices of the industry's employers and workers. Halpern played a chief role in these efforts through which industrial impartial arbitration was introduced.

In 1914 he became a vice president of the ILGWU, a post he held for more than a decade, serving his union through a period marked by internecine union warfare when Communists sought to gain control of the organization.

In later years, Halpern be-

Pearl Reuben Mourned; Retired Midwest Staffer

Officers, staffers and members of the Midwest Region in the Chicago area were saddened recently by the death of Pearl Reuben, an ILGWU organizer from 1938 until his retirement 2 years ago. He had joined the union during the Middle-East strike in Chicago in 1937.

In a memorial tribute, Vice Pres. Morris Blalia, regional director, stressed her many years of devoted service to the union. He said that her efforts on behalf of the union did not end when he retired.

Hit Pa. Governor on Jobless Benefit Cuts

The administration of Pennsylvania Governor William Scranton, in several rapid-fire moves, is initiating action which would result in slashing workers' state unemployment benefits by 30 to 75 percent, unionists charge.

The hastily drawn, ill-advised legislation would cut off benefits to many workers who are now eligible while drastically reducing benefits to others. It would also put a heavier burden on employed workers in terms of their contribution to the state's unemployment insurance fund. At the same time, it would lighten the burden of payment on those employers best able to pay.

The Scranton proposals put a severe strain on the principle of unemployment insurance: the spreading of risk to those best able to pay so that industries with less stable employment can maintain themselves. Moreover, the action is being taken in a state which has been plagued by large pockets of unemployment.

Hard Hit

The action of the Republican governor will affect most seriously those groups of workers who are most dependent on unemployment benefits—those who are "last hired, first fired"—women, older workers, minority groups and youths.

The garment industry which represents a substantial part of the employment picture in Pennsylvania, would be particularly hard hit by these proposals. Pennsylvania's garment employes, 93 percent of whom are contractors, would be forced to shoulder an increased burden of payments to the insurance fund.

The ILGWU Northeast Department, the Philadelphia Dress Joint Board and Philadelphia Knitgoods Local 190 have been working hard in the past month to prevent the passage of the discriminatory legislation.

At a recent conference held in Harrisburg, Sol C. Chalkin, assistant director of the Northeast Department; Sidney G. Handler, Pennsylvania Northeast county officers of the state AFL-CIO, the Steelworkers and the Mine workers, jointly devised the tactics to be used in fighting the legislation.

One aspect was the appearance of Sidney Handler before a state commission studying the proposed changes. Handler vigorously criticized the measure for its "calculated discriminatory impact" because of minority status, sex, age and geographical status.

"The proposals will deny unemployment benefits to any ready, willing and able to work, the right to receive benefits solely because of age . . . The low wage earner will be particularly hard hit by the changes.

"The revisions would single out pregnant women for special treatment without any social or economic justification. They would use eligibility for paid vacations and plant shut-downs as device to disqualify workers who are not on vacation and who are unemployed for lack of work.

"The Northeast Department is planning a campaign to acquaint its members with the anti-labor nature of the proposals advanced by Governor Scranton. The department expects to set off a tide of public sentiment against the measures which would force the state legislature to reject the proposals.

Oneita Holiday-Plus



At Christmas party, strikers at Andrews, South Carolina plant of Oneita Knitting Mills hold checks representing additional \$10 added to their regular strike benefits. The extra money was distributed to 277 Oneita strikers. From left to right, strikers are Richard Cook, Lois Mae Cook, staffers Mary B. Cameron, Hazel McLain, staffer Leola Young, Marian Ward and Gary Ehridge. After many weeks, strikers' ranks remain solid.

Win Extra Claim in N.J. Injury Via Little-Known Law Proviso

Diligent pursuit of claims for workmen's compensation, involving knowledge of a little-understood benefit compensating for the progressive effect of injury has won extended, and possible lifetime compensation, for a New Jersey ILGWU, reports Vice Peps.

Edward Kramer, general manager of the Eastern Region.

In June 1957, a member of Elizabeth Local 221 fell while carrying a bundle of dresses. She sustained injuries to shoulder, chest and back.

In November 1958 she obtained her first award, 20 percent of total permanent disability, entitling her to payments of \$23 a week for 110 weeks.

These payments were exhausted by the end of 1961, but the member's case was reopened by union attorneys on the claim that her physical condition had deteriorated because of the accident. Compensation Court agreed that her disability had increased to two-thirds of total, entitling her to the \$35 weekly benefit for an additional 190 weeks.

Time passed, but the member's efforts at constructive work, both for income-earning and for therapeutic purposes, proved ineffective. Disabilities existing prior to the shop accident, such as hypertension, arthritis, heart disease and loss of hearing, coupled with the fall, actually rendered her

totally disabled.

The member's claim was again renewed, under the Second Injury Benefit set up by statutory amendments upon insurance carriers for payments to workers totally disabled because of accidental injuries in combination with prior adverse physical condition or accident.

Now the member has been awarded compensation from this fund for an additional 120 weeks at \$18 per week. In this period she will have benefit of the state's physical and "educational rehabilitation program."

If she does not acquire a secondary skill of some industrial or commercial value, she may continue to receive compensation payments of \$28 a week as long as she lives. The case points up a widely neglected aspect of the statute in New Jersey, which provides recovery for pre-existing defect, which in turn combined with industrial accident rendering a worker totally disabled, enables that worker to collect disability for life, even though collecting social security benefits.



The recent signing of a 3-year agreement covering 450 workers at Lebanon Knitting Mills of Pawtucket, Rhode Island, carried on a 26-year history of peaceful labor relations between the firm and the Northeast Department. Shown seated, left to right, are Leon and Clinton Grossman, of Lebanon, and Oscar Newman, ILGWU Rhode Island District manager. Standing, from left, are Harold Lund and Stanley Grossman, of Lebanon, ILGWU shop committee members Doc's Brestli, Shirley Bovin and Mary Parr; shop chairman Del LaFord and Joseph Duszte, shop sec'y.

Lebanon Knit N' East Renewal in R.I. Nets Raises, Higher Bases for 450

Continuing a 26-year record of peaceful labor relations, the Northeast Department and Lebanon Knitting Mill, of Pawtucket, Rhode Island, recently signed a new 3-year agreement covering 450 employes, according to Vice Pres. David Gingsold, department director.

Contract terms call for a lowest minimum of \$1.91 within 2 years. Additionally, all

workers will receive at least a 10-cent, hourly wage increase in 3 stages over a 2 year period.

There will be an immediate increase of 6 cents per hour, followed by another 6 cent raise after one year and a 7-cent hike at the end of the second-year. Seniority provisions are clarified in another part provision.

Wage boosts over and above the general increase were stipulated in 3 departments. An additional increase of up to 15 cents per hour based on the installation of new machinery in the second department and similar additional increases of 16 cents per hour in the knitting departments are included in the new agreement.

In the dye house and finishing departments, where basic wages were 7 cents an hour below those in other departments, the firm granted equalized basic wages which will net covered workers an increase of 26 cents per hour.

This will be distributed in 3 installments of 13 cents immediately, 6 cents after one year and 7 cents after the second year. Workers in these departments who were not above the dye house and finishing department scale will receive a total of 37 cents an hour over the 2 years.

In addition, 2 new classifications will bring 10-cent and 20-cent hourly hikes to a substantial

number of workers in these departments. A clothing allowance for dye house workers was also negotiated.

The firm also agreed to absorb the extra charges if Blue Cross raises its premium rates. It further agreed to implement a 35-hour week when it is made effective in similar plants.

Participating in the negotiations on behalf of the union, were Oscar Newman, Rhode Island District manager, Delpha LaFord, shop chairman, Joseph Duszte, shop secretary, and a committee of shop employes. At a recent meeting, workers at Lebanon Knit overwhelmingly approved the contract terms.

'105' Sets Demands For Coming Parleys

New York Local 105 has served formal notice on employers within its jurisdiction that it will not renew its present collective agreement without "certain changes, modifications and additions," and asked the employers to agree to a date for the beginning of negotiations.

The present agreement, negotiated in 1961, expires May 31, 1964.

Local Manager Martin L. Cohen said that "105" is now in the final stages of formulating its demands, and that a meeting of the staff, executive board members and participants in the local leadership conference has been

"scheduled for this week for a thorough discussion of what will best serve the interests of our members."

He felt that, while it is definite that the local will ask for a wage increase, higher minimums and a second week of vacation pay, "over some matters still to be worked out."

CUTTERS COLUMN

500 Cutters Obtain \$6 Rise in Kiddie Dress Pact Renewal

More than 500 cutters of Local 10 in the children's dress industry will receive a \$6 wage increase as a result of a settlement reached following negotiations for the renewal of the agreement. The increase is retroactive to January 1. Minimums were raised by \$10.

The workers will also benefit from a provision in the new contract requiring employers to pay directly to each worker a full week's vacation pay in addition to the regular annual welfare payment from the health and welfare fund. It will start with the Christmas season of 1964.

This is the third industry in which Local 10 cutters are employed in which this additional benefit has been won, the others being executives, brasserie and underground.

The settlement came after protracted negotiations lasting several months. The old contract, which expired December 31, had to be extended to January 11. Heading up the negotiations for the union were Vice Pres. Harry Greenberg, manager of Local 91 and Vice Pres. Moe Falkman and Abe Dolgin, manager and assistant manager, respectively, of Local 10. A ratification meeting of cutters on January 14 at Manhattan Center was unanimously approved to the agreement after the details had "been outlined to them by Falkman and Dolgin."

Negotiations are still in progress for renewal of the agreements in the adult dress industry which expire at the end of this month. Talks are proceeding for a wage increase and a number of other demands.

Season Starting

Following the highly satisfactory employment condition for cutters this season, employers have been laying off during the between season period. However, cutters are now being called back to shops and work is getting under way.

Tyler at Education Meet of Americas

ILOWU Assistant Pres. Gus Tyler, director of the Political, Education and Training Department, is attending seminar sessions of the first Inter-American conference of directors of labor education being held in Mexico City.

The conference, which ends January 18, is sponsored by the Inter-American Commission on Organization of Workers (OIT-CIOSEA) and is devoted to exchanging ideas on how to improve labor education activities through a quarter liaison between North American and Latin American labor groups.

Among the major items to be discussed will be establishment means of bolstering the program of exchanging labor education instructors and students among the hemisphere nations. The goal of the conference is based on the principle that a better understanding of complex national and international problems by hemisphere workers is vitally necessary in order to strengthen the forces of democracy against all forms of totalitarianism within their respective countries and on the whole scene.

Attending the event are representatives of many hemisphere labor organizations and international organizations. These include the AFL-CIO, Canadian Labor Congress, International Labor Education, International Confederation of Free Trade Unions and the American Institute for Free Labor Development.

LOCAL 10 MEMBERS

REGULAR MEETING

Monday, January 27

Eight Hour Work

MANHATTAN CENTER
34th Street and 8th Avenue

Manager Falkman expressed the hope that employment and earnings during the spring season will be as satisfactory as they had been during last year which was one of the best experienced by cutters in recent years, particularly in dresses but also in, coats, suits and nearly all of the miscellaneous fads.

Get Working Cards

Members are urged to take out working cards immediately. This must be done in January and in July of each year.

Those being required for record-keeping the working card, on which is entered, the latest information on wages, etc., is the basis for eligibility for vacation funds.

Prompt attention to this matter will benefit the member and the union. Failure to obtain a working card is a violation of union rules.

62 Tributes Kropfel

Many letters of condolence from members were received at Local 62 headquarters expressing workers' sorrow on the death last month of Business Agent Harry Kropfel. Manager Schoenwald reports that many members made personal visits to the local's headquarters to express their regrets, recalling the personal care and concern which Kropfel showed for his jurisdiction.

Golden Jubilee for '91'



Vice Pres. Harry Greenberg, manager of N.Y. Children's Dress Local '91, speaks at the local's 50th anniversary celebration.

Saving Obs Big Task Of Cloak Board Unit

Staffers of the New York Cloak Joint Board's Coat and Suit Department devote many of their efforts toward recovering money due area cloakmakers for their work on contracts violations committed by employers. However, another of their im-

portant functions is to work diligently to help safeguard workers' jobs against industrial vicissitudes. A case in point was contained in a report covering the department's most recent 6-month period which was presented by Vice Pres. Herroch Mendelsohn, general manager of the joint board, to the organization's board of directors last month.

The department was notified by the New York Coat and Suit Association that one of its members, Hantleigh Cloth, Inc., was in financial straits and on the verge of ceasing operations. Its contractor, David Wachler, who employed 23 workers, had already liquidated his business as a result of financial losses incurred over the past few years.

Shortly after the department received this information, numerous conferences between union members and company representatives were held and a financially-sound, mutually advantageous arrangement was reached. As a result, Hantleigh agreed to establish an inside shop that would absorb 23 of the 23 workers formerly employed by the contractor, with the remaining 6 workers receiving severance benefits from the union.

Recovered Sums
Highlighting the department's report was the announcement that during the 6-month period staffers were successful in recovering some \$100,000 for contract violations involving welfare funds, wage claims, back pay, non-payment for legal holidays. In addition, the department secured reinstatement for 23 workers who had been discharged without proper cause.

The total sum included such items as \$123,919 comprising payments from delinquent firms to the union's bank and welfare, severance and retirement funds; \$21,575 for various payroll infractions; \$11,233 for non-payment for legal holidays; and \$2,048 for back pay and not paying in accordance with settled periods.

During the period, according to Hantleigh, there were 2,498 styles set up under the piece work tailoring system and 1,415 styles for operators and finishers in section shops.

In the time period the department filed 167 complaints: 133 with the New York Coat and Suit Association and 34 with the American Association.

East Urges NLRB Order Barring Late Fall River Knt

The ILGWU has asked the General Counsel of the National Labor Relations Board for a complete review of the union's charges of unfair labor practices levied against the Fall River Knitting Mills, of Fall River, Massachusetts, reports Vice Pres. David Omsick, director of the Northeast Department.

Despite a massive campaign designed to defeat the union, a majority of the Fall River Knitters, which signed up with the union. The ILGWU then requested the employer to bargain.

This latest legal step is aimed at Department Secretary Board ruling that will order the firm to stop committing acts of intimidation, harassment and coercion designed to undermine the union's majority status and to order the employer to carry out its duties in bargaining with the union.

The union's organizing campaign at the Fall River Knitting Mills, which employed 300 workers in the manufacturing of sweaters and general knitwear, began in the fall of 1962 and resulted in majority status in

walked out in sympathy. In addition, the firm stipulated that it would "cease and desist" from interfering with the workers' efforts to organize themselves.

However, this "truce" was short-lived. The employer has immediately renewed his unfair tactics and is continuing to employ - these anti-union practices.

The union organizing drive has never diminished and the workers have never wavered in their support of the union. The campaign was spearheaded, until his death, early this month, by Jack Halpern, field supervisor of the Northeast Department. He was assisted by Ralph Roberts, manager of the Southern New England District Council, and Organizers Al Scribner and Nelson O. Armitage.

Handling the legal aspects for the union are Morris P. Glushkin, ILGWU general counsel, Julian Topel, assistant general counsel, and "Al" Goldman and Mark G. Kaplan, of the Boston law firm of Grant, Anoff, Goldman and Manning.

'91' Terms

(Continued from Page 3)
workers in 6 adjoining states are also covered by the new contract, 50th Anniversary Fete

The 50th anniversary of Local 81 and simultaneously the 50th anniversary of union service by Vice Pres. Harry Greenberg - were celebrated by over 1,500 shop leaders, top ILOWU and other guests at a dinner in the Hotel Commodore on December 28.

The evening program was opened by Edward Schneider, assistant to the manager, who traced the development of "91" as a merger of units 10 and 41. "The greatest attribute of Greenberg," he said, was that he was an effective "teacher and mold" of men.

Gus Tyer, ILOWU assistant president and an "alum" of Local 81, was toastmaster, and read a number of messages including those from Secretary of Labor Willard Wirtz, Assistant Secretary of Labor Robert F. Kennedy and ILOWU General Secretary-Treasurer Louis Stulberg.

The Davy Crockett highlighted conditions with those which prevailed 30 years ago, during the NLRB "renaissance" period, and of 1934 and 1940 and 41. "The greatest attribute of Greenberg," he said, was that he was an effective "teacher and mold" of men.

Greenberg, reviewing some of his experiences and achievements, gave credit to the "fine staff, officers and executive board members" who contributed so much to the work week that is now paid vacation benefit.

After the talks, the entertainment program included selections by Lillian Hayes and renditions by Cab Calloway.

35-Hr. Week

(Continued from Page 2)
measure and that it is economically feasible. At the last ILOWU convention in 1962, Pres. Dubinsky expressed the union's faith in this issue when he said: "We have reached a point in our national history when the length of the work week must be cut. The 35-hour week, which we have won in our industries, must become the current standard before we provide additional employment and at the same time, to add to and enhance the purchasing power of the nation's workers and their families. ... Shorter hours mean that more manpower will be drawn into the labor market. The increased demand for labor in turn would help to increase the demand for goods and services and brighten the tempo of economic activity."

It is the opinion of the ILOWU that a reduction in the length of the work week to 35 hours, mandated by the Congress, is a desirable objective of public policy. It is in the national interest as one of the key measures to restore balance between production of goods and services and employment.

The reduction in hours of labor should be embodied in the amended Fair Labor Standards Act, with an appropriate broadening of overtime to assure its application to the maximum possible number of wage and salary workers in the country. The adjustment should be carried out in stages and must be accompanied by compensating wage increases to ensure the maximum rate of purchasing power. To prevent the erosion of the shorter-hour standard, overtime premium rates of 150 percent of the straight-time earnings.

JUSTICE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

EDITORIAL PAGE

INNOVATIONS

THE NEW CHILDREN'S WEAR AGREEMENT successfully tackles a problem that has arisen in recent years as engineering techniques have spread to certain parts of the garment industry. It does this by implementing the recent directive of the General Executive Board that forthcoming contracts be made to include a schedule of craft minimums and stipulate average earnings within each craft.

The purpose of these new provisions is to raise and safeguard garment workers' earnings. This is accomplished by insuring that the minimum rate does not become the average rate. The new contract provides that piece rates in each craft must be set so that the average earned by workers in that craft is at least 25 percent above the minimum for that craft.

It also means that the ILGWU wage formula now rests on a structure of 4 minimums. As the base is the federal minimum wage rate on which a flat union minimum rate is erected by adding a stipulated differential. Because this gave no recognition to differences in skill among garment industrial crafts, ILGWU agreements will now add in the flat union minimum to create a minimum rate in each craft. Finally, to credit proper differences among individual workers in each craft, the new provisions stipulate a minimum average earning above each craft minimum.

THE CREATION OF A BOBBIE BROOKS—ILGWU labor relations committee announced this week provides a second innovation.

Similar attempts to handle labor relations matters on a year-round basis through study and what David L. Cole, chairman of the new committee, calls a "continuing dialogue," are being tried in other industries. The primary objective is, of course, to avoid the crisis atmosphere that has marked recent renewal negotiations in mass and public service industries in recent years.

ILGWU attempts to substitute reason and negotiation for tests of strength precede the recent efforts by more than half a century. In their historic 1910 strike the cloakmakers, in the Protocol of Peace with which they ended their walkout, was a pioneer impartial chairman machinery through which they sought to end year-round, daily crisis negotiations.

Fred Delinsky has characterized the Bobbie Brooks committee as being of "major importance." It will demonstrate that even in the most competitive industry in the economy and with a firm functioning in a dozen states with more than 1,000 workers in 76 plants producing a variety of styled women's apparel, the rule of reason is possible. For the first time, even matters pertaining to wage structure, production standards, and worker's welfare will be studied and dealt with in advance of contract renewal.

IN THE END, the garment industry prospers or lags within the framework of the general economy of the country. Its size volume is a barometer of national confidence and well-being.

The union can affect piece rates, conditions of work, the welfare of its members, the manner of bargaining. But it cannot lift volume of production. Only the mass of American consumers—their female portion, that is—can do that. The massive arrival of buyers for department and other stores in New York this month indicates a healthy level-of-sales.

But not healthy enough so long as there is in this nation a section of its population condemned to a life of perpetual relief and handouts. President Johnson's announcement that poverty must be our urgent target is most welcome.

Not the Time to Relax!

By
DEAN ACHESON

Excerpted from recent speech by Presidential advisor on relations with former U.S. Secretary of State at University of Cambridge.

INTERNAL POLITICAL PRESSURES or fears may lead political figures to talk as though we had a choice between continuing or reducing our involvement in European affairs. But that is an illusion and a dangerous one. We cannot extricate ourselves from Europe.

For 18 years Americans have stood guard in Europe to prevent another attempt by a European power to achieve by force of arms hegemony over the others. During this time, also, they un-

closely linked with North America, can make possible a vibrant, healthy, and secure environment for free societies.

THE PURPOSE OF THE AMERICAN forces in Europe is very different from that of Theodore Roosevelt when he sent the "Great White Fleet" to "show the flag" (and itself) around the world. The NATO army, of which the American contingent is, and should be, a substantial part, has a military mission of the greatest importance to the political purposes of NATO. We cannot disentangle our fate or our security from theirs. Our troops are in Europe not as a favor to Europeans until their economies recover. They are there to furnish to NATO forces that stiffening and strength from across the Atlantic which leaves Moscow in no doubt that to engage them will and must bring into action this country's colossal nuclear power.



dertook by the Marshall Plan to provide the resources for the economic restoration of Europe, and, by the North Atlantic Treaty, to bind Europe and North America together to provide essential military security for both.

THE IDEA THAT THERE ARE NATIONAL, or European, or North American interests which can be safely pursued in disregard of their common interest belongs to that past which has brought us all such loss and suffering. The truth is that the task of preserving, nourishing, and enlarging the environment for freedom, is too great for either North America or Europe alone. It requires their combined and jointly managed efforts. If they should drift or be driven apart, the problem of both would be unmanageable. It is important to preserve and carry on the progress which has been made toward a strong and united Europe with immense power of attraction, a Europe stable and at peace having within it a united Germany, a Europe which,

TWICE SINCE THE WAR WE HAVE experienced the Soviet tactic of alleviating the relaxation of a peace offensive to the tension of cold or hot war, once through the Stockholm Peace Proposals, and again, through the spirit of Camp David. Neither heralded the dawn of the millennium or even a change in Soviet aims.

We are now undergoing a third application of the same treatment. The present is said to be a period of détente, of relaxation of tensions. The test ban treaty—wholly desirable in its strictly limited way—is cited as a "first step" to broader agreement. Even before the Russian harassment of our convoys in Berlin, this view was wholly unsupported by evidence.

Soviet troops are in Europe for a political purpose. So are ours. Never more than today and never more than with the Soviet Union, the correlation of military power is a major factor in the resolution of political issues. The Russians would obviously gain a great deal by getting others to believe that they could safely relax.

AUTOMATION'S APPETITE: 4400 JOBS A DAY

By W. Willard Wirtz

Excerpted from recent address at University of Michigan by Secretary of Labor.

A FEW HOURS FROM THIS HOUR, 10 EMPLOYEES man a machine that makes automobile motor blocks 400 men worked on 10 years ago. Fourteen operators attend the glass-blowing machines that make 80 percent of all the glass light bulbs produced in this country. Two workers now turn out 1,000 radios a day—the product of 200 workers a few years ago.

Between now and this time tomorrow, 3,400 people will have stepped aside from their jobs, or moved on to others, because machines will be doing what they are doing today.

YET ANY PHILOSOPHY OR POLICY ABOUT automation must necessarily start from clear recognition that unrestricted technological advance is not only inevitable, but essential in the maintenance and elevation of the standard of living. Full employment in this country is completely dependent on our being more efficient producers than our competitors in a world whose low con-

dition is tougher every day. The alternative to automation would be economic stagnation.

It is equally clear that the prevalent myths about automation are narcotics dulling the national sensitivity to the necessity of averting men's mastery over machines.



THE MYTH THAT AUTOMATION IS ONLY a new stage in an old process is akin to the thinking that splitting the atom represented only an evolutionary development in the dynamics of war—a projection of the first use of the cross-bomb. The most dangerous myth is that machines produce as many jobs for men as they destroy and therefore represent no threat to workers. The

machines now have, in general, a high school education—in the sense that they can do most jobs that a high school education qualifies people to do. So machines will get the unskilled job, because they work for less than living wages. Machines are, in the most real sense, responsible for putting uneducated people out of work.

The jobs the machines create, furthermore, are usually for different people from those they displace. The bargain a machine strikes with a man is that it takes one job and offers in return another—stripped of the worker's seniority, accrued vacation benefits, pension rights, and the value of his skills.

THE ANSWERS ARE NOT TO SMASH THE machines. They are to recognize that the individual versus the machine is as unfair a match today as the individual versus the corporation was in the last century, and that advancing technology requires the exercise of collective public and private—responsibility for its effects and collective measures to carry out this responsibility.