

THE PRESIDENT SPEAKS



President John Kennedy has erected signposts clearly marking the road to the New Frontier. In a series of messages to Congress, the President has drawn specific proposals aimed at stimulating the nation's sagging economy and raising the substandard living and working conditions of millions of Americans. Now the Congress must act to increase the federal minimum wage; provide medical care for the aged; aid to distressed areas, education and housing; spur economic growth.

Economic Recovery

"The nation cannot—and will not—be satisfied with economic decline and slack. The United States cannot afford, in this time of national need and world crisis, to dissipate its opportunity for economic growth. We cannot expect to make good in a day or even a year the accumulated deficiencies of several years."

"The federal budget can and should be made an instrument of prosperity and stability, not a deterrent to recovery. This administration is pledged to a federal revenue system that balances the budget over the years of the economic cycle—yielding surpluses for debt retirement in times of high employment that more than offset the deficits which accompany—and indeed help overcome—low levels of economic activity in poor years."

Unemployment

"We have long since decided as a nation that we will not turn our backs upon workers and their families undergoing the hardships of unemployment. Furthermore, we know all too well that the loss of income of the unemployed inevitably depresses consumer spending, threatening to deepen the recession and delay recovery."

"The immediate subsistence needs of the people of these economically depressed areas must be met, but it is equally important that these areas be enabled to acquire the basic facilities, physical plant and trained labor force necessary to secure their share of the nation's economic expansion."

The Nation's Health

"The health of our nation is a key to its future. It is to the unfinished business in health—which affects every person and home and community in this land—that we must now direct our best efforts."

"There remains a significant gap that denies to all but those with the highest incomes a full measure of security—the high cost of ill-health in old age. We must meet the needs of those millions who have no wish to receive care at the taxpayers' expense, but who are nevertheless staggered by the drain on their savings—or those of their children—caused by an extended hospital stay."

"As long as people are stricken by a disease which we have the ability to prevent, as long as people are chained by a disability which can be reversed, as long as needless death takes its toll, then American health will be unfinished business."

Minimum Wage

"Our nation can ill afford to tolerate the growth of an underprivileged and underpaid class. Substandard wages lead necessarily to substandard living conditions, hardship and distress . . . Changes in the Fair Labor Standards Act will go far to protect our lowest-paid workers."

Homes for the People

"Our cities are being engulfed in squalor. Twelve long years after Congress declared our goal to be 'a decent home and a suitable environment for every American family,' we still have 25,000,000 Americans living in substandard homes. A new housing program under a new housing and urban affairs department will be needed this year."

Education of Our Youth

"Our classrooms contain 2,000,000 more children than they can properly have room for, taught by 90,000 teachers not properly qualified to teach. One-third of our most promising high school graduates are financially unable to continue the development of their talents."

Dubinsky on Meaning of 'A Union Within a Union'

See Page

JUSTICE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

Vol. XLIII, No. 4

Jersey City, N. J., February 15, 1961

Price 10 C

G. E. B.

- Sets Dress Deadline, Authorizes Strike
- Names Committees on ILG Personnel, Wages
- Surveys Markets, Pacts, Employment, Organizing
- Suspends Operation of Institute for 1 Year
- Affiliates with Florida 4 Freedoms Worker Hotel
- Supports Construction of N.Y. Puerto Rican Center



Aftermath of snowstorm which blanketed New York City and brought restrictions on vehicular traffic finds usually truck-jammed garment center streets nearly deserted. Holding with tradition, only mail went through during 5-day traffic ban imposed by city government.

PO BOX 2240
NEW YORK 17 N Y 100 E

President's 'State of Union' Faces Up to Facts of U.S. Life

SLASHING ASIDE THE COBWEBS OF CONCEALMENT, President John F. Kennedy presented a stark and brutal picture of the "State of the Union" to the American people before a joint session of Congress.

He called this an "hour of national peril and national opportunity," confirming what trade union leaders long have been saying.

The President placed before the Congress a broad and imaginative program for action on both the domestic and international fronts.

HE STRESSED STEPS TAKEN ALREADY BY the new administration to improve America's position in the world, militarily, economically and politically.

He asked for a strengthening of our "military tools" while, at the same time, stepping up the work for disarmament. At the same time he was inviting the Soviet Union into space exploration efforts, he warned that "we must never be lulled

into believing that world Communism has yielded its ambitions for world domination."

The President said he would ask for authority to "establish a new and more effective program for assisting the economic, educational and social development of other countries and other continents."

THE PRESIDENT ASKED THE CONGRESS and the American people "to face all problems frankly and meet all the dangers free from panic or fear."

This was his appraisal of the domestic economic picture:

"Business bankruptcies have reached their highest level since the Great Depression."

"Since 1951 farm income has been squeezed down by 25 percent."

"Save for a brief period in 1958, insured unemployment is at the highest peak in history."

"Of some 5 1/2 million Americans without jobs, more than one million have been searching

for work for more than four months. And during each month some 150,000 workers are exhausting their already meager jobless benefits rights."

"Nearly one-eighth of those who are without jobs live almost without hope in nearly a hundred especially depressed and troubled areas."

HE SUMMED IT UP BY SAYING: "THE American economy is in trouble. The most resourceful industrialized country on earth ranks among the last in economic growth. Since last spring it has actually declined. Business investment is in a decline. Profits have fallen below predicted levels."

"Construction is off. A million unsold automobiles are in inventory. Fewer people are working—and the average workweek has shrunk well below 40 hours. Yet, prices have continued to rise—so that too many Americans have less to spend for items that cost them more to buy."

In short, the President had no hesitancy about calling a recession a recession.

Kennedy Acts to End Recession

Turning his back on the "do-nothing" policies of the Eisenhower administration, President John F. Kennedy has proposed a sweeping 14-point program to end the recession, improve the lot of the unemployed and the retired, and stimulate economic growth.

The proposals, sent to Congress less than two weeks after Kennedy assumed office,

also included recommendations on raising the minimum wage and broadening coverage, special tax incentives to spur investment, and steps to assure job, wage and price stability during the transition to automation in industry.

In his message to Congress, the President:

• Urged temporary extension of unemployment compensation to workers who have exhausted regular jobless benefits without finding jobs

• Recommended five improvements in social security, effective April 1, including a hike in minimum benefits, early retirement for men at age 62, extending of coverage, increasing widow's benefits and broadening disability protection.

• Reported that by executive action, he directed the FHA to reduce interest on its home loans from 5.75 to 5.5 percent, and instructed the Housing and Home Finance Agency to speed up approved projects

• Called for a reduction in interest rates on long-term loans while guarding against declines in short-term interest rates

• Said he had directed Labor Secretary Arthur J. Goldberg to

expand the U.S. Employment Service operations, particularly in depressed areas and rural areas of chronic underemployment and to aid workers displaced by automation.

• Recommended an emergency amendment to the Aid of Dependent Children program so that the children of the unemployed can be covered temporarily by federal-state public assistance programs.

• Urged that the pending area redevelopment bill—similar to ones twice vetoed by former Pres. Eisenhower—be enacted without delay.

• Said he had instructed Agriculture Secretary Orville Freeman to establish pilot food-stamp programs for needy families in West Virginia, Pennsylvania, Eastern Kentucky, Northern Minnesota, Southern Illinois and Metropolitan Detroit.

• Called for raising the minimum wage immediately to \$1.15 and to \$1.25 within two years with broadened coverage.

• Said he had directed heads of executive departments and agencies to expedite procurement and

construction, with priority on actions which would affect unemployment; and directed Commerce Secretary Luther H. Hodges to "make available to the states immediately the entire balance of federal-aid highway funds scheduled for this fiscal year."

• Said he had ordered government agencies to take "prompt steps" to channel federal contracts to firms in labor surplus areas.

• Promised to propose shortly federal tax reforms to provide added incentives for investment in plants and equipment, while removing "several unwarranted special tax benefits."

• Declared he would soon recommend programs to strengthen education, health, research and training activities.

• Called for a broad natural resources program, including flood control, irrigation, navigation, watershed development, water pollution control, nuclear energy and reforestation.

• Said he would by executive order establish a tripartite Presidential Advisory Committee on Labor-Management Policy to devise methods for promoting industrial peace.

WASHINGTON MEMO

Showdown Victory Breaks Bottleneck on House Rules

WASHINGTON—The power of the House Rules Committee to bottleneck liberal and social welfare legislation has been blunted by the membership of the House of Representatives by the narrow margin of five votes.



By a 217 to 212 count the House voted to support Speaker Sam Rayburn's proposal to add two Democrats and one Republican to the group which acts as a traffic cop for legislation, dictating what bills may reach the floor for final action. The tense, showdown vote came following a dramatic one-hour debate witnessed by packed public and press galleries.

The narrow victory was aided by the votes of 22 Republicans who bolted the ranks of Minority Leader Charles Halleck; most of these were from the Eastern "liberal" wing of the GOP. (Incidentally, of the 21 Republican Congressmen from New York State, only three voted with the liberals.)

On the Democratic side, of the 64 who voted against the change, 62 were from states of the Old Confederacy, one was from Oklahoma and one from Missouri. All the other Democrats in the House—including 37 from former Confederate states—made up the 195 who voted with Rayburn and the liberals.

The close victory indicates that the Kennedy program is not automatically assured of passage. It does mean that there will be no closed door and that there will be no denying the right of members to vote on legislation.

In the past the Rules group had eight Democrats and four conservative Republicans. However, Chairman Howard Smith of Virginia and Representative William Colmer always lined up with the four conservative Republicans, blocking consideration of many vital pieces of legislation they personally didn't like. The additional members are intended to break this deadlock.

The pressure had reached a high emotional pitch by the time the vote was taken. There was little secret that the White House was relying on Rayburn, Representative James W. Trimble of Arkansas and Northern liberals to win in order to give the Kennedy program a chance.

Tremendous pressure was exerted, also, by Halleck, Smith and other conservatives in both parties. The Washington Post reported that Smith had been meeting in his office with representatives of special interests: National Association of Manufacturers, U.S. Chamber of Commerce, American Medical Association, American Farm Bureau Federation and real estate groups.

In the final showdown it was a liberal versus conservative fight. This time the liberal won.

for nursing home construction grants, hospital research and development, increasing sharply the rate of doctor and dentist training, improving the health of our children and youth, vocational rehabilitation and extensive medical research.

The minimum wage bill was drafted by Secretary of Labor Arthur J. Goldberg and introduced in the Senate by Senators McNamara, Morse, Randolph, Smith and Fell—all Democratic members of the Senate Labor

Committee.

The bill would still not provide protection for employees of hotels, motels, restaurant and motion picture theatres.

The proposal would increase the hourly minimum wage for employees who now have the protection of the \$1 minimum to \$1.15 the first year, \$1.20 the second and \$1.25 thereafter. For the newly covered employees, an initial wage of \$1 an hour would be provided, increased to \$1.05 the second year, \$1.15 the third year and \$1.25 thereafter.

Medicare, \$1.25 Pay Bills Go to Congress

President John F. Kennedy has delivered on two more key campaign promises in asking the Congress to enact legislation on health care for the aged and to increase the minimum wage.

Specifically, the President has transmitted to Congress drafts of bills which call for:

• Medical care for aged persons through the social security or railroad retirement structure. It would provide for inpatient or outpatient hospital care, diagnostic and community visiting nurse services.

• Increase the minimum wage over a three-year period from \$1 to \$1.25 an hour, bring approximately 43 million workers under the protection of the Fair Labor Standards Act, including 2.8 million in the retail service industry. It would take the new group four years to reach the \$1.25 level.

The medical care program would be financed by an increase in social security contributions of one-quarter of 1 per cent on em-

ployers and employees, effective January 1, 1963, and by an increase in the maximum earnings base from \$4,800 to \$5,000, effective January 1, 1962.

The Kennedy proposals provide the following benefits:

"First, inpatient hospital services up to 90 days in a single spell of illness, for all costs in excess of \$10 per day for the first 3 days (with a minimum of \$20), and full costs for the remaining 87 days.

"Second, skilled nursing home services up to 180 days immediately after discharge from the hospital.

"Third, hospital outpatient di-

agnostic services for all costs in excess of \$20.

"Fourth, community visiting nurse services, and related home health services, for a limited period of time. These will enable many older persons to receive proper health care in their own homes."

This is only one aspect of the proposals advanced by Kennedy, a program which he stressed is not "socialized medicine. It is a program of pre-payment health costs with an absolute freedom of choice guaranteed. Every person will choose his own doctor and hospital."

Other Kennedy proposals call

Dress Council Readies for Strike



Leadership of ILGWU enters into bargaining sessions over renewal terms covering some 90,000 dressmakers in seven-state area around metropolitan New York market. From left, Local 22 Manager Israel Braslow, Dress Joint Board Secretary-Treasurer Nathaniel Minloff, attorney Emil Schlesinger, Vice Pres. Charles Zimmerman, Dress Joint Council general manager, Pres. David Dubinsky, General Secretary-Treasurer Louis Stulberg, and First Vice Pres. Luigi Antonini, Local 89 general secretary.

ILGWU Pres. David Dubinsky advised representatives of five employers' associations in the New York metropolitan dress market to "stop playing chess and get down to the business of negotiating" new collective agreements.

Appearing at a conference between the employers and the Dressmakers' Joint Council on February 7, Dubinsky reiterated the decision adopted by the recent meeting of the union's General Executive Board that there is to be no extension of existing dress industry agreements when they expire on February 28.

"We will hope and work for peace but we will be prepared for war," he said.

Meanwhile, a meeting of the New York Dress Joint Board on February 8 unanimously approved a recommendation by its general manager, Vice Pres. Charles S. Zimmerman, to set up strike committees and to call regional meetings of shop representatives to inform them of developments and possible union action. The joint board acted after hearing a report by Zimmerman

in which he said that progress in negotiations so far has been "infinitesimal."

The ILGWU president attended the conference, the fifth since negotiations began on January 11, mainly to reply to claims by employers that the union is permitting an increase in "independent" agreements with labor standards inferior to those prevailing under metropolitan dress market agreements.

Exaggerated Issue

Dubinsky showed that the issue had been vastly exaggerated. He said that there are now only half a dozen independent agreements and that the union is systematically doing everything possible to eliminate all unfair competition based on labor costs. (See also

story on GEB meeting elsewhere in this issue.)

Zimmerman, general manager of the Dressmakers' Joint Council and the union's chief negotiator, said that Dubinsky's statement had "cleared the air of a number of misconceptions held by the employers," and that he hoped that negotiations would now begin to yield some "substantial results."

Dubinsky and Zimmerman joined in emphasizing that they regarded the union demands as moderate. The union is asking for a 10 percent wage increase, a rise in minimums for all crafts, a piece-rate schedule for operators and finishers, 1½ year-

(Continued on Page 4)

GEB Scans Markets, Contracts; Sets Staff Policy, Dress Deadline

Issues Policy on 'Union Within Union'

The National Labor Relations Board on February 10 completed three days of hearing in New York on a petition by an organization known as FOUR (Federation of Union Representatives) asking to be recognized as the collective bargaining agent for organizers and business agents on the staff of the ILGWU General Office.

Appearing before the NLRB for the ILGWU were General Secretary-Treasurer Louis Stulberg, Vice Pres. Edward Kramer, Assistant Northeast Department Director Sol C. Chaikin and Educational Director Gus Tyler. The ILGWU was represented by General Counsel Morris P. Glushkin.

A total of 16 hours of testimony and questioning was presented, of which almost all was used by the ILGWU to present facts and history. FOUR found 20 minutes was all it needed.

At its sessions at Atlantic City during the week of January 30, the ILGWU General Executive Board formulated a policy on this attempt to form a union within the union. The policy statement appears in full on page 10 of this issue.

In general, it defines the special nature of serving in a union, and states the ILGWU attitude in the matter of organizing the organizers and the union's business agents. It also sets up a personnel review committee on grievances, wages, etc.

The Issue

At issue before the NLRB, according to the ILGWU, was the question whether ILGWU organizers and business agents stand in the same relation to the ILGWU as employees of profit-making corporations stand to their employers. The problem involved in impressing this issue on the NLRB is clear from the following comment by the New York Herald Tribune on February 11:

"Throughout the hearing the ILGWU was formally referred to as 'the employer,' a designation embarrassing to its attorneys." The reason, of course, was that the justification for such a characterization was not established

but, in the eyes of the union, is the issue to be proved.

Union witnesses told how the ILGWU has engaged in collective bargaining with unions representing its clerical and custodial workers. They pointed out that

(Continued on Page 10)

Despite restrictive labor laws that have drastically slowed the pace of organizing, the ILGWU has been able to maintain the level of its overall membership at approximately 430,000. Pres. David Dubinsky reported to the union's General Executive Board which met in regular session in Atlantic City, N.J., during the week of January 30.

The ILGWU's top board heard a report by Vice Pres. Charles S. Zimmerman, general manager of the Dressmakers' Joint Council, on the lack of progress in negotiations for renewal of the industry agreement. It authorized preparations for a strike in the event a satisfactory agreement is not reached by the February 28 expiration date.

With all of its members attending, the GEB covered a wide range of subject matter, including: current market conditions in the garment industry, the present status of contracts and their renewal, detailed consideration of ILGWU educational programs in the light of changing laws and conditions, a review of recent political activities, a preliminary analysis of the large firm in the

garment industry, special reports on legal, labor and economic affairs, recent staff appointments and the request of a group of General Office staff for bargaining rights.

Dress Industry Negotiations: In his detailed presentation, Vice Pres. Zimmerman outlined the demands for contract changes requested by the Dressmakers' Joint Council. These, as previously reported, include a request for a 10 percent wage increase.

Following the report, the GEB issued a statement in which it declared:

"The board approved the demands of the Dressmakers' Union but expressed its disappointment over the lack of progress thus far in the negotiations."

"In view of the timing of

(Continued on Page 9)

'Threescore Years and Ten'—Plus

AS THE LAST DAYS OF 1960 DREW near, Anna Ayers in Hackettstown, New Jersey decided the time had come for her last stitch on a factory sewing machine.

Long past the Biblical "threescore years and ten," Anna Ayers has just celebrated her 87th birthday, and has begun getting pension benefits from the Eastern Region Retirement Fund.

When Anna was informed her retirement application had been accepted, she burst into tears—for two reasons: One was that she would lose the close feeling of comradeship with her fellow workers in the shop; the other was because of her happiness in knowing that the union to which she had belonged for so many years was providing her with a benefit to make her late years more comfortable economically.

AS ANNA LEFT HER MACHINE ON DECEMBER 29, she could look back on more than four decades of work in the garment industry. Starting as an operator in January 1920 in Hackettstown, she became an ILGWU member in 1937 at the Washington Manufacturing Co. in Washington, N.J.

This town is 11 miles from her home, and she stopped commuting there in 1946 because of travelling difficulties. She then took a job with a shop in Hackettstown, which was

taken over by the Elizabeth Undergarment Co. in 1950.

DESPITE HER BEING CLOSE TO NINE decades, this diminutive woman is alert and active. She's interested in music—handles the piano, violin and trumpet—and during



veteran New Jersey ILG'er Anna Ayers receives her first retirement check from Manager Jack Schlesinger of Eastern Region's Elizabeth Local 221 as staffer Virgil Bravaro looks on.

her earlier years played with the local band. She still plays the piano, and for additional hobbies she crochets and reads historical and biographical works. Her favorites are Lincoln and Washington.

G.E.B. NAMES THREE COMMITTEES ON ILG PERSONNEL, WAGES

Three committees of the General Executive Board have been designated to deal with personnel and organization matters.

1. A review committee is provided for in the staff policy statement formulated by the board. It is to "consider grievances and suggestions of any officer or staff member and to make recommendations on wage and other personnel problems to the GEB." The question of wage increases for staff members and for local and department managers as well as for institute graduates on the payroll of the General Office is referred to this committee. Wage increases for local and joint board officers are to be held in abeyance pending outcome of the current

(Continued on Page 10)

15-Cent Raises, Severance Top '132' Pact for 4,000

Some 4,000 members of New York Local 132 are slated to receive a three-stage wage increase totaling 15 cents an hour, plus establishment of a severance pay fund and other gains, under collective agreement renewal terms reached last week with the Plastic Products Manufacturers Association.

Local Manager Joel Menist reports that provisions of the new three-year contract, covering workers in about 100 shops, were scheduled to be submitted to the members for a vote on approval, on February 10 at Manhattan Center.

According to Menist, the existing agreement was not due to expire until August 31 of this year. However, when wage renegotiations last fall failed to produce results, it was agreed that, instead, the entire contract would be renegotiated in advance of its scheduled end date.

As a result, while the official effective date of the new agreement is September 1, 1961, the employers consented to start earlier payment of the raise: the first 1-cent boost will begin May 1, 1961, with the other two 1-cent installments to be added each succeeding May 1. Thus, implementation of the full 15-cent increase will be completed by May 1963—or within 20 months of the official lifetime of the pact. The raise total, Menist pointed out, represents a boost of about 12 percent on average earnings.

Severance Slog

Pact renewal parleys got under way January 16, and settlement was achieved after a series of conferences. Major stumbling block to agreement had been the employers' resistance to establishment of the severance fund. Finally, union negotiators won their demand for employers' contribution equal to 1/2 percent of payroll to finance such a fund.

Another provision of the renewed terms calls for shop minimums to be set at 15 cents above whatever the federal wage floor may be.

Other changes incorporated into the renewal include strengthened enforcement provisions concerning employers' payments to the health and welfare funds and remitting of dues paid by the workers, and a clause stipulating that any employer seeking to introduce incentive or bonus plan can do so only after agreement with the union.

Also, carried over from the previous contract were such benefits as 7 guaranteed paid holidays, and "vacation" pay of up to two weeks, on a graduated basis, attained fully by those employed five years or more.

Union negotiators, headed by Manager Menist, included local officers, executive board members, and a sizable group of shop chairmen representing key units from various parts of the industry.

COBBLESKILL FIRM WILL REINSTATE TWO FIRED N'EAST ILGERS

The National Labor Relations Board has approved a consent agreement calling for reinstatement—with reimbursement for loss in pay—of two workers discharged by SaRU-Sue in Cobbleskill, N. Y., because of their union activities.

According to Vice Pres. David Gingold, director of the Northeast Department, Esther Brown and Wanda Cummings will receive \$314.84 and \$304.80 respectively, besides getting their jobs back.

Both workers had been assisting organizer Bill Karker in unionizing the shop. After a few days of intensive organizing activities and the initial meeting of the shop committee, the company's president told the two workers they were "no longer needed."

Charges Filed

Charges of unlawful discharge for union activity were immediately filed against the employer with the NLRB by ILGWU Assistant General Counsel Julius Topol. Shortly thereafter the consent agreement was reached.

Organizing activities were under the direction of Northeast Field Supervisor Jack Halpern and N.E. District Manager Alec Karensky. The dress firm employs about 65 workers.

Investigations last year by the U.S. Labor Department found 5,900 children illegally employed in non-farm work.

Pact Moulders



At the bargaining table negotiators for New York Plastic Moulders and Novelty Workers' Local 132, led by Manager Joel Menist (second from right), hammer out renewal terms bringing pay boosts and a severance fund to some 4,000 local members.

Drive Swells Ranks Of Puerto Rico ILG

From all parts of the island, increasing numbers of garment workers are swelling the ranks of Local 600 in Puerto Rico, pointing up the effectiveness of that affiliate's current organizing drive.

Latest additions include Angela Manufacturing Corp. from the southern city of Guayama, where some 150 workers produce Best Porto brassieres, and Symphony Corp. from the Carpenter Road section of Santurce, where about 60 are employed.

According to Local Manager Jerry Schoen, coverage under terms of the industry-wide beanerie agreement has brought these workers an immediate wage increase, health and welfare benefits, paid vacations and holidays, waiting-time pay, mobile health center services.

Included in the health and welfare coverage are up to \$150 a year for surgery, disability pay of \$20 a week up to 20 weeks, \$10 daily for hospitalization up to 20 days, and \$7 for eyeglasses every two years.

Thanks to recent organizational gains, Local 600 now has some 7,000 workers on its rosters, Schoen reports. He credited internal assistance by mainland affiliates, especially Corset and Brassiere Local 32 in New York headed by Max Goldenberg, with helping this development.

URGE ILG AFFILIATES FINISH COLLECTIONS ON 'MARCH OF DIMES'

Contributions from ILGWU affiliates to the National Foundation's 1961 March of Dimes drive are not completed, but indications are that the ILGWU will maintain its record of surpassing all other labor organizations in the amount collected, according to General Secretary-Treasurer Louis Stulberg.

With the ILGWU collection campaign officially at a close Stulberg has urged all local unions and joint boards to speed returns to the General Office, 1710 Broadway, New York 19, so that an early tally of the totals can be made.

At a meeting of the general council of Italian Dreammakers' Local 85, First Vice Pres. Luigi Antonini, local general secretary, voiced his expectation that the local's "March of Dollars" drive would once more carry it to the top of the ILGWU list of donations.

Antonini asked the local leaders to redouble collection efforts since the "Dollars" campaign is now dedicated "not only to the fight against polio, not only to helping deserving institutions on both sides of the Atlantic, but also to helping win the new battles to which America is dedicating itself — the battles against cancer and heart diseases."

General Secretary-Treasurer Stulberg reminds all affiliates that under no circumstances should any part of the collections be turned over to any other organizations, or be withheld for local use, or a local chapter of the National Foundation. All checks should be made payable to the ILGWU.

N.Y. Presser Local 35 Member Meeting Feb. 28

New York Cloak Pressers' Local 35 has scheduled a membership meeting for Tuesday, February 28, right after work, at Hotel Diplomat, 108 West 43rd St., Manager Morris Kovler announces. Included on the agenda will be reports on negotiations for cost-of-living pay boosts and other impending parleys.

Dress Talks

(Continued from Page 3) instead legal holidays (including Washington's Birthday) and an increase of 1 percent in employer contributions to the health and welfare fund. Dubinsky told the employers that the union is willing to consider any special problems they may have, but that it would not permit such problems to be tied in with consideration of the union's demands for a wage increase and other improvements in working conditions. "These are two separate matters," he said, "and they must be discussed separately."

Raise a 'Must'

"Our members must have an increase to meet the rising cost of living," he declared, and he made it clear that the union intended to get the increase.

ILGWU General Secretary-Treasurer Louis Stulberg also participated in the conference. Others present included First Vice Pres. Luigi Antonini, general secretary of Local 88; Local 22 Manager Israel Breslow; Vice Pres. Moe Polikman, manager of Local 10; Local 60 Manager Bill Schwartz; Sol Greene, assistant general manager of the Dreammakers' Joint Council; N. M. Minakof, council secretary-treasurer; Vice Pres. William Ross, manager of the Philadelphia Joint Board; Sol C. Chaikin, assistant director of the Northeast Department; and Salvatore Noto, assistant manager of Local 88.

JUSTICE

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DAVID DUBINSKY, President
LOUIS STULBERG, Gen'l Sec'y-Treas.
LEON STEIN, Editor

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Montreal Cloaks Renew Pacts at Sport, Quality

Two agreements, involving a total of 180 cloakmakers and providing for increases of 1 percent in the severance pay fund and 3 percent in the retirement fund, were renewed early in February in Montreal. The new contracts are with Sport Tops, employing 125 workers, and Quality Garment, with 55.

The agreement with Sport Tops is for two years, while that with Quality Garment is for 30 months.

The agreement with Quality Garment follows the settlement of a five-year jurisdictional dispute between the ILGWU and the Catholic Syndicates.

Some months ago, the Quebec Labor Relations Board decertified the Syndicates and granted certification to the ILGWU, which already had a contract with the employer. It was that agreement which was renewed this month with improved conditions.

'62' Plans 30-Day Trip To Europe and Israel

A 30-day Europe and Israel plane trip in June 1961 is now being planned for members of New York Undergarment Workers' Local 62, announces Manager Matthew Schoenwald. It is the third overseas tour to be sponsored by the local since 1958. Estimated cost for this flight, expenses prepaid, will be about \$700. Deposits are now being accepted. For further information contact education department of Local 62 at 873 Broadway, New York 3, N. Y.

Cultural Sponsors



Scanning a canvas which will soon be on exhibit at the Fifth Avenue and 110th Street site of the Puerto Rican Cultural Center in New York City are Clothing Workers Pres. Jacob Poffsky, Pres. David Dubinsky, Juan Gonzalez-Ramos, executive director of the Economic Development Administration, and Samuel Guy Inman, inter-American affairs specialist. ILGWU has contributed \$25,000 towards building of the center which will aid in promoting Puerto Rican contributions to the community.

Ink Three Compacts Via Midwest 'Thaw'

Despite the "deep freeze" that the weather dumped on most of the country in recent weeks, the union's Midwest Region succeeded in "thawing out" a number of contract negotiations, warming the spirits of workers in three area shops.

The "defrosting" that followed produced pacts with these gains:

At Saks Fifth Avenue, fashionable ladies tailors with shops at Old Orchard in Skokie, Ill., and on Michigan Ave. in Chicago, the 80 workers won general wage boosts of \$3 a week during the first year plus another \$2 guaranteed hike during the second year of the two-year contract.

Berniece Perry, manager of Local 206, headed union negotiators.

Employees of the former Mitz Garment Co. in Zion, Ill., whose shop is now under new management, also obtained a two-year compact. Included are provisions for a \$1.15 minimum, 35-hour week, a 5 percent wage rise on April 1, 1961, retirement, severance, health, vacation and holiday benefits, and an August 1961 reopening clause.

Negotiations with the Mitz shop got under way after it was organized last summer. Just when agreement was reached, the employer went out of business. The union joined in efforts to obtain other employment opportunities for these workers; recently, the shop was reopened as a contractor for the Rollins Manufacturing Co., and has expended its work force to 60.

Union negotiators included Assistant Regional Director Harold

Schwartz, General Organizer Harry Rufer and staffer Dick Zweiback.

Scott Maxwell Manufacturing Co. of Clinton, Ill., which took over and reopened the former Lee Garment Co. (shut down a year ago), has penned a half-year pact with Local 120. Reason for the unusual short term: The union wants this contract to expire at the same time as others in the cotton garment industry.

Red Heaven One Big Jail

The "toilers' paradise" promised to workers in Communist East Germany was unveiled the other week with proclamation of the Red Zone's new labor code. The code included: (1) A new wage system based on piece-work and speedup — which the Communists denounce as "inhuman exploitation" in non-Communist countries; (2) A six-day week instead of the five-day week now in effect in all European democracies; (3) Sick pay cut to 50 percent of regular wage; (4) The right to strike completely prohibited; and (5) A system of "labor service" similar to that under the Nazis, with the Communist government exercising the power to transfer workers from one job to another and even ship them to jobs in another country for six months out of each year. Commented one refugee union leader, "A little bit more of this Communist 'freedom' and East Germany will be one, huge forced labor camp."

RUNAWAY FROM '66' FINDS PUERTO RICO NOT EVASION HAVEN

Would-be runaways from union conditions on the USA mainland dreaming of a one-wage haven on Puerto Rico are learning sadly it just ain't so.

Take the case of J. P. Pagan, who two years ago shut down his shop in the Bronx, leaving behind 30 jobless Puerto Rican workers and sons owed the union's health and welfare funds.

He then set up shop as "Broiderette, Inc." in Naguabo, Puerto Rico. There, he thought, he could blissfully pay low, non-union wages while taking advantage of the tax exemptions and other incentives offered by the island's Industrial Development Administration to new firms.

However, Manager Murray Gross of New York Local 66, which had had a contract with Pagan, immediately contacted Alberto Sanchez, ILGWU organization director on the island. In short order, Pagan was tracked down in Naguabo.

On January 22 — after some postponements — the case was heard before the Industrial Development Administration, and the firm was hared put to justify its getting a tax exemption. In fact, as a result of the evidence submitted by the union, the expectation is that this employer will be denied a tax exemption.

Pagan now must be wondering: Was it all worth while?

Kennedy Goal to Create Million New Jobs a Year

Secretary of Labor Arthur J. Goldberg said a goal of the Kennedy administration was to create 1 million new jobs a year beyond the number necessary to erase current unemployment. This, he said, will provide jobs for both older and younger persons and offset unemployment created by automation.

Whipling Whirlaway



Members of New York Dress Joint Council distribute leaflets at W. T. Grant stores advising consumers that dresses manufactured by Whirlaway Frocks do not bear the ILGWU union label.

N'East Victorious in Voting At Bethlehem Schobel Bros.

A month ago, the workers of Schobel Brothers Co. in Bethlehem, Pa., were isolated and alone when H came to dealing with their boss. Now it's different: They're part of the huge army of organized garment workers, with ILGWU as their bargaining agent.

What changed the picture was a vigorous organizing drive conducted by the Northeast Department, capped by a representation election under the National Labor Relations Board.

The outcome was a solid 142-115 vote for the ILGWU, with only three ballots challenged, reports Vice Pres. David Gingold, Northeast Department director.

Shop Committee

Sparkling the campaign directed by Field Supervisor Jack Halpern were Pa. Organization Directors Sol Hoffman, staffers Robert Aliman, Ed McMahon and Easton

Business Agent Earl Laub. Carrying the ball inside the plant was an organizing committee of 30 workers, whose efforts speeded the union's victory.

Throughout the drive, the union held numerous meetings and carried on a steady round of home visits and leaflet distributions, with special materials prepared by the organizing staff.

To make sure all workers were reached with the ILGWU message, two languages — English and Spanish — were used. And substantial numbers of these neckwear workers demonstrated their strong union sentiment by wearing ILGWU buttons.

In his attempt to hold off the union, the employer threw in the usual bag of anti-union tricks, including threats to close the plant and move away; several hours before the voting, he delivered an anti-union speech to a "captive audience" of workers. But — it was all in vain.

California Legislature Gets Anti-Scabbing Bill

A bill outlawing the importation of professional strikebreakers has been introduced in the California State Legislature. Violation would be a felony in some cases and a misdemeanor in others.

CAR-MEL GETS STUCK IN EVASION ATTEMPT AS PA. WORKERS HALT

When Car-Mel Dress Corp. of York, Pa., decided it just wouldn't go along with pay increases recently negotiated in the children's dress industry, it soon learned otherwise.

For its 85 workers—members of ILGWU Local 196—had no intention of accepting this attempted evasion. In fact, they did something about it—they went on strike.

After only 2½ days, the employer realized his mistake. Accordingly, he signed an agreement with the local, headed by District Manager Martin Morand, which provided for:

—Pay increases of 5 percent for piece workers and 8½ cents an hour for time workers, plus a \$1.20 shop minimum slated to rise 70 cents above any new federal pay floor that may be enacted;

—A 1 percent hike in employer contributions to the health, welfare, retirement and severance funds, for a total of 8½ percent, and 8½ guaranteed paid holidays, based on average earnings.

All workers will receive back pay from January 1, 1961, effective date of the new contract.

Cobleskill Collectors



Back pay sums of \$304 and \$314 respectively go to Wanda Cummings and Esther Brown of SaRi-Sue in Cobleskill, N.Y., for whom ILGWU won reinstatement after they were fired for union activity. Presenting checks is Mario Marcella, assistant manager of Northeast Department's Upstate New York District.

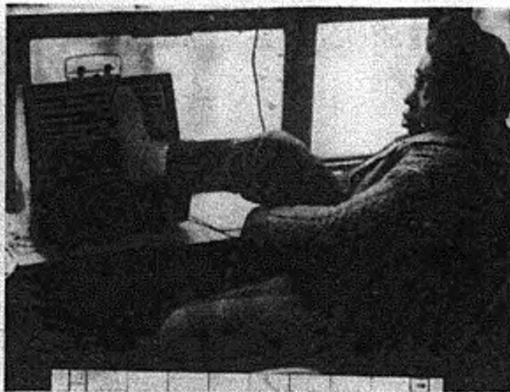
Start '105' Agreement Talks Affecting 9,000

New York Local 105 this week began negotiations for a new collective agreement for its more than 9,000 members. At a conference at the Hotel New Yorker, Manager Martin L. Cohen told employers' representatives that the union would insist on a substantial wage increase, higher minimums for all crafts and other improvements in working conditions.

The local is asking for 7 guaranteed paid holidays—it now has 5½—and an increase in employer contributions to the health and welfare fund to meet the rising cost of providing adequate services.

The local's present agreement, which includes the first industry-wide severance pay clause, expires on May 31.

Cohen told employers' representatives that "the absolute need of our members for a wage increase to meet the rising cost of living must be recognized."



Outdoors or in, there was no escaping New York's bitter cold last week, and warehouse workers at Bellas Hess on strike for ILGWU recognition improvised with do-it-yourself heating.



'99' Strikers Undaunted at Bellas Hess Despite 'Deep Freeze' of Weather, Boss

A strike by New York Local 99 against National Bellas Hess, a women's apparel chain, is now in its fourth week with the strikers firmly united and militant, Manager Douglas Levin reports.

Defying sub-zero weather, blizzards and seas of slush, the strikers have maintained their picket lines solidly, crippling the chain's operations.

NAMING M'CULLOCH AS CHAIRMAN GIVES 'NEW LOOK' TO NLRB

The National Labor Relations Board already is beginning to get "the new look."

President Kennedy has permitted the interim appointment of Arthur Kimball to lapse and has announced the appointment of Frank W. McCulloch, administrative assistant to Senator Paul Douglas, to be chairman of the board. McCulloch will succeed Boyd Loomis who, however, will remain a member of the board through December 16, 1961.

McCulloch, who is 54, was born in Evanston, Illinois and is a graduate of Williams College and the Harvard Law School. He became industrial relations secretary for the Council for Social Action of the Congregational-Christian Church in 1935 and for several years lectured on "Church and Industrial Relations" at the Pacific School of Religion, Berkeley, Cal., the Chicago Theological Seminary, and the McCormick Theological Seminary. In 1946 he became director of labor education at Roosevelt College, Chicago, and in 1949 was appointed administrative assistant by Senator Douglas.

The local has petitioned the National Labor Relations Board for a certification election. It has signed cards from 68 of the 71 workers employed in the warehouse, which it has asked the NLRB to recognize as the bargaining unit.

The chain has refused to recognize the right of its workers to bargain collectively. "It seeks to maintain substandard conditions," Levin said, "and apparently is willing to spend a fortune to deny the workers a chance to live decently and with some sense of security."

Frequent Firings

According to the workers, it has been the practice of the firm to fire a couple of workers every week. "Every week I think it's going to me," said Rose Mary Anglada, one of the strikers.

Nearly all of the strikers had similar comments. In addition, many workers feel that the firm has been guilty of discriminatory practices.

The Bellas Hess warehouse is located in the Port Authority building at 8th Avenue between 15th and 18th Streets.

Local 99 has a contract with the Women's Apparel Chain Store Association which includes many of the major chains. It is asking

Bellas Hess to grant the conditions and benefits provided for in the association agreement, plus certain other improvements.

1 Strike and 2 Points Cap '98' Scoreboard

Two points already have been rung up on the organizing scoreboard of New York Local 98, Rubberized Plastic Fabric Workers, kicking off its renewed campaign to bring a number of holdouts into the union fold.

In one case, reports Manager Herbert Pokodner, a strike was necessary before the employer finally realized his workers were serious about wanting the union.

This was at Columbia Plastics, at 114 West 17th St. in Manhattan. There, though the majority of the firm's 20 workers had signed up with the ILGWU, the employer not only refused to negotiate for a contract, but instead fired three workers who had been active in the drive.

What followed, of course, was a completely effective strike, which started on February 1. Just a week later—on February 8, after three conferences—the Columbia employer gave in.

Then came the "rewards" of victory: a Local 98 contract netting the workers a "package" valued at \$4 a week, during the life of the pact. Gains included a \$2 increase immediately, plus another \$2 in 18 months; 7 guaranteed paid-holidays, health and welfare benefits, graduated "vacation" pay up to five years.

Iona Is Union

The other recruit is Iona Plastics of Brooklyn, which joined the Soft Plastic Manufacturers Association. Workers came under terms of the standard Local 98 agreement.

Spurring successful organizing efforts at these shops were members of the union staff.

Hail Columbia!



It took only one week for the workers of Columbia Plastics Co. to convince their employer they meant business when they struck for affiliation with New York Plastic Workers Local 98: they won their battle, and a first-time ILGWU agreement.

TRUST BRASS GETS COME-UPPANCE

Excerpts from recent broadcast over ABC network, on Monday-through-Friday 7 P.M. program sponsored by the AFL-CIO.

THE AMERICAN CORPORATE MORALITY got a caustic going-over in federal court in Philadelphia and it was high time. The split personality of the organization man has haunted the American dream long enough. In a sad but memorable scene before U.S. Judge James Cullen Ganey, the corrosively hypocritical though widely accepted practice of going to church on Sunday and being unethical the rest of the week received its come-uppance.

In this case not only ethics but criminal violations of the law were involved. The occasion was the sentencing of seven business executives to prison terms and the fining of their corporations—whose trademarks are largely household words in electrical equipment—after all had pleaded guilty or no defense to charges of conspiring to fix bids and prices in the biggest anti-trust case on record.

AS MITIGATING CIRCUMSTANCES, Attorney after attorney for the defendants stressed that their clients were pillars of their communities. And pillars they were: a deacon of a church; a Chamber of Commerce president; member of a hospital board; chief fund raiser for the Commu-



ity Chest; sponsor of local Little League baseball teams; respected and presumably respectable men.

While the Justice Department prosecutors were unable to pin specific charges on the topmost officials of General Electric, Westinghouse and others, Judge Ganey did not spare them with his words. In a biting pre-sentence statement he said "one would be most naive indeed to believe that these violations of the law, so long persisted in,

affecting so large a segment of the industry and finally, involving so many millions upon millions of dollars, were facts unknown to those responsible for the conduct of the corporation." Accordingly, he fined the companies heavily. In addition to this punishment, the industrial customers conspiratorily over-charged for electrical equipment may bring civil suits for treble damages.

IN A VERY REAL SENSE, THE COUNTRY shares the guilt of these men and their companies. This is the era of expediency for material gain and under the expense-account psychology almost anything goes. Perhaps this signals an additional need for revision of the tax laws so that incentive may become more legitimate. But more is involved here than taxable technicalities. With grasping greed we have been threatening a way of life.

Judge Ganey penetrated to the heart of the matter in his statement. "What is really at stake here," he said, "is the survival of the kind of economy under which America has grown to greatness, the free enterprise system."

By EDWARD P. MORGAN

Spring Selling Season Seen Lasting Past Easter

FOR 1960 AS A WHOLE, THE RETAIL volume of women's and children's garments was only some 2 percent higher than in 1959, just about on a par with the gain in all retail store sales. In real terms women's garments did a trifle better than all commodities—their 1960 prices were only 0.5 percent above those of 1959 as against a 0.8 percent increase for all goods.

Total retail sales of women's and children's garments and accessories in 1960, whether produced at home or imported, approximated \$15.3 billion (this figure also covers hosiery, furs, millinery, pocket-books, gloves and decorative accessories). The relative importance of imports on the retail scene has, of course, been rising in recent years. In 1960, imports of women's and children's wear items may approximate \$43.3 million as compared with \$189.7 million in 1959 and \$123.5 million in 1958.

BOTH THE UNIT-PRICED DRESS INDUSTRY and the blouse industry scored a larger volume of business in 1960 than in the preceding two years. However, as the year progressed, the differential began to shrink somewhat. Dozen-priced dress manufacturers failed to match the performance of the unit-priced dress houses—they lost volume throughout 1960. In the first four months of that year as compared with 1959, their sales dropped by about half as much, percentage-wise, as thereafter.

Coat and suit industry did poorly in 1960, with sales below those of the two prior years. However, the difference between 1959 and 1960 in the months of May, through August was very narrow—under 1 percent. Skirt manufacturers, on the other hand, showed increased volume early in

(Highlights from the economic report presented to the General Executive Board meeting by Dr. Lazare Teper, director of the ILGWU Research Department.)

1960, but began to lose out as the year advanced.

INDICATIONS ARE THAT RAINWEAR volume in 1960 was slightly ahead of 1959, that the corset and brassiere industry also increased its sales, but that there were slight declines in volume in the underwear and nightwear industry as well as in children's outerwear.

In parallel with the fluctuations in dollar volume, the number of blouses and unit-priced dresses made in 1960 was greater than in the two prior years. A different situation arose in dozen-priced dresses. The dollar volume of that industry, as well as the total number of these garments produced in 1960, represented a cutback by comparison with the previous year.

The quantity of coats produced in 1960 was down by comparison with 1959, even though in the first eight months of the year coat production held a slight edge over 1958 output. The number of suits made in 1960, on the other hand, ran consistently below the two prior years. However, skirt production did just the opposite and in 1960 exceeded 1958 and 1959.

PRODUCTION OF SLIPS WAS ALSO lower in 1960 than in the two preceding years. The situation was different in the case of sweaters. In the first four months of the year production was under 1959, although some 10 percent higher than in 1958. In the next four months, production forged ahead of the two preceding years. The autumn witnessed, however, a reversal when output slid to a three-year low.

In the case of blouses, the medium price brackets gained relatively in 1960 at the

expense of both the cheaper and the more expensive lines. This shift was accompanied by a somewhat greater utilization of man-made fabrics. The overall effect was to push the industry's dollar volume of sales ahead at a slightly faster rate than their unit production.

In unit-priced dresses, for the year as a whole, the medium price brackets lost out relatively to the lower and upper ends of the business. In the case of dozen-priced dresses, a greater proportion of garments were sold for \$46 and up in 1960 to the accompaniment of a reduced use of cotton fabrics. Production in the medium skirt lines gained ground in relation to the popular and better garments.

EMPLOYMENT IN WOMEN'S AND children's outerwear was beneath that of 1959 throughout last year. In undergarments, corsets and brassieres, employment was below 1958 levels in the latter portion of 1960. Weekly hours, however, were cut back straight through the year.

A relatively mild decline in women's outerwear employment took place in the early part of 1960. The number of jobs dipped slightly below the 1959 mark, to the accompaniment of a much sharper drop in the length of the average work week brought about by the division of bundles in the shops. As the recession took an increasing hold, employment began to fall by somewhat greater margins.

The underwear, corset and brassiere sector was different. In the first eight months of 1960, it provided more jobs than in 1959. The margin of gain gradually abated. By autumn it was wiped out. The average

shop worked fewer hours throughout the year, but the spread between 1959 and 1960 dwindled with time.

Bagging employment and working hours were offset in part by increased hourly earnings. However, as the result of a downward pressure exerted by employment conditions, last year's payrolls in women's and children's outerwear were off, while in intimate apparel they barely inched forward. Moderate gains in earnings were registered in all our trades, with somewhat better advances between 1959 and 1960 than in the preceding year.

A MUCH HEAVIER SHARE OF PRE-Easter retail volume will be realized just before the holiday, as was the case at Christmas time. Inadequate selections in the stores, due either to insufficient early ordering or to exhaustion of items most in demand and inability to replenish stocks, are likely to lose sales. There is still time for the retailers to assure that their customers will not leave the stores without buying, but the time is rapidly running out. The placement of reorders now, before the peak of the selling season, will insure to the benefit of the retailers.

Delayed shopping by consumers means that it will occur when the weather is more reasonable with the positive effect on the willingness to buy. The pre-Easter demand for women's and children's finery is more likely to hold up than for most other commodities. Furthermore, the extension of the spring selling season beyond Easter, which has been growing in recent years, maximizes the opportunity to sell the goods without markdowns. Combined with aggressive promotion, retailers thus have an opportunity to stimulate garment volume even before the overall economic upturn.

GOP Delays Jobless Area Aid

The widely-supported area redevelopment bill hit a two-week delay as Senate Minority Leader Everett McKinley Dirksen (R-ILL.) announced a Republican policy of "calculated scrutiny" of each part of the Kennedy program.

A Senate Banking subcommittee headed by Senator Paul H. Douglas (D-ILL.), sponsor of the bill with 43 other Senators, has almost completed hearings, but Dirksen secured delay by insisting that the group hear witnesses from the administration. House hearings remain to be held.

The Dirksen move pushed Sen-

ate consideration of the bill at least to mid-February, after the traditional recess for the Republican Lincoln Day rallies.

The Douglas bill would create an Independent Area Redevelopment Administration, operating with the three re-

starting with \$10 million each. It would provide public facility grants of \$25 million, limited to \$10 million until July 1, 1962.

The bill also would provide for vocational retraining and subsistence payments; technical aid special aid for hard-hit rural areas and a ban on aid to "run-away" employers.

INDIANA SENATE OK'S WRECK-LAW REPEAL; HOUSE FIGHT LOOMS

The Indiana State Senate has voted 26 to 24 to repeal the state's so-called "right-to-work" law, but the repeal bill still faces an uphill battle in the Republican-controlled lower house.

The Senate vote closely followed party lines, with all but one Democrat voting for repeal and all but one Republican opposing the measure.

Senate action came after Indiana's Governor Matthew E. Welsh (D) had urged the legislature to repeal the union shop ban which he described as "a source of controversy and labor unrest without any benefit to the state or its citizens."

Despite the closeness of the vote, the Senate action appeared to have foreclosed any chances of success for right-wing Republicans demands that the "right-to-work" law be "tightened" by adding a ban on agency shop contracts, under which workers not joining the union that bargains for them can be required to pay a service fee equal to union dues.

While Republican Party lines are not expected to hold so tightly in the House, where some GOP members have come out for repeal, the immediate problem facing repeal supporters is how to pry the bill out of the House Labor Committee, which is heavily dominated by conservatives.

Union Book Also Keys Less Rent, More Heat



Celia Guida (center), Local 89 members on part-time counseling service flanked by retired ILGWU Lillian Jacobs and wife Lana, dwellers in apartment house where she helped reduce rent, restore missing heat.

Three ILGWU members and 21 of their neighbors in an East Bronx apartment house discovered recently that union membership pays off in more ways than one.

With the help of Dress Joint Board staff member Dan Acosta and Celia Guida, of Local 89, in charge of the counseling service in the Bronx office, many of them are now paying lower rents and all of them are enjoying dramatic improvements in service.

It all began last October when Local 22 member Anastasia Duduk showed up at the Bronx office with a petition signed by her and fellow tenants complaining of "lack of heat, no hot water, improper lighting in hallways, no garbage disposal service, cracks in wall" and a variety of other inconveniences.

Acosta and Celia Guida promptly investigated, verified the complaints and filed the necessary papers with the Bronx rent control office.

The resulting official investigation turned up the additional fact that many of the tenants, including another Local 22 member, Ruth Marmelstein, were being overcharged.

The result has been rent reductions and a "new deal" that includes proper heating, a regular supply of hot water, improved lighting in the halls and a new superintendent who does a conscientious job of cleaning the house.

Are the tenants pleased? Naturally! And, of course, ILGWU Duduk and Marmelstein and Lana Jacobs, a retired member of Local 25, have a special reason for being pleased. "If it wasn't for the union, nothing would have been done," Anastasia Duduk said. What's more, their fellow-tenants agree with them.

Ed Banyal, director of organization for the Dreamakers' Joint Council, who has also been directing the counseling service in the outlying areas, says that the new service has "won many friends for us among non-union dreammakers and in the community at large."

Back Brotherhood Week

Organized labor will participate fully in the observance of Brotherhood Week, to be celebrated all through the nation February 19-26, under the sponsorship of the National Conference of Christians and Jews, it was announced by William F. Schnitzer, secretary-treasurer of the AFL-CIO, who is serving as Brotherhood Week chairman for the Commission on Labor-Management Organizations of the National Conference.

General David Sarnoff, chairman of the board of the Radio Corporation of America, represents management in this effort to enlist the full strength of American industrial life behind the annual observance dedicated to fair play, justice and tolerance.

"No public observance is closer to the heart of the labor movement than National Brotherhood Week," Schnitzer said.

"Our unions are themselves brotherhoods; many of them retain the word itself in their names. We address each other as 'brother' in our meetings, and we are proud that this old custom has not become old-fashioned."

"Like Americans generally, we have broadened our horizons. We know there are no boundaries to true brotherhood; that to be genuine it must be universal. Obviously the eradication of discrimination based upon race, creed or national origin is an indispensable prerequisite to union brotherhood as well as to the brotherhood of man."

"This is not merely a matter for statements of high principle. It is an obligation we must all fulfill in our daily lives—at work or at play, in our homes and in our communities."

"We in the AFL-CIO are dedicated to that end, and we gladly join all who share this dedication in observing National Brotherhood Week as a symbol of its ultimate achievement."

Upper South Parleys With 6; Impasse at 2 Pajama Plants

Negotiations with two pajama firms in the Upper South Department seem to have reached an impasse, reports Vice Pres. Angela Bamblis, department manager. Meanwhile agreement has been reached with a children's clothing manufacturer and talks continue with six other companies.

In other activities, organizing drives are underway in Richmond, Baltimore and the Eastern Shore of Maryland, a large-scale retail store leaflet distribution campaign has been conducted against Whirlaway Frocks in conjunction with the Dress Joint Council, and a major union label event is scheduled for Roanoke, Va.

Months of talks with the two pajama firms -- Rutledge Manufacturing of Baltimore and Puritan Mills of Roanoke -- have thus far achieved little progress.

A strike vote was recently held by the Rutledge workers, who unanimously voted to walk out if necessary. This followed a series of efforts by Manager Bamblis and the negotiating committee to bring the firm to the bargaining table.

In October the company asked for time to consider a list of demands presented by the union prior to the expiration of the contract on October 30. Some time was granted with the stipulation

that talks should continue. After a number of fruitless attempts to get the firm to resume bargaining Manager Bamblis notified Rutledge that if no agreement is reached by March 1, "we will be compelled to take such steps as we deem necessary to protect the interest of the workers."

Puritan Mills talks have stalled over the issue of retirement pensions for the workers. The company is also holding back on negotiated increases which were scheduled to come into effect January 1. No increases showed up on that date, and the company now proposes in an agreement submitted to the union that increases shall be effective "as of the date of this contract."

Meanwhile in Parkersburg, W. Va., the Yunker Manufacturing Co. has signed a supplemental agreement which closely follows the Juvenile Apparel Association pact. It calls for wage increases for all workers, a

severance pay fund, the use of the union label, and increases in plant minimums identical to increases in the federal or state minimum should such legislation be enacted.

Yunker produces children's clothing, and the 275 workers belong to Local 418.

Contract talks are being conducted with a new shop in Lawrenceville, Va., known as Pretty Maid, Inc. The 10 workers produce children's dresses and are working under conditions established by the Juvenile Apparel Association contract while local terms are being worked out.

Other agreements are being negotiated with Pettit Frocks of Whiteford, Md., Goldman and Company of Baltimore, Cumberland Undergarment of Frostburg, Md. and Rockwood and Salisbury, Pa., Virginia Novelty of Appomattox and Gordon Garment of Bristol, Va.

More than 100 Upper South Department members and staffers have been distributing Dress Joint Council leaflets in front of W. T. Grant stores in Baltimore, Hagerstown, Md., Roanoke, Va. and other cities. The leaflets tell potential buyers that Whirlaway dresses do not bear the union label, and explain that this firm is one of a handful "who refuse to accept the standards prescribed in the industry as a whole."

The union label will be dramatically brought to the attention of Virginians on February 18 when the Upper South Department with the cooperation of Kenrose Manufacturing Co. will present the sewing in of the state's symbolic first union label by the wife of Lt. Governor A. E. S. Stephens.

The Lieutenant Governor, a candidate for Governor this year, will also make a major address, a fashion show will be viewed, and a special showing of the film, "Pajama Game" will be seen. The March of Dimes will receive a donation of 50 cents from each of the 1,000 persons expected to attend.

Goldberg to Push Fight Against Job Segregation

Secretary of Labor Arthur J. Goldberg has announced that he will fight against job discrimination within the Department of Labor and that the President's Committee on Government Contracts "will be strengthened and new vigor instilled into its work."

Money and Business Agent Joseph Rotell.

Duskers Doings

The 25 workers at the Duskers Linen Co. in Dushore will obtain wage increases of 5 percent for piece workers and \$3 weekly for time workers, as stipulated by standard undergarment pact terms. In addition, they'll be covered by holiday pay, health-welfare-retirement, and severance funds.

ILGWU negotiators here were headed by Sol C. Shalvin, Northeast assistant director, aided by Scranton District Manager Cliff Depin.

Organizing efforts at these plants were under the direction of Northeast Field Supervisor Jack Halpern and Pa. General Organizer Sol Hoffman.

200 Recruits in Pa. Enjoy N'East Gains

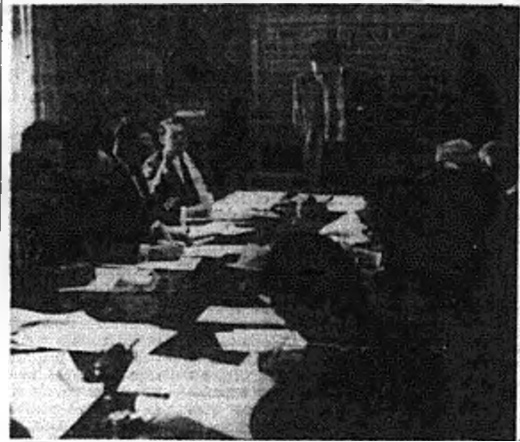
The advantages of unionism were swiftly translated in dollars-and-cents gains and improved working conditions for some 200 newly organized workers employed in three Pennsylvania contracting shops, reports Vice Pres. David Gingold, director of the Northeast Department.

Eighty workers at the Argo Sportswear Co. in Hazleton will benefit through coverage under terms of the metropolitan area sportswear industry agreement that includes wage increases to compensate for the reduction in the work week to 35 hours; employer contributions to health, welfare, retirement and severance funds, basic minimum rates, time and a half for overtime and 6 1/2 paid holidays.

At Rose Marie Sportswear in Tamaqua, the firm's 35 employees come under the State Belt agreement. As a result, they'll get standard pay boosts, paid holidays, as well as the health-welfare-severance funds.

The Argo and Rose Marie contracts were negotiated by Hazleton District Manager Hugh Ma-

Severance Session



Office managers and ILGWU local and regional representatives attend a briefing session called by Welfare and Health Benefits Department to outline methods for processing membership severance pay application. Speaking is staffer Edward Fisher, at his right is Louis Rohlich, department assistant director.

HOW TO BUY

by SIDNEY MARGOUIS

All Ages, Sexes Caught Up In Cosmetic Buying Binge

Founded incessantly by TV commercials for toiletries and cosmetics, U.S. families have gone on a binge of buying such products. There are now expensive "cosmetics" for men, special cosmetics for men, cosmetics and toiletries for children.



Newest snare set out for mature women by the multi-billion-dollar cosmetic industry is "cosmetics." What are they? They're really pseudoscientific products claiming to have medical or miracle ingredients that make women younger-looking. They also take a lot of money from her. New preparations like "Clima, The Freckles Cream For The Priceless Look of Youth," sell for ten bucks a jar.

Or take the Royal Jelly preparations, which still persist in selling widely despite many warnings that they really won't make you look as radiant as a queen bee. They cost \$2.50 an ounce.

Some manufacturers now even put both hormones and royal jelly into "beauty creams" in a kind of shotgun attempt to eliminate "age lines," or at least sell facial cream. Another large manufacturer says vitamins in a facial cream will give dry skin a "moist, fresh look." This company puts vitamins A and D into a complexion cream and dries charges \$1.75 an ounce.

Promotion of these pseudo-medical cosmetics is now braced at moderate-income families too, at lower but still exaggerated prices. For example, the big mail-order houses and five-and tens now sell hormone creams for as little as \$1.25 for a two-ounce jar. That's still four times as much as the cost of standard all-purpose facial creams. (Incidentally, these prices don't include the 10 percent excise tax, which further raises the cost.)

Some manufacturers now even promote a special Royal Jelly cream for daytime use, and one to put on at night.

'Miracle' or Mirage?

Actually there is no medical evidence that so-called medical or "miracle" ingredients in a facial cream are any more effective than creams without them. All that any cream does is temporarily smooth or soften the surface appearance. You can buy a number of good-quality dry skin creams containing lanolin and other oils and fats for 9-15 cents an ounce for various brands. Even olive oil is a good emollient for dry skins.

Soaring teenage spending for toiletries and cosmetics may represent an even greater loss of money in moderate-income families than Mama's increasing use of hair rinses and the pressures on her to buy "cosmetics." Among products teenagers now use abundantly are hair spray, eye makeup, nail polish, home permanents, perfume and, of course, lipstick.

Teenagers are also a target for many preparations sold to "cure" acne and pimples. The Food & Drug Administration has pointed out that there is no easy way to cure acne. It seized a batch of stick-type dispensers of a product promoted to teenagers as "the easy way" to cure skin eruptions. The FDA doctors said the formula would have no value as a spot application for pimples and other skin blemishes.

Since acne preparations sold to teenagers cost as much as \$3 to \$5 and the problem may require other care than merely a medicated cream, it would seem financially and medically worthwhile to first consult a doctor.

Women and girls always have been targets for cosmetics and toiletries sellers. But now grown men, not only boys, are getting into the act. There has been a large increase in the use of male colognes, mouth washes, dandruff treatments, hair tonics and deodorants. About nine out of ten men now use a cologne-type after-shave lotion, one survey found. Similarly, the use of male deodorants has increased 80 percent in the past 10 years.

Needed: 142,000 New Classrooms

DESPITE CHAMBER OF COMMERCE claims that local communities are solving their schoolroom shortages, the U.S. Department of Health, Education and Welfare has reported that the crisis is worse today than it was a year ago.

In a report made public just before the Eisenhower administration went out of office, HEW reported that there was a shortage of 142,100 public elementary and secondary classrooms in the fall of 1960 as compared with 135,200 in the fall of the previous year.

THE SHORTAGE CONSISTED OF 66,100 additional classrooms needed to accommodate pupils in excess of normal capacity and 76,000 to replace unsatisfactory facilities.

"These figures clearly confirm," the Office of Education said, "that the nation is still faced with a serious problem of providing

enough facilities for its public school children."

The additional 6,900 classroom shortage reported by the states may be due in part to a change of standards now being used in determining classroom needs, but the office said that it considered "the reporting by the states this year to be on a sounder basis than ever before."

THE OFFICE ALSO REPORTED THAT the number of pupils in excess of normal classroom capacity was 1,868,000—an increase of 122,000 over the revised 1959 total. It also disclosed that some 685,000 pupils in 36 states and the District of Columbia are on curtailed or half-day sessions.

The report is certain to play an important role in coming Kennedy labor-supported programs for federal aid to education throughout the country.

Montreal ILGers Await Court's Ruling on Alepin

Seventeen contagious ILGers maintained their four-month-old picket line in Montreal this week while awaiting a court judgment due March 1, on 32 criminal charges leveled against their employer, J. Alepin Freres. The charges were filed in connection with an illegal lockout, intimidation of employees and alleged assaults committed on union representatives since last October 14.

The ILGWU members, determined to win better working conditions, have thrust themselves into the role of shock troops in the union's long struggle to organize the Montreal lingerie industry.

About a month ago, the Alepin workers obtained the first arbitration award ever given in the case of a lingerie shop in Montreal. They won a modified union shop; a reduction in the work week with same-take-home pay; a wage increase, vacation pay, welfare benefits; a minimum of seven legal holidays and the check-off of union dues.

Two weeks ago, the 17 forwarded a unanimous petition to Quebec Labor Minister Rene Hamel, requesting his personal intervention in the dispute and asking for reinstatement in their jobs with full compensation as provided by the Quebec Labor Relations Act.

Bridgeport COT Marks 10 Years Of Credit Union

For the past decade, members of Bridgeport Local 141 of the Cloak Out-of-Town Department have been the beneficiaries of their own Credit Union. Last month, they marked the group's 10th anniversary with a dinner, reports Vice Pres. George Rubin COT general manager.

At this event it was reported that the credit union's total assets are close to \$35,000 and active loans are at about \$41,000.

Honored at the affair were the credit union's officers: Michael Abruscato, president, who also heads the Bridgeport Chapter of the Connecticut Credit Union League; John Marazita, vice president; Joseph Bellone, secretary; Rose Abruscato, treasurer and executive board members Armina Knight, Ralph Marazita, Vincent Peluso, Anthony Provenzano and Marge Karakle.

N.Y. Corset Workers Set To Initiate Union Label

Members of New York Corset and Brassiere Local 32, who attended the organization's meeting at Roosevelt Auditorium, received union label plastic rain bonnets and copies of the label booklet, "Ready to Serve."

These, Manager Max Goldenberg stated, dramatized the fact that the local will inaugurate use of the union label at a ceremony on March 1.

Jennie K. Ratney Dead; Was Cloak, Dress Aide

Jennie K. Ratney, well known to many thousands of New York cloakmakers and dressmakers because of the secretarial position she held as secretary to the managers of the Cloak and Dress Joint Boards, died February 2.

She was the wife of Fred Ratney, business agent in Cutlers' Local 16. Mrs. Ratney was born in Brooklyn in 1904 and took her first secretarial job with the Cloak and Dress Joint Board in 1922. She was for many years secretary to Julius Hochman, general manager of the Dress Joint Board.

Chalk Up Tri-State Raises In Eastern Region Renewals

Nearly 400 garment workers employed in six shops in New York, New Jersey, and Connecticut won pay increases and improvements in working conditions through recently negotiated contract renewals, reports Vice Pres. Edward Kramer, general manager of the Eastern Region.

Featured among the renewals was a 10 percent increase plus severance pay coverage and six guaranteed paid holidays.

Days won in the Local 162 agreement with Ralston Dresa of Ralston Bpa, N. Y. At R. Hanchrow of Yonkers.

Local 132's pact calls for piece rate yields of 55 percent above the related price, increase in shop minimums, and 5 1/2 guaranteed paid holidays.

Nutmeg Hikes

The contract between Local 167 and Ralston Robes of South Norwalk, Conn., provides for a 8 percent increase to be added to the percentage above the settled price, upgrading of shop minimums, 6 guaranteed paid holidays, and a Christmas bonus up to \$50.

Meanwhile, in New Jersey, Local 145 signed agreements with Jay Tee Manufacturing Co. of Lodi, Lynch Novelties of Lyndhurst, and Michael Chinnel of Garfield that called for increases in shop minimums, 5 percent wage increases, guaranteed paid holidays and additional percentages to health, welfare, retirement and severance funds.

non-profit project aimed at making available, at a reasonable rate, hotel-type accommodations for retirees and others. At present the enterprise is operating the former President Madison Hotel in Miami Beach.

The board authorized its affiliates to make a total investment of \$200,000 which would set aside 50 double-occupancy rooms in this first Four Freedoms hotel which would then be available at the low monthly rate of \$125 per person. (Justice will carry additional information in a future issue.)

"Giants": The GEB gave special attention to a consideration of the development of larger firms in the women's apparel industry. In terms of contract problems, discussion centered on recent negotiations with the giant Bobbie Brooks firm. As previously reported, the attempt is being made here to establish a master agreement with the firm which in turn would establish equitable terms for each of its many affiliates in different parts of the country.

Political: The two aspects of ILGWU political action examined were legislative drives and the Presidential election. It was pointed out that the vote of the Liberal Party in New York State, especially rallied by the huge Seventh Avenue mass meeting, was crucial in gaining the Kennedy victory.

Political Director Tyler pointed out that the victory in Congress was marginal and that legislative efforts for more schools, homes, aid to the aged, minimum wages, civil rights, aid to depressed areas and other liberal legislative targets will require constant vigilance and support. To help in this, the ILGWU board named Evelyn Dqbrow to be the union's legislative representative in the nation's capital.

Puerto Rican Center: In line with its traditional policies, the ILGWU has decided to participate in the creation of a Puerto Rican Cultural Center to be built at 110th St. and Fifth Avenue in New York City. Such a center, receiving the support also of the entire labor movement in the city, can become a decisive force in the enrichment of the lives of thousands and thousands of newcomers to the city. The ILGWU is contributing \$25,000 for the building of the center.

Other Reports: The members of the GEB also heard reports on severance pay, jurisdictional overlapping (prepared by Morris Bagno), recent legal developments (presented by General Counsel Morris P. Glushko), economic trends (presented by Research Director Lazare Taper).

GEB Scans Trade, Pacts

(Continued from Page 3)

the season and the early occurrence of Easter, the GEB directed that (1) the Dressmakers' Joint Council shall not extend the current agreement beyond its February 28, 1961 expiration date and (2) as much as we are anxious to avoid a walkout, the Dressmakers' Joint Council shall immediately begin to prepare the machinery for a strike in the event that a satisfactory agreement is not reached before the expiration of the contract.

The GEB also considered the situation of a small group of large dress firms with contracts throughout the country. Dress employers have raised this as a problem. Pres. Dubinsky expressed the view that the problem was exaggerated and in any case could be dealt with in a manner to eliminate unfair advantages.

In this connection, the following position, as expressed by him, was approved:

The General Office will consent to the making of agreements directly with firms that cut across established jurisdictional and regional lines insulating that these contracts, provide (1) work and wage standards not inferior to those in the dress industry collective agreement; (2) procedures for settling prices or enforcement of a promulgated schedule; (3) designation of contractors.

No such agreement is to be made by any department without consulting with Pres. Dubinsky, or General Secretary-Treasurer Louis Sulberg.

Economic Conditions: In his summary report, Pres. Dubinsky pointed out that economic conditions in the garment industry had been noted in President Kennedy's State of the Nation address to Congress in which he reported employment as being down.

This, he added, was substantiated by the ILGWU's research facilities which indicated that despite fluctuations, garment industry employment had slipped in some areas.

Government sources reporting on all branches of the industry, non-union as well as union, said that for the 11 months ended November 1960, apparel production employment fell nearly 3 percent below that of the comparable 11-month period in 1959.

Earnings of unionized garment workers, in general, were maintained largely through the strength of hourly earnings. But the decline was not confined to large garment centers. Regional reports submitted by the vice presidents showed that the drop in the volume of work, reflecting general economic hesitancy, was felt in all of the union's eastern regions and departments.

Organizing: Regional and department reports showed the effects of economic and legal restraints on organizing activities. Pushing ahead under adverse conditions, modest gains were made. The Eastern Region, since the

August GEB meeting, added 35 shops with 960 workers. Cloak Out-of-Town 11 shops with 270 workers, Northeast Department 32 shops with 2,565 workers, Midwest 2 shops with 75, Central States 3 with 170 workers, Southeast 3 with 875 workers, Pacific Coast 10 with 225 workers and Canada a score of shops.

Educational Programs: The GEB acted affirmatively on the recommendation of Gus Tyler, educational director, that both the day and evening sessions of the ILGWU Training Institute be suspended for the next school year and that during that period the Educational Department attempt the development of a less formal, more specialized training programs, tailored to the special needs of the union and to the special functions of such individual posts as business agent, organizer, educational director, etc.

In asking for the one-year discontinuance of the institute, its director described how new restrictions on organizing have affected the problem of placing graduates. He said that difficulty in placement began over two years ago when some 130 were already on ILGWU staff. Last year, some locals and departments indicated they were not in a position to absorb additional graduates. The impact of Landrum-Griffin and Taft-Hartley changes was being felt.

The same new circumstances reduced the opportunities for transfer of graduates who were either uncomfortable with present assignments or were the "wrong man" for a particular assignment. One result has been that out of 18 graduated in June 1960, 5 have been dropped and 2 or 3 more may soon be dropped.

Verbal Exchange



Student leaders from universities and schools in Brazil visiting the United States under government sponsored exchange program discuss aspects of trade unionism during tour of ILGWU General Offices. At left is Dr. Ralph Reuter, assistant director of Education Department, chairing discussion session.

GEB Acts on 'Union Within Union'

(Continued from Page 1)
while these are not involved in shaping and enforcing union policies, business agents and organizers are. Even those among them who have never worked in the garment trade are eligible to attend ILGWU conventions as delegates and are thus in a position to influence union deliberations.

This is in contrast to the situation in the AFL-CIO which shortly after the merger of its forces in 1955 and in the special circumstances developing from it, recognized a union of its organizers. These organizers are not members of the AFL-CIO which they serve, nor are they eligible to participate in its conventions.

In addition, the attempt to organize the ILGWU General Office staff is aimed not only at organizers but also at business agents, creating ethical considerations and conflicting interests. Involved is a principle vital to the sound operation of the ILGWU and the service to its members, and the ILGWU will therefore pursue this issue through every available channel of appeal.

Sand Ultimatum

The effort of FOUR to enroll General Office staff was kept a well-guarded secret until word of it broke in an exclusive story in a Boston newspaper on December 18. First official word of it was received at the General Office on Monday, December 19 in the form of a telegraphed ultimatum to Pres. David Dubinsky. Curly, the message read:

"This is to advise you that a substantial majority of the General Office field staff employees listed as organizers in the ILGWU annual financial report have authorized FOUR to represent them as their agent in all matters affecting their wages and

working conditions and FOUR hereby requests recognition as the exclusive bargaining representative for all field staff employees listed as organizers on the ILGWU General Office staff."

"In the interest of the welfare of the ILGWU and of a harmonious and constructive relationship, we offer to submit to an impartial card check to prove our majority status. We must advise you that if we do not receive a favorable reply to this offer during the week of Dec. 18, 1960, our membership has instructed us to petition the NLRB for a representation election."

The ultimatum gave Pres. Dubinsky 4 days in which to make "a favorable reply" or else. It was signed by the following as the executive committee of FOUR: William Karker, Winifred Lippman, Marvin Rogoff, Constantine Bedares and Martin Waxman.

President's Reply

A letter from FOUR, signed by Bedares and Rogoff and dated December 28, requested an appointment with Pres. Dubinsky. His reply, dated December 30 and addressed to Rogoff, declared:

"Your letter deals both with allegations concerning certain grievances and with the nature of your organization."

"As to your allegations concerning grievances, you are certainly aware and were recently advised that the door to my office has always been open to any individual or any group. That policy still stands. However, it should be made clear that the record shows that not one of the persons involved in your group has come to me with any complaints or any problems."

"Insofar as your complaints are concerned, I am, as I have always been, willing to see you, any other individual or any other group. All that is required is a call to my secretary for an appointment."

"Your request to discuss a union within our union concerns an unprecedented matter which involves an important policy decision by the ILGWU. This is a matter upon which only the GEB has authority to act. On Dec. 13, the Fourth Meeting of the GEB was scheduled to take place the week of Jan. 30 in Atlantic City. The entire matter will be placed on the GEB's agenda. Should any individual or committee wish to appear before the GEB on this matter, I am certain that the board will, as has been its usual practice, make such an opportunity available."

"Your letter states that you have made every effort to contain the situation within the family of the ILGWU and to avoid the involvement of any outside agency and the publicity that attends such recourse. These sentiments are laudable. However, we must in candor inform you that we find these words hard to reconcile with the ultimatum you presented to us, the action your group has taken before the NLRB and the publicity which it has sought and obtained in the public press."

In a letter to all regional directors, dated December 29, Pres. Dubinsky included the text of the Bedares-Rogoff telegraphed ultimatum, declaring that its full text "will serve to inform you of a move on the part of some officers and staff members to organize a union within our union."

He emphasized, by underlining, that part of the telegram reading "we offer to submit to an impartial card check to prove our majority status," and "if we do not receive a favorable reply to this offer during the week of Dec. 18, 1960, our membership has instructed us to petition the NLRB for a representation election."

This letter to the regional directors then concluded as follows: "This development creates a sit-

uation never experienced in the history of our union. It therefore involves an important policy decision on our part. I have refrained from making any decision because I have no authority to act in such a situation; this is a matter for the GEB to consider and decide upon. On December 13, the New York Board scheduled the Fourth meeting of the GEB to take place the week of January 30.

"As you are aware, it has been the practice of our union at this time of the year to review payroll matters. The review of the payroll in every respect will be held in abeyance pending the formulation of a policy by the GEB at the end of January."

"I am sending you this information for your guidance in the event you should be questioned by any of your staff who may have expected a wage adjustment at this time."

Hearing Held

Bedares had been discharged for unsatisfactory service from the staff of the Eastern Region on December 8, 1960, before FOUR had become organized and before his existence had become known. He made a personal appeal for review of his discharge. A hearing was held in the General Office for more than 10 hours on January 18 and 23 before a committee composed of Vice Presidents Julius Hochman, chairman, Howard Molinari and William Ross.

Bedares and scores of witnesses appeared before the committee. It was unanimous in finding the discharge of Bedares was fully justified. Last week, emerging from the NLRB hearing, Bedares was reported by the Herald Tribune as saying "he considered the ILGWU 'hypocritical' guilty of failing to practice the principles it preaches, and in effect, playing the traditional part of the ne-gardly employer."

On January 4, the ILGWU also pointed out to the NLRB that it had no policy in the matter of a "union within the union," never having been confronted with it in its 61-year history. It informed the board that a policy would be formulated at the GEB meeting in Atlantic City.

On January 27, Pres. Dubinsky received a telegram signed by Bedares and Rogoff saying they would appear before the GEB on January 31. Pres. Dubinsky replied immediately, repeating his advice that "any staff member may appear next Tuesday afternoon individually or as a committee on behalf of other staff members to present their problems but not on behalf of any organization which has not been recognized by the ILGWU." He also repeated that "since Bedares is no longer a staff member, he cannot appear on this matter."

GEB's Reply

On Monday morning, January 30, another telegram from Bedares and Rogoff, defying the directions of the President of the ILGWU, declared the two would head the committee to appear before the GEB.

The contents of this telegram was put before the first session of the GEB. The board then authorized General Secretary-Treasurer Louis Stulberg to reply to Rogoff in its behalf as follows:

"The GEB approved the contents of the President's reply and reaffirmed that no staff member may appear before it on behalf of any organization that has not been recognized by the ILGWU and therefore if any staff member persists in appearing on behalf of FOUR permission to appear will not be granted. However, if any staff member desires to appear individually or as a member of a committee to present any problem affecting staff members they may do so. In that event, only those who are

GEB Statement on 'Union Within Union'

Full text of the policy statement on a union within our union, formulated by the General Executive Board and made public February 6

The General Executive Board of the International Ladies' Garment Workers' Union, at its regular meeting in Atlantic City, N. J., last Friday, carefully considered a request for recognition of an organization claiming it has enrolled some staff members among ILGWU business agents and organizers.

For many years, the ILGWU has negotiated with unions representing its clerical, emmental and like employees. But in the 60 years of its existence, its business agents and organizers have always been considered as the very spirit and soul of the union, as missionaries in labor's crusade and not simply as employees engaged to perform a job for pay by an employer called the union.

Between them and the union they serve there has never been a barrier such as divides employers and employees, and as a result many of them have been able to rise to top posts in the ILGWU. It is our considered view that a "union within a union" inevitably must evolve into a factional caucus directed at control and determination of union policy for its own special and private interests.

We look upon any organization of personnel in the above categories as a violation of the traditional spirit of our union and the labor movement in general. We are convinced that such an organization would be an instrument of internal dissension and strife, bound to undermine the standards and welfare of the ILGWU and its members.

Nevertheless, because staff members engaged in organizing unorganized workers have only minimal impact on the shaping of union policy, we have instructed the ILGWU legal staff not to oppose representation proceedings seeking a bargaining unit if it is limited only to staff organizers employed by the General Office of the ILGWU.

But the duties of business agents are directorial in nature. Business agents are entrusted not only with contract enforcement but also with providing guidance in the discussion and determination of union policy. In many instances and communities they are the spokesmen for the union. In their work they are the embodiment of the union. Anyone in this category bargaining collectively with the ILGWU would in effect be sitting on both sides of the bargaining table. The GEB has, therefore, instructed the ILGWU legal staff to oppose recognition of a bargaining unit in this category.

The board has also designated a Review Committee on personnel matters. On a continuing basis, this committee will consider grievances and suggestions of any officer or staff members and will make recommendations on wages and other personnel problems to the GEB.

The Review Committee consists of Vice Pres. Charles S. Zimmerman, chairman, and Vice Presidents Hensch Mendelsohn, Morris Bialis, Harry Greenberg and William Ross.

staff members of the ILGWU will be permitted to appear before the GEB."

Tuesday afternoon Waxman, J. W. Mitchell and Bernard Cohen appeared before the GEB. Rogoff remained of his own accord with Bedares outside the meeting room. The board listened to the three staff members make voluntary statements. Questions were then put to them by some members of the board and by Pres. Dubinsky.

At subsequent sessions, the entire matter was carefully considered, and the GEB formulated a policy which it made public on Monday, February 6.

John Giardina Mourned; Long Active in Local 89

John Giardina, veteran member of Italian Dressmakers' Local 89 and a price adjuster since 1956, died on February 9. He was 64.

Giardina came from an ILGWU family. His brother Salvatore is a business agent in the South Jersey-Philadelphia area, and another brother, Joseph, is a member of the Local 89 General Council and chairman of the Bronx District Council.

Giardina performed yeoman picket line service during early organization drives, and was a member and eventually chairman of the local executive board.

Kaplan Ass't. Mgr. Of Boston Jt. Bd.

Milton Kaplan has been named the new assistant manager of the Boston Joint Board, it was announced by Vice Pres. Philip Kramer, manager of the board.

Kaplan became a business agent of the Boston affiliate in 1955, and won re-election to that post in 1956 and 1959. He also held office in Local 73, and served as chairman of that unit's board of directors.

Among his other activities, Kaplan in recent years has been regional vice chairman of the Jewish Labor Committee. In 1956 he was given an award of merit for his work on behalf of the Combined Jewish Appeal, and has been designated co-chairman of that group's labor division for the 1961 drive.

Quinn Heads N.Y. Labor Campaign for Red Cross

James C. Quinn, treasurer of the New York City Central Labor Council, AFL-CIO, has been appointed labor committee chairman for the 1961 fund campaign of the American Red Cross in Greater New York.

Education Service Offers Lincoln Work

Current events tops the wide range of subjects covered every Thursday evening at the ILGWU Education-Recreation Center, High School of Fashion Industries, 223 West 24th St., between 7th and 8th Avenues, according to Education Department Secretary Patricia Cohn.

Recreation and folk dancing

follow the discussion sessions, which begin promptly at 8:10 P.M. A paperback, illustrated biography of Abraham Lincoln by Stephen Loring is being offered to members at special rates in commemoration of the Great Emancipator's birthday. Those interested should contact the Book Division, 1118 Broadway, New York 19, CO 3-7808.

Personnel

(Continued from Page 2)

New York dress situation: the amount of the increase is also referred to this review committee which consists of Vice Pres. Charles S. Zimmerman, chairman, and Vice Presidents Hensch Mendelsohn, Morris Bialis, Harry Greenberg and William Ross.

2. A committee on organizational structure is to review the present system of carrying departmental personnel on the payroll of the General Office and is to consider, if it should be revised to provide for a decentralized system under which this personnel would be on the payrolls of the respective departments, regions and locals. With respect to those affiliates not financially able to assume this responsibility, the General Office would consider advancement of loans. The committee is also to review the method of selection of field staff members and officers. Members of this committee are General Secretary-Treasurer Stulberg, chairman, and Vice Presidents Charles Kreindler, David Ginkoff, Edward Kramer and Frederick Riems.

3. A staff membership committee is to review the policy by which training institute graduates who become business agents were eligible for ILGWU membership after one year and could join the staff retirement fund after 14 years.

The extension of the privileges to educational directors is also to be reviewed and the next GEB meeting is to receive a report by the committee on whether the policy is to be continued, amended or changed on the basis of certain categories of officers. The committee is composed of Vice Pres. Howard Molinari, chairman, and Vice Presidents Louis Nelson, Samuel Otto, Moe Paltzman and Philip Kramer.

CUTTERS COLUMN

Press Defense of Standards, Pact Enforcing in Dress Talks

Enforcement of the agreement and maintenance of established union standards is the key factor in the current negotiations for renewal of the dress agreements, Vice Pres. Moe Falikman, manager of Local 10, declared at a membership meeting on February 4 at Manhattan Center. This was held to apply to the specific demands of Local 10 as well as those of the Dress Joint Council. Over a thousand members braved a stormy evening to attend the meeting.

Local 10 was concerned, Falikman said, to secure for the cutters the work they should have which should not be lost to them by diversion into other channels; and such work should be had, he said, under the wage and working conditions in the agreement.

This accounts for the stress he has placed, during the conferences, on writing into the agreement certain provisions that will plug up loopholes for diversion of work and evasion of standards.

The Local 10 chief specifically emphasized the clause in the agreement prohibiting manufacturers or jobbers from sending out piece goods to contractors who do not maintain cutting facilities or sending work to contractors in excess of their facilities for cutting. Experience has shown that cutting work was lost to Local 10 members through such practices that are now sought to be prohibited and made violations of the agreements.

Falikman noted that, when the dress agreements are ultimately renewed, Local 10 and the Dress Joint Council have agreed to appoint an individual to have charge of investigations in out-of-town shops, particularly in Connecticut and Pennsylvania, for the specific purpose of enforcing those provisions which are designed to protect the work that should be performed by members of Local 10.

In addition to the emphasis on enforcement, the union was also pushing the substantive demands for a wage increase, a rise in employer contributions to the health and welfare fund, and 7½ guaranteed paid holidays.

Should no agreement be reached by February 28, when the agreement expires, the union is set to adopt the

policy of "no contract—no work."

Despite an early Easter, work in the coat and suit branch is unsatisfactory. Nevertheless, the union has requested a wage increase for the workers in the trade under a clause in the agreement permitting it to make such a request during the term of the agreement if the cost of living index goes up 5 percent. Any increase obtained by agreement with the employers or by decision of the impartial chairman would not take effect until next season.

Faler Named

The death of Moe Burwick, long-time active and dedicated member and business agent of Local 10 in the Miscellaneous Division, left a vacancy open which was recently filled when William Weiss was transferred to the post from Brooklyn. Designated to fill Weiss' post in Brooklyn was Jack Faler, who has served as vice president of the local for the past 10 years.

At various times during the absence of Pres. Winick, he has presided at membership meetings. He joined the organization in 1930 and later became a delegate to the Central Trades & Labor Council. He was in the Army from 1943 to 1946. Now in his forties, Faler is married and has two children. He is a popular figure in Local 10.

The new 20 week semester of the class in grading sponsored by Local 10 recently got underway with two classes comprising more than 30 members. This is the seventh year that the classes are being offered by the local.

Assistant Manager Harry Shapiro recently received a committee of members of the class that completed the course last month who, on behalf of the graduates, expressed appreciation for excellent instruction they had received and the knowledge they had gained which would help them to advance as more skilled and better paid workers in the trade.

FREE LABOR GROUPS HIT DICTATOR FRANCO ON UNION OPPRESSION

The two leading labor organizations of the free world have joined hands in an unusually sharp denunciation of the Franco dictatorship in Spain for its denial of basic freedoms and of the right of workers to organize in unions of their own choice.

The two—the International Confederation of Free Trade Unions and the International Federation of Christian Trade Unions—issued a joint statement of "solidarity and support for the workers of Spain."

The two organizations, which represent the world's entire democratic trade union movement, declared:

Assail Franco Union

"More than 20 years have passed since the government of General Franco seized power in Spain by force of arms, and this same government is now intensifying still further its police measures and its trade union persecution."

They then jointly declared that they will "never recognize this regime as expressing the will of the Spanish people, that they will agree to no compromise with the Franco government and its so-called national-syndicalist organization, and that they will never recognize the leaders of this so-called trade union movement as being responsible representatives of the workers."

Staff Appointments Announced by Board

A number of staff appointments and changes were announced by the ILGWU General Executive Board at its recent meeting in Atlantic City. These include the following:

Dr. Meyer Rosenblum, for the past 13 years medical superintendent of the Union Health Center in New York City, was named to succeed Dr. Leo Price as director of the center. Dr. Price's resignation was accepted last June.

Dr. Rosenblum, who is 54, is a specialist in public medical health. A graduate of the University of Vienna Medical School, he received his Master of Public Health degree from Columbia University and served six years with the U.S. Army during World War II.



Evelyn Dubrow

Milton Arena was named as lay director of the health center. In this capacity, he will be concerned with the administration of the non-professional staff of the center, while Dr. Rosenblum will be in charge of the professional staff. Arena, who is 44, has worked for

the Amalgamated Laundry Workers' Health Center as administrative director since October 1934.

Max Zimny and Julius Topol were named ILGWU assistant general counsels. Zimny, with the ILGWU Legal Department since 1938, is a graduate of Brooklyn College, attended Brooklyn Law School Cum Laude and New York Graduate School of Law. He was in private practice for two years, worked for the Textile Workers' Union 1932-34.

Topol, who graduated from Boston College, also attended Boston College Law School, passed the Massachusetts Bar in 1941, served three years in the Navy. He was an attorney with the NLRB for 14 years in Washington and Philadelphia before coming to the ILGWU in 1935.

Evelyn Dubrow, who for the past five years has been executive secretary of the ILGWU Political Department, has become the union's first legislative representative in Washington. Her duties will keep her in the nation's capital a good deal of the time. That is where thousands of ILGWU members, coming for a day with their representatives, have generally made her acquaintance. She is one of the most effective liberal lobbyists on the Hill.



ILGWU General Counsel Morris Glushkin (left) with Julius Topol and Max Zimny, named assistant general counsels by GEB.



Dr. Meyer Rosenblum, recently appointed by the General Executive Board as director of the ILGWU Health Center in New York City.

"A Union Within a Union"—?

(Continued from Page 12)
movement but for the individual organizer or business agent involved.

In recent years, organizing work has been the training school for practical leadership in our union. Virtually all organizers moved on to become business agents, where policy-making responsibilities were greater, and from there on to higher posts.

But now what happens if there is a "union within a union," let us say, a "union" of organizers and business agents. Such a "union" is on the other side of the bargaining table from other officers, such as managers, directors of organization, etc. Within the "union" of organizers and business agents there will undoubtedly be some who come to the top as leaders of that "union," some people of ability.

The leaders of the "union within a union," if they are worthy of their responsibility, should be the kind of people who could play a major role in the ILGWU or the labor movement as a whole. But surely, if these people of ability hold top responsibility for representing their "union" against "management," in the form of the leadership of the ILGWU, these leaders of the "union within a union" would not wish to violate the trust of their followers by reaching out for leadership posts in the ILGWU.

To do so would constitute a crude conflict of interest. In the ILGWU, for instance, we provide

that no one who is an officer of our union may jump the fence and go over to management's side in this industry. Surely, "the union within a union," wanting to abide by this minimal ethic would not want leaders who are looking for "management" posts within the ILGWU.

ONE OF THE BASIC PRINCIPLES of American life is the democratic idea that there shall be no second-class citizens and no super-citizens. The "union within a union" attempts to create a class of super-citizens in the ILGWU, with privileges enjoyed only by members of this new organization. As officers of the ILGWU, who are in a legal position to influence the vote of many members for convention delegates, its members could directly influence the policy and top officers of the ILGWU. This is their right as members and officers of the ILGWU. But then these same members and officers ask for the extra privilege of the super-citizen by claiming that they are merely "employees" entitled to job security, bargaining rights, a continuing organization with a treasury, etc.

Whereas all other members and officers of the ILGWU have just one crack at shaping policy—namely, as members with a vote and that includes institute graduates and non-trade additions after their first year on staff—the super citizens of the "union within a union" want two cracks at policy making: once as members and officers

working on the inside and then again as employees working on the outside through labor boards, bargaining, perhaps even strikes.

In a bargaining situation, these super-citizens would be in the position of sitting on both sides of the bargaining table, a super-privilege enjoyed by no other set of workers or employers in America.

I am not here discussing the question of whether members of the ILGWU have grievances that deserve redress. I am certain that there are such grievances—real and imagined. And I believe it is one of the responsibilities of the ILGWU to use existing and develop new channels for handling such problems. I am discussing concepts of the labor movement, matters of faith and principle and this strange and unprincipled desire by this group to sit on both sides of the bargaining table.

PERHAPS EACH GENERATION must make its own mistakes in its own way. I am certain that most of those involved with this group are not acting out of evil motive, whatever may be their limited present understanding of this problem.

Nevertheless, I feel that it is our responsibility to spell out the deeper meaning of this "union within a union" so that those who wish to give the matter thought may have the advantage of our experience and thinking, and, if we may be permitted the liberty, our deepest feelings in this matter.

JUSTICE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

EDITORIAL PAGE



"A Union Within a Union"—?

A number of organizers and business agents on the staff of the ILGWU have formed a group called the Federation of Union Representatives and have requested recognition from the General Office of the ILGWU for the purpose of collective bargaining. The press has referred to this group as "a union within a union."

The odd concept of a union staff organizing to bargain with the people they represent has stirred some comment in both the general and labor press, as it properly should, not only because "a union within a union" raises some serious new questions in the area of collective bargaining but also—and mainly—because such a development raises even more serious questions about the real character and purpose of the labor movement.

The discussion has dealt with the rights of union officials to a bargaining unit under the law and with their constitutional rights under the regulations of the ILGWU. But more important is the whole concept of the labor movement that underlies the thought of "a union within a union."

WHAT IS A UNION?

One theory is that a union is a business. The members pay dues which is the price for services from an outfit called a "union." Under this business idea of unionism the top officers—the president and general executive board—are merely the board of directors of a corporation, rendering certain paid services. And the other officers of the union—organizers and business agents—are mere employees of the corporation, like salesmen and store supervisors.

There is another theory that a union is a crusade, a movement, a banding together of working people to defend their interests and to promote the general welfare of the community and the world in which they live. The dues paid to the union is not a price for a commodity but a means of "chipping in" to strengthen the common instrument of the working people in the struggle for a better world.

By this concept, the top leadership is not a board of directors—"owners" of the union—but rather the mouthpiece of the workers; organizers and business agents are not paid salesmen and store supervisors working for salary or commission but rather missionaries out to convert the unorganized and representatives voicing workers' needs and wishes and guiding the membership they represent.

The idea that a union official is just a job-holder has always been repulsive to the ILGWU. Addressing the 1938 class of Training Institute graduates, I said to them: "We have been able to teach you a few skills drawn from the accumulated experiences of oldtimers. But what you need most we cannot teach you or give you. That is a heart."

"If you have a heart, if you have spirit, you will make good. Then your job will be more than a job. It will become a way of growing as you help and serve others. We told you when you came to us that if it was only a job you were looking for, you were in the wrong place."

THE BASIC PREMISE of this new organization is that a union official is just another kind of employee and that a union is just another kind of employer. Hence, the idea of "a union within a union" is narrow, commercial business unionism carried to the extreme.

In its appeal for support, this new organization told the press that the staff members of the ILGWU it claimed to represent simply want for themselves what workers in the garment industry already enjoy—namely, a union, recognition and a contract.

For 60 years, no such "union within a union" was ever proposed in the ILGWU because it was totally contrary to the whole spirit of a dedicated labor movement. The argument of this new organization is very appealing and even convincing if one recognizes no difference between a union and a corporation—in exactly the same way as anti-labor reactionaries see no difference between a union and a corporation when they ask that the anti-trust laws be applied to unions and that

From a talk delivered by Pres. David Dubinsky at the meeting of the ILGWU General Executive Board in Atlantic City during the week of Jan. 30.

laws on corporate political contributions be applied to unions.

Because the ILGWU has always stood for a missionary concept of the labor movement, we have also always had a concept of the union leader as a leader of masses and not as a paid mercenary or as one engaged in a business for self-aggrandizement.

I spent time in a Czarist jail because I was part of a struggle to free people, not because I was paid to agitate. The founders of the ILGWU starved themselves into sickness and death, faced beatings and crippling, gangsters and prisons because they felt that this was their responsibility to their consciences and to their fellow workers. Never did it occur to us that, in facing these sacrifices, we were grasping for a "job."

If it was a job we wanted—with the usual benefits of shorter hours and greater income—we all could have had such "jobs" because over the years the offers to leadership elements of our union to take well-paying management positions have been plentiful. We chose to stay with the labor movement not because it paid better, not because it offered more security, not because it offered greater leisure but because it was our dedication, our struggle, our belief—our very lives. What a bitter joke that we are now characterized as "management" in relation to our comrades-in-arms.

IN RECENT YEARS, it has not been easy to find dedicated souls for our movement. The times seemed to be working against us. At one time, there was a great reservoir of such people—both inside and outside our trade. There were great "outsiders," such as Meyer London and Morris Hillquit, brilliant lawyers and leaders of the people who were as close to the inner working of our union as any of the foremost leaders who rose from the shops. From within our industry ranks came devoted workers, men and women who were ready to give, and did give, their lives to the union.

But as time passed, the reservoir began to run dry. Outside our industry, fewer young men and women with a passion for a dedicated life were growing up in America. Against this background of what one economist called the "affluent society," it has become ever harder to find dedicated people.

Yet no union in the world is as clearly identified with the search for dedicated leadership as is the ILGWU.

The ILGWU was the first and probably the only one to open the door to its officer ranks to men and women who did not necessarily come from the garment factories. If a man believed in, understood, and was ready to give his life to the labor movement, we counted him as one of us—whether he had been a lawyer, an accountant, a miner.

In 1950, this search for the dedicated was formalized in the establishment of our Training Institute. Some of those in this training program came from our trade; others came from the colleges, the progressive movement or other unions.

More than 130 graduates of this Training Institute are on the staff of the ILGWU. Together with those who have been drawn from the shops and those who are neither from the shop nor the institute but have come to us directly from other trades, unions and professions, they are serving devotedly as organizers, business agents, assistant managers, managers, organization supervisors, state directors, assistant department directors and even as vice presidents of our union.

For this policy of allowing "outsiders" to hold leadership posts in the ILGWU we have been criticized in the past. Now, because of this "union within a union" the criticism has been renewed. It is being charged that the "outsiders" are responsible for bringing into the ILGWU this alien concept of business unionism.

The truth is that within the ranks of this new organization there are "outsiders" and "insiders." And opposing them are also both "outsiders" and "insiders." The argument against the "outsiders" is therefore not valid for they, too, have performed useful service in our union in the same spirit as shown by its pioneer founders.

The difference is not between "outsiders" and "insiders" but between those who think of the union as a business and those who think of the union as a movement.

THROUGH THE YEARS, various individuals have expressed a variety of grievances over compensation, promotions, recognition, placement, etc. And for 60 years, such problems have been dealt with through the normal channels of the union for which our constitution makes ample provision.

This is how this matter has been dealt with by the ILGWU for over six decades; this is how it has been dealt with by the entire labor movement around the world—by every dedicated order, such as organized religion, for many hundreds of years.

It is indicative of the concept of unionism held by this "union within a union" that it chooses to find a solution for its grievances—and undoubtedly these may exist—through a separate organization rather than through the established channels of the ILGWU.

When individual members of this group, appearing before the General Executive Board of the ILGWU, were asked why they did not bring their grievances to their superiors and through regular ILGWU channels, they replied that to do so would be improper since it could only lead to the adjustment of individual or departmental grievances. Claiming to seek a general settlement they chose to bring their petition through an outside group as the only proper path.

By this logic, an organization of business agents and organizers is made a principle whose very existence is more important than the adjustment of wages, fringes or grievances.

The truth is that there is not and there never has been any such principle that union leaders in minor positions should demand collective bargaining relations with union leaders in major positions. In the past when some union leaders did not like the way other union leaders ran the affairs of the organization—whether in the matter of wages, politics, or internal administration—the discontented group organized a faction, a caucus, a group within the union to win control of policy.

Such groups did not masquerade as "unions," operating with the rights and privileges of the National Labor Relations Act. Such groups were honest movements of the "outs" against the "ins," with one side or the other victorious and in control of policy positions.

But such "opposition" movements did not make a mockery of both unionism and democratic practice by calling their faction a "union" intent upon bargaining rights with a "management" group composed of their fellow union officers. And when such "factions" did set themselves up as separate "unions," they were clearly identified as dual unions—as in the case of the Communists in the 1920's.

THE PRESENT DISCOVERY of the "principle" of a "union within a union" can only be prompted by the commercialism of our times, in the case of some people, and by a desire to camouflage a union faction, in the case of other more ambitious people seeking a shortcut to power.

In either event, the people who must, inevitably, be hurt the most by such a move are the members of the union, the workers in the trade. Our members can only be hurt if the spirit of commercialism replaces the spirit of dedication in our union. And our members can only be hurt if the spirit of factionalism replaces the spirit of united effort among the leadership of our union.

It may be that the ideals we hold so dear are not in tune with the materialist spirit of our times. But, if so, what a shame—not only for the labor (Continued on Page 11)