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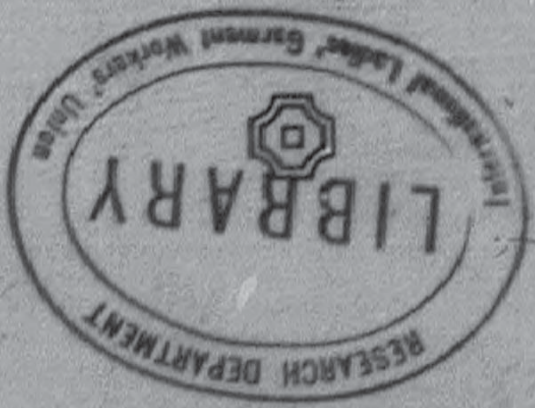
GENERAL EXECUTIVE BOARD

TO THE

FIFTEENTH BIENNIAL CONVENTION

OF THE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION



MONDAY, MAY 3, 1920

ASHLAND BOULEVARD AUDITORIUM

CHICAGO, ILLINOIS

gone into difficult situations, fighting against great odds, and have won for our workers, almost in every instance, substantial organizations and satisfactory standards of work and living.

Our last convention was held during a period which marked the climax of a great international upheaval. Our country was in the midst of a great war waged upon the fields of Europe. The labor movement, facing the immensely grave situation which had arisen from the war conditions, had to exert all its latent power and resources to withstand the onslaught of the new environments of the period and to use its best generalship in order to retain and even fortify its position in a rapidly changing world of events. Your General Executive Board, inspired by an unswerving faith in the fortitude and ideals of the masses of our workers, undertook the work which it was charged to perform in a courageous and faithful manner.

The World War ended within a half year after our last Convention. The after-war period was crowded with just as much responsibility and gravity as had confronted the labor movement during the war. The world at large, our own country and our own industry, dislocated by the unusual tasks it was called upon to perform during the preceding two years, found itself terribly affected by the period of bloody travail; the organization of our workers was beset with the same difficulties that lay in the path of every responsible and progressive agency in the life of the nation.

Nevertheless, we have gone ahead step by step and have carried out, with will and abundant courage, the mandates of our last convention for the introduction of the week work system in the cloak and suit industry and for the establishment of the forty-four hour work week. The advantages of week work have been discussed exhaustively by our membership upon numerous occasions in the past. It received the widest publicity, and only because of this thorough discussion and the hearty approbation given to it, was it possible for this system to become the law and standard in the greatest majority of our centers to-day and a matter of near realization in the few remaining markets.

The mandate for the establishment of the forty-four hour work week, was given by our last convention amidst feelings of misgivings. Few had hoped that under the unusual circumstances of the times a measure of such great importance could be successfully carried out. The true vision of the masses, however, as embodied in the ringing words of the Boston resolution, has proved that they would brook no obstacles in the realization of a measure which had become a living and industrial necessity. The movement for forty-four hours swept over the garment trades like an irresistible wave. Within a few months, we carried this demand practically in every one of our trades in the country. Along with these achievements, we have, for the first time, established, in the majority of our trades, minimum scales of wages which we have kept improving and increasing from time to time.

Indeed, we have set the pace and example for other labor organi-

zations. It has lifted our prestige in the labor world as nothing we have ever done before, and has filled our hearts with additional faith and confidence in the ability of our men and women to dare and to achieve.

We shall proceed to lay before you a detailed report of the work we have performed during the past two years; the individual skirmishes and battles which we have fought at the conference table and the strikes we were compelled to undertake; also, the problems of organization—internal and external—which we have been called upon to solve; our part in the labor movement in general and our share in the world's work which we have faithfully striven to perform.

THE MEMBERSHIP AND STANDING OF OUR INTERNATIONAL

In spite of the fact that immigration from European countries was at its lowest ebb during the last two years, the membership of our International kept on rapidly growing. From 85,000 in 1917-1918, we have grown to 95,000 in 1918-1919, and the eleven months of 1919-1920 (8 months in 1919 and 3 months in 1920) show that we shall have not less than 102,000 members this year, and probably exceed that figure.

These figures represent only those members of our organization for whom the annual per capita to the American Federation of Labor has been paid up. Including the members who are in arrears, the rolls of our organization show a membership of 150,000, scattered all over the United States and Canada.

MEMBERS OF OUR INTERNATIONAL IN THE ARMY AND NAVY DURING THE PAST WAR

After the Armistice, the question of how many members have enlisted or have been drafted into the army or navy during the past war, became a matter of interest. Several official and semi-official organizations in this city were endeavoring to get clear data on this matter from us, but most of our locals were not in a position to keep in touch with their draftees or enlisted men, as most of these had left without depositing their books in the various locals. Exact information was therefore not obtainable.

From the best information on hand, we have been able, however, to infer, as a conservative estimate, that over 4,000 of our men were in the army and navy from New York City alone. If we were to compute the total amount upon the basis of our general membership throughout the country, we could safely state that not less than 7,000 of our 70,000 male members have been actively participating in the last war. It must be taken into account at that, that the majority of our male members were over the draft age and that a consider-

able proportion of them were not citizens, and, as such, were exempt from army service.

THE CLOAK INDUSTRY OF NEW YORK

The Joint Board of the Cloak, Skirt and Reefer Makers' Unions of New York was never in its history in such a powerful and commanding position as now. It is not only a well-organized central body leading the workers of thirteen different trades and supervising the work of their locals, but also an industrial factor of great magnitude. It is a body that makes its influence felt and reckoned with in the shaping of the policies of the entire cloak industry. The New York Joint Board has reached its present position of commanding influence through years of laborious effort, intelligent leadership and wonderful cohesion between itself and the rank and file of its affiliated locals.

The agreement concluded in 1916 between our organization and the Cloak, Suit and Skirt Manufacturers' Protective Association was to run until August, 1919. Early in the spring of 1919 it became apparent, however, that the provisions which the Joint Board desired to include in the new agreement with that Association would require thoroughgoing discussion with representatives of the Association. Among the provisions asked for by the Joint Board, the principal ones were the change of the system of piece-work to week-work, the forty-four hour week, and the adoption of minimum weekly wage scales for all workers, based upon the approximate living needs of the workers and covering every grade and branch of the industry.

Accordingly, as early as March, 1919, we forwarded a request to the Cloak, Suit and Skirt Manufacturers' Protective Association for a conference. The manufacturers' association accepted our invitation, but the attitude of their committee in the course of the twenty-five conferences held during a period of four weeks, made it quite clear to us that the questions would not be settled by discussion at the round-table, but that a more concrete display of the determination of the workers was necessary. The employers' committee was definitely opposed to the introduction of week-work, to the forty-four hour week and to minimum scales of wages.

We thereupon initiated a referendum among the membership of the New York cloakmakers' locals upon the course of action to be pursued. The voting took place during the first week in May and resulted in a practically unanimous decision for a strike. The general strike was called on Wednesday, May 14, 1919, and the entire cloak industry of New York came to a standstill in the course of a few hours. The unity of spirit, purpose and aim which was manifested in the ranks of the workers was unprecedented. A short and decisive battle took place. It was really more of a demonstration of the remarkable unity and cohesion of the cloakmakers' organization of New York than a strike, and it quickly proved to the employers

that they were dealing with men and women who knew what they wanted and knew how to get it. Indeed, the preparedness campaign of the Joint Board, which had preceded the strike, the $5.00 assessment levied by it and which netted a quarter of a million dollars for the strike fund, foretold the outcome of the strike before it was called.

On the second week of the strike, the conferences with the Association, which were broken off before the strike, were resumed. Within a few days a settlement was reached, which was adopted unanimously by the general strike committee, and subsequently by the entire membership of the Union. The Manufacturers' Association agreed to week-work, the forty-four hour week, to a comprehensive minimum scale of wages and to numerous other points. Within another two weeks complete peace was restored in the industry. The Joint Board also concluded agreements with the many hundred independent manufacturers and with two new associations in the industry,—the American Cloak Manufacturers' Association, which embraced the smaller and less important shops, and the Merchant Ladies' Garment Association, an association of the most prominent jobbers in New York. As a result, the entire industry received a uniform system of work, uniform hours and uniform scales of wages.

It may be too early to appraise the tremendous importance of the introduction of week-work and of the wage scale in the cloak industry. It may take some time for a reform of this kind to show its influence upon the lengthening of the work-season and the general situation of the trade. However, the change has already exerted a beneficial influence upon our members, who have embraced it eagerly and are guarding it with zeal and devotion.

Needless to say, the introduction of the new standards in New York City have created strong agitation for it in all other centres. The quick and decisive victory in New York has paved the way for the International in the forcing of the recognition of these reforms throughout the country.

Another chapter of paramount interest in the life of the cloakmakers of New York was recorded in January, 1920. The wage scales, as determined by the May, 1919, agreement were, within the course of a half year, outstripped by the ever-mounting cost of living. Insistent complaints and demands from the membership brought the Joint Board to the conclusion that it was imperative to ask for a revision of the scales. A statistical investigation conducted by the Joint Board brought to light the fact that the increase in the cost of necessities between May and December, 1919, amounted to about 24 per cent. Accordingly, the Joint Board forwarded a request to the various manufacturers' associations for an increase in wages. Quite unexpectedly, the Cloak, Suit and Skirt Manufacturers' Protective Association refused to consider this request, pleading that the agreement had been concluded for three years and thus had another two and a half years to run. A heated publicity controversy, which was

initiated by the manufacturers, took place, and for a time the atmosphere was quite oppressive. Governor Alfred E. Smith took a hand in the situation and invited both sides to a hearing in Albany to sift through the merits of the controversy. After the hearing he appointed a Commission with power to adjust the dispute. This Commission, headed by Edward F. Boyle, chairman of the State Industrial Commission, and consisting of Charles W. Berry, the Adjutant General, State of New York; Hugh Frayne, General Organizer, American Federation of Labor; Frances Perkins, member of the State Industrial Commission; Israel Feinberg, Chairman, Joint Board Cloakmakers' Union; Wm. D. Baldwin, Chairman, Otis Elevator Company; Saul Singer, member of Singer Brothers, and Bella Moscowitz, Secretary, conducted during the following three weeks an investigation of the material and facts presented by both sides, and brought out a compromise decision. The wages were increased approximately 15 per cent for all the workers in the industry. The Commission also decided that this increase is to enter into effect as of the day when the controversy was placed in their hands, on January 5, 1920, and ordered the manufacturers to pay back to the workers the difference in wages for the time during which they worked while the decision was pending.

In speaking of the New York Joint Board, we deem it necessary to state in brief the present condition and standing of its component locals:

The troublous days which characterized the reorganization of Local No. 1 at the end of 1917 and the early part of 1918, are now but a faint memory. The big operators' local has emerged from that period full of strength and vigor, having shaken off the cobweb of demagogy which had for a time hindered its progress. Its record for the past two years is one of unbroken success and unity of action. Not even a trace is left of the former disorder and chaos, and its executive and member meetings are conducted in the best of order. The business of the local is conducted with intelligence and responsibility, and those who recall how the office of Local No. 1 looked only two and a half years ago, cannot help marveling at this remarkable change. At this Convention Local No. 1 is representing a greater number of members than ever before.

Local No. 3, the Piece and Sample Tailors' Union, finds itself at present in a better condition than ever before in its existence. Its members were never as interested in the welfare of the local as they are to-day.

There remains, however, one important question to be settled, namely: the relations between this local and the Ladies' Tailors' Union, Local No. 80. The recommendation of the Boston Convention for the amalgamation of Local No. 3 and Local No. 80 has not yet been realized, and the membership transfer question between the ladies' tailors and the sample tailors is therefore still a source of

irritation and friction between these two locals. The efforts of the General Office to find a satisfactory working agreement have not proved altogether successful.

It will be part of the business of this Convention to clear up this proposition once for all, to the end that both locals may be able to work in harmony and derive the best advantages for their membership.

Local No. 9 has increased its membership considerably since 1918, when it had lost a great many members through the organization of the Italian Cloakmakers' Union, Local No. 48. The introduction of the week-work system has affected favorably the cloak finishers and has added a great deal of strength to their organization. This growth of Local No. 9 has taken place regardless of the fact that immigration from those countries which had in the past supplied the largest quota of applicants for membership to that local is still at a standstill. It is a sign of the greater economic attractiveness of our trades that many workers who had hitherto abstained from entering our industry are finding it a remunerative occupation at present.

The Amalgamated Ladies' Garment Cutters of New York, Local No. 10, has been making steady and very notable progress right along. The local has succeeded in ridding itself of a few unscrupulous individuals who dominated it for a number of years. After their underhand activities were exposed, these individuals were expelled from Local No. 10 and were banished forever from the labor movement. The membership of Local No. 10 is approximately the same as it was two years ago, and the management of its affairs is by far superior to what it has ever been in the past.

Local No. 17 finds itself at present in the same excellent condition as all the other cloak locals in New York. The decision of the Boston Convention to the effect that this local abandon its separate management and that all the shops in which its members are employed be controlled by the Joint Board, has been complied with by this local.

For the past two years there have occurred instances where the Executive Board of Local No. 17 did not act in conformity with the spirit of our International. One case concerned the carrying out of the decision of the Boston Convention regarding the transfer of the finishers of Local No. 17 to Local No. 9, which took many months to carry through. The second instance occurred at the time when week-work was about to be introduced in the cloak industry of New York. The action of Local No. 17 in this matter aroused justifiable dissatisfaction. Instead of agitating against week-work within the organization proper and at the appropriate time, the Executive Board of Local No. 17 came out with alarmist advertisements against the system of week-work in the "Forward" and the "Call" on the eve of the conferences between the Union and the Manufacturers' Association.

We mention this in our report not because we wish the Conven-

tion to take any action upon this matter, but because we believe that the very mention of it will cause the executive boards of our local unions to act in the future with greater care upon questions which concern the welfare of the workers of an entire industry.

Local No. 23, our New York Skirt and Dressmakers' Union, has made during the past two years considerable progress. Never before in the history of the skirt trade were the shops so well controlled as at present and never before have the skirt makers displayed so much loyalty to their local. One of the provisions of our agreement with the cloak manufacturers calls for the making of the skirts of suits in the same shops where the jackets are made, and although this provision of the agreement has been only partly enforced the skirt makers have already benefited considerably by it.

The fact that Local No. 23 has jurisdiction over dress shops and that this jurisdiction was given to it many years ago by our conventions (owing to the fact that in those days many skirt manufacturers were making dresses in their shops), brings this local frequently into disputes with our Dress and Waistmakers' Union, Local No. 25. Of course, such disputes are doing very little good to both locals. Such jurisdictional controversies between these two locals have taken place in particular during the time of the waist and dress strike early in 1919, and, although these disputes have been adjusted whenever they were brought up before us, we believe that it is advisable that this Convention should make a thorough study of this matter and endeavor to find a way to remove the causes of these jurisdictional disputes.

Local No. 35, the Pressers' Union, finds itself to-day at the zenith of its prosperity. From the point of view of finances, it is easily the strongest of our local unions in New York. Together with a number of other locals of the Joint Board, it has been much interested in the introduction of sick and relief funds, the forerunner of the idea of an International tuberculosis sanatorium. This local has also been engaged in co-operative activities and has conducted a co-operative grocery store on its premises for the benefit of its members.

The Italian Cloakmakers' Union, Local No. 48, has been gaining in membership by leaps and bounds during the last two years, until it is to-day one of the largest locals of our International. The strike of 1919 found this local a compact and solid body. The factional disputes of the early days of this local, have almost disappeared, and the affairs of the local are marked by unity of action and cohesion at present. Local No. 48 has also engaged in co-operative enterprises on a considerable scale.

Among its other achievements it must be noted that Local No. 48 has bought the building where its office was located for three years, and has rebuilt it. This transaction involved an investment of $45,000.

Local No. 48 has likewise conducted during the last two years an extensive grocery co-operative business with three stores in various parts of New York City, representing an investment of $35,000. They have a motor truck of their own which delivers the purchases made by the members to their homes.

Locals No. 11, 21 and 64, the Brownsville Cloakmakers' Union, the Newark Cloakmakers' Union and the Cloak Buttonhole Makers' Union, respectively, have increased their membership and have shown considerable strength during the past two years. Local No. 11 has given up its incorporation, in conformity with the mandate of the last Convention, and is now on the same basis as all the other bona fide locals of our International.

Of the newly added locals of the Joint Board, Local No. 82, cloak examiners, and Local No. 45, designers, we shall speak elsewhere in this report.

CLOAK INDUSTRY OF CLEVELAND FINALLY UNIONIZED

The past two years have seen the close of a nine years' struggle of our organization in Cleveland, of a protracted, soul-trying campaign for union standards and recognition, which ended in as complete and satisfactory a victory for the Union as ever was won under the banner of our International.

There are but few who are not familiar with the dramatic chapters of the Cleveland organization which have unfolded themselves before our eyes, year after year, convention after convention, since the memorable fight of 1911. The Cleveland campaign was one of the hardest uphill fights that our International has ever conducted, and for years it yielded to our organization nothing but disappointment, tremendous expense and heartbreaking strain. Nevertheless, with hope and vision in our hearts, we went ahead undaunted. The last Convention instructed the General Executive Board to leave no stone unturned and to spare no effort in making Cleveland a union city. Shortly after the Convention, our delegates to the American Federation of Labor convention succeeded in having the Federation adopt a resolution empowering the Executive Council to lend its support to our campaign for collective bargaining and for union standards in Cleveland.

On July 16, 1918, we made a request upon the Cleveland manufacturers to confer with us on a proposed scale of wages and for the establishment of a machinery for adjusting disputes. The manufacturers made no reply to our communication, but instead began addressing themselves to their employees, warning them against joining the Union and exacting signatures from them that they were content with existing conditions. Our own communication was

shortly thereafter reenforced by a communication from President Samuel Gompers to Mr. Morris Black, the leading cloak and suit manufacturer of Cleveland, suggesting arbitration and offering his services. Mr. Black replied to Mr. Gompers that the workers did not desire to join the Union and were satisfied with their conditions of employment.

Under the circumstances the Union had no other alternative but to call a general strike. The workers had been waiting eagerly for the order to strike and when it was finally given, on July 23, 1918, the great majority responded. The strike was carried on in an effective manner and it aroused our entire membership as few events in the history of our International ever did.

On the fourth week of the strike a novel element which entered the situation brought the strike to an end. When the issues of the conflict—collective bargaining and the creation of a machinery for the adjustment of disputes—became widely known, Secretary of War and former Mayor of Cleveland, Honorable Newton D. Baker, proposed, through telegrams to President Schlesinger and to the Cleveland Cloak Manufacturers Association, to submit the issues to a Board of Referees composed of Dr. Ernst J. Hopkins, President of Dartmouth College, Major Samuel J. Rosensohn, and John R. McLane. His proposition was accepted by both sides at the end of the fourth week of the strike, Aug. 23rd, and the struggle which threatened to develop into an obstinate and protracted affair was thus terminated.

Among the terms of the settlement proposal by Secretary Baker were the following: That the wages fixed by the referees shall be for a period of not less than eight months and shall date back to August 1, and that subsequent wage adjustments be made on the basis in the change of the cost of living. While this proposal did not embody direct recognition of the Union, it was nevertheless a signal victory for our Cleveland organization.

Approximately eight weeks later, after a number of hearings in Cleveland and New York City, the Board of Referees met at Hanover, New Hampshire, and handed down an award which recognized the principles of collective bargaining and established definite minimum scales of wages for all branches of the trade. The first lap in the campaign was thus ended by gains of great consequence to our workers. The problem before them now was the building up of a strong, solid organization and the retention of their acquired gains.

In June, 1920, while the strike in the cloak industry of New York was still on, the Cleveland workers decided upon a number of requests to be forwarded to their manufacturers, which included a 15% increase of wages and direct recognition of the Union. (The forty-four hour work week was established in all Cleveland's shops by the Cleveland manufacturers themselves as soon as they learned of the New York strike.) Immediately after the presentation of these requests to the Cleveland manufacturers, the Board of Referees arranged for a joint meeting to be held at the Bar of Association of

the City of New York. When we came to that meeting we found that Dr. Ernst J. Hopkins had resigned as chairman and we had to agree on another person to act as the chairman of the Board. Several names were suggested; finally both sides agreed (with the consent of Secretary Baker) to invite Judge Julian W. Mack to act as the chairman. Indeed, the selection of Judge Mack was a very happy one and resulted in making the relation between our workers and the manufacturers of Cleveland more harmonious, than at any time before. The Board of Referees, under the chairmanship of Judge Mack, besides placing proper interpretation on the previous award of the Board, has also established a more adequate machinery for adjusting all disputes. The action of the Board was to remain in effect until Dec. 24, 1919, and was accepted by our workers in Cleveland at a big mass meeting with unmitigated enthusiasm.

During the six months from early in July when the Board of Referees met to Dec. 24, when the agreement was to expire, the Cleveland Joint Board conducted a very energetic campaign and gained thousands of new members. Having learned finally that our Union in Cleveland had come to stay, the manufacturers, desirous of avoiding unnecessary troubles and struggles, decided to get together with our Union in the same direct manner as all Manufacturers Associations in our industry, and on Dec. 23, the Cleveland Manufacturers headed by Mr. Black, signed an agreement with our International and the Joint Board of Cleveland, in which our Union was given full recognition.

Shortly thereafter, the Board of Referees, at a meeting in New York, granted a new scale of wages to all workers of Cleveland, practically along the New York lines. The system of week work was accepted in principle, to be introduced in the industry within one year. Industrial experts are now making an investigation in the trade, to the end that the week work system may be installed in the local industry.

To-day, our Cleveland organization may justly and proudly be considered one of the best conducted and well disciplined bodies of our International. The General Executive Board feels immensely gratified to make this statement on behalf of the Cleveland Joint Board and in the name of the immense sacrifices which the International has made for the upbuilding of our Cleveland Union.

Vice-President Perlstein, who for six years conducted the campaign in Cleveland, is in charge of the affairs of the Joint Board and enjoys the respect and confidence of the workers and employers alike.

PHILADELPHIA CLOAKMAKERS

Our Philadelphia Cloakmakers, Locals 2, 53 and 69, are continuing to occupy the place of influence which they won for themselves several years ago, and the last two years in the local industry have been

marked by the same constructive leadership which has accomplished so much for the Philadelphia cloakmakers in the past. It may be said, without fear of contradiction, that our Cloakmakers' Union in Philadelphia is easily the most influential single labor organization of that city.

The general campaign of our International for week-work was inaugurated in Philadelphia at the same time it was set on foot in most other cities. Owing to certain local conditions, however, the Philadelphia Joint Board decided to forego the enforcement of the demand for week-work for the fall season of 1919. In the months that followed, there was considerable agitation among the rank and file of the workers as to the advisability of the substitution of week-work for piece work. A certain vociferous, though rather small, minority was conducting an obstructive fight against the will of the majority of the membership. After months of discussion, however, it became clear that the preponderance of opinion in Philadelphia was lined up for week-work as against piece work, and, toward the end of November, 1919, the Philadelphia Joint Board forwarded a new agreement to the manufacturers, providing for a forty-four hour week, the abolition of piece work and the introduction of week-work, and a minimum scale of wages for all workers in the industry. In addition to these, a number of other demands covering the sub-contracting question, overtime, legal holidays, etc., were submitted.

The manufacturers at first displayed a rather obstinate front to these demands. It must be observed that the minimum for operators demanded by the Philadelphia cloakmakers in December was $3.50 higher than the minimum which prevailed at that time in New York for the same kind of work. This appeared to be a pretext for a display of obdurateness, though it was clear to everybody that the minima in New York were very soon to be raised. However, after several weeks of conferring the demands of the Union were granted. The new agreement, which was concluded for two years, covers every conceivable situation in the trade. It grants six legal holidays with pay and imposes very strict regulations on sub-contracting.

Among the subjects which have interested the Philadelphia cloakmakers during the past year, was also the building of a labor temple for their own needs. The project is well on its way at present and a house has been purchased during 1919 on one of the most prominent throughfares in the industrial district, which will be made into a big home for the cloak locals. A fund is being raised by an assessment which will cover the expense of this undertaking.

The leadership of the Philadelphia Cloakmakers' Union, has, for the past twelve years, been in the hands of Vice-President Max Amdur, who, we regret to say, has now left the Union and is devoting himself to private business. The services of Brother Amdur to the Philadelphia Cloakmakers' Union and his services as a vice-president of our International for a number of years, have been of the highest order and will be long remembered and appreciated.

THE CHICAGO CLOAKMAKERS' UNION

The Chicago Joint Board has passed through two prosperous years between the last Convention and the present. Step by step it has gained a number of improvements for the workers and has strengthened the position of the organization. To say that the Chicago Cloakmakers have a good union is not sufficient. They are an organized body of men and women which has been in the front ranks of organized labor in Chicago, one that is looked up to in all matters pertaining to the labor movement and to the life of the workers in general.

The problem of week work in Chicago found in the beginning quite an active opposing minority. After the victory of the New York cloakmakers, the Chicago cloakmakers were ready for week work and all differences of opinion on this matter have practically disappeared. Shortly thereafter, the Chicago Joint Board entered into negotiations with the manufacturers, but the conferences were soon broken off as the employers were rather tardy in agreeing to the wage scales prepared by the Union.

On July 2, 1919, the Cloakmakers of Chicago went on a general strike, and within twenty-four hours a new agreement for the duration of two years was signed by the two cloak manufacturers' associations. The agreement contained among other clauses, a reduction of the working hours from 49 to 44, the introduction of week work in place of piece work, and the adoption of a minimum scale of wages similar to the one adopted in New York City. The agreement was received with great enthusiasm and unanimity by the Chicago cloakmakers.

The Chicago Joint Board is one of our genuine 100 per cent. organizations. It conducts an effective sick benefit system that is wholeheartedly supported by its membership, and has recently introduced medical examinations for all applicants. The Chicago cloakmakers are paying the highest dues paid by any of our local unions—40 cents per week, which go to cover every form of local and International assessments levied in the course of the year. The remarkable discipline and sense of loyalty which is proverbial among the Chicago cloakmakers puts the organization in a class by itself that we can justly be proud of.

Recently the Chicago Joint Board has bought three building lots in a very prominent section of the city for the purpose of erecting an imposing building for its own needs. A bond issue, intended to cover the construction of this building, is now being floated among the members, and from the initial subscriptions it seems certain that the success of the undertaking is assured.

The Chicago Cloakmakers' Union was known until recently as Local 44, but in 1919 it adopted (with the permission of the General Executive Board) the number which it held years ago—No. 5. During the month of March it celebrated its 35th anniversary. This jubilee

took the form of a great mass-meeting and banquet which was attended by every friend of our organization in Chicago.

The Chicago Joint Board, which consists at present of Locals Nos. 5, 18, 81, 100, the Waist and Dress Makers Union, together with all our other local unions in Chicago, deserve the congratulations and the thanks of all the delegates assembled in this city for the hospitable and excellent accommodations and treatment accorded to them.

BOSTON CLOAKMAKERS' UNION

Two years ago, after our Convention, we left the Boston Cloakmakers' Union in a satisfactory condition and with a feeling that the International had cause to be gratified over the progress the cloak locals in the industry of that city had made during the preceding two years. The two years that have just expired serve to confirm this feeling of gratification and give us additional conviction that the sound condition of the Boston Cloakmakers' Union is of a permanent nature, and that no amount of external or internal trouble can ever vitally affect it.

The important events in the Boston cloak situation for the past two years are, of course, the introduction of week work and the forty-four hour week. In 1917 and 1918, the Boston Joint Board has been dealing with the local employers individually in view of the fact that the local cloak employers were not organized; but this did not in any way hinder the control of the organization over the working conditions of the trade. After the New York situation had been cleared up, the program of the Boston cloakmakers became simple. During the month of June, 1919, the Union presented demands to the manufacturers, which included the 44-hour work week, abolition of all contracting work, week work, double pay for overtime, minimum scales of wages, and a "guarantee" for a certain number of weeks of steady work during each season. A general strike was ordered, which lasted only four days. The manufacturers formed an association and requested the Union to deal collectively with them. This request was conformed with, and after several conferences an agreement was reached. Practically all the demands of the Union were granted and the minimum scale for operators was made even $1.00 higher than the scale prevailing at that time in New York.

Early in 1920, under the pressure of the ever-mounting cost of living, the Boston Joint Board, found it necessary, like most of our other organizations throughout the country, to request a demand for an increase of the minimum scales. After numerous conferences with the employers' association, the workers obtained an increase of from 10 to 20 per cent. for the various branches of the trade. During the conference, a serious disagreement arose on the question of the "guarantee," but after long bargaining this point was finally settled. Another point which threatened the negotiations was the ques-

tion of double time for overtime. This matter was left for a subcommittee to decide and subsequently Mr. Felix Frankfurter, acting as arbitrator, decided in favor of the workers, fixing double time for overtime.

There is one thing in the relations between the Boston Joint Board and the Boston Waist and Dressmakers' Union, Local No. 49, which we deem necessary to dwell upon. Local No. 12, the Cloak Pressers' Union, a part of the Joint Board, has, during the past year, conducted itself in an unfraternal manner and expressly in violation of orders from the International office, to its sister Local No. 49. Notwithstanding the decision of the General Executive Board, that the pressers working in shops of Local No. 49 (although members of Local No. 12) must adhere to the general working agreement of Local No. 49 with its employers, these pressers with the tacit and sometime even open support of Local No. 12 have persistently repudiated it. As a result, a number of stoppages and troubles of various kinds have occurred in those shops. The General Office had, on more than one occasion, instructed Local No. 12 and the Joint Board to abide by the rules of the International and to live up to the decision of the General Executive Board. We must say, with regret, that these orders have not been carried out at all times. and that they present a source of annoyance and trouble to us. The other Boston Cloakmakers' locals are well-disciplined bodies of workers who know their obligations and meet their duties in the best possible manner, both to their local unions and to the International.

THE LADIES' GARMENT WORKERS OF BALTIMORE

The progress of Local No. 4 for the last two years has been as normal as in previous years, and its control over the working conditions in the Cloak and Suit trade has not in any way been relaxed.

In June, 1919, the Cloakmakers of Baltimore began making earnest preparations for the introduction of week work and the 44-hour working-week in their shops. One of the evils that was afflicting the Baltimore Cloak trade of late was the growth of tiny shops of subcontractors and "corporations" of all kinds, who were attempting to evade the control of the union, and these shops the workers were determined to abolish. President Schlesinger visited Baltimore early in June and had a number of meetings with the Executive Board of the Local. These meetings have tended to crystallize the sentiment of the workers for the introduction of the new standards, and shortly thereafter conferences with the Cloak Manufacturers' Association were begun. Vice-President Seidman, who concluded the negotiations with the manufacturers, was authorized to call a strike in the cloak trade of Baltimore in case he fails in his efforts to adjust the matter peaceably. The strike was called a few days later and was settled in one week to the full satisfaction of the workers. The prestige of our

International in the unbroken series of successes in its campaign for introducing week work throughout the country, has obviously also had its effect upon the manufacturers of Baltimore.

In January, 1920, the General Office sent Organizer Snyder to Baltimore to negotiate with the same manufacturers for an increase in the wage scales in conformity with the wage increases inaugurated all over the country. The negotiations ended in the granting of a general $5.00 flat increase to all workers.

There exists in Baltimore, Md., a department store known as The Baltimore Bargain House. They had some friction with the Union during the past couple of years and decided in the summer of 1918, in order to escape the influence of our Baltimore organization, to open a cloak shop near Baltimore in Cumberland, with non-union girls. The Baltimore Local No. 4, however, was quick enough to see the threat and followed the firm to Cumberland where they started agitation work among these ninety girls in the shop. Vice-President Miss Cohn and Miss Anna Neary of the staff of the American Federation of Labor, went to Cumberland to aid in the organization of these girls. A local was formed and after a considerable amount of activity and flurry, which included a strike for better conditions, the Baltimore firm decided to close up the shop. The attempt to defeat the Union by using the Cumberland workers as a "cat's paw" did not appear as profitable as it seemed on its face and the firm finally had to give up the idea.

The Baltimore Cloakmakers' Union is one of our oldest organizations, and has always done its utmost to aid in the organizing of the other branches of the ladies' garment industry in that city. When speaking of the other branches of the Ladies' Garment Industry of Baltimore, we have in our minds the waist, dress, middy blouse, and white goods trades of that city, in which thousands of non-organized women are employed. Iu 1916 and 1917, we conducted an energetic organizing campaign in these trades, but the considerable amount of energy and money spent hardly brought any results.

The working hours in these shops are still unusually long and the earnings of the girls are correspondingly small. It is admittedly a difficult field to organize, but the International has never stopped before difficulties in its organizing work and with this view in aim, the General Executive Board, has, towards the end of 1919, again sent two organizers into that district to begin anew an agitation campaign. The number of colored workers in these trades in Baltimore is quite large and after the campaign is well under way, it will probably be necessary to place some effective colored organizers on our staff. These trades will have to be organized in the very near future, as the fact that the workers in the waist, dress and blouse trades of Baltimore are working under inferior conditions and lower standards than their fellow-workers in other cities, works an injury to the interests of our membership in general.

CINCINNATI CLOAK AND SKIRTMAKERS, LOCALS NO. 30, 63 AND 98

During the past two years, the Cincinnati cloak and skirtmakers have improved their working conditions and have kept abreast with the general progress of the workers in the cloak industry everywhere.

The agreement with the manufacturers in Cincinnati ended in February, 1919. At the negotiations for the new agreement, the Union insisted upon inserting a clause to the effect that in the event the New York cloak industry should adopt a forty-four hour week, the Cincinnati manufacturers would follow suit. The Cincinnati employers willingly agreed to it, probably upon the assumption that the New York manufacturers would never agree to anything like that. The enthusiasm of the Cincinnati cloakmakers, when the news was received that the New York brothers had won the forty-four hours, could be easily imagined. They have thus won a "bloodless" victory and achieved their aim solely through the wonderful solidarity displayed by the great cloakmakers' organization of New York, and the general progress of our International Union.

Early in 1920, the General Office requested Vice-President Lefkovits to go to Cincinnati to take up the question of an increase in wages with the employers. After negotiations which lasted a week, the manufacturers granted an increase of 20% to all piece workers with the clear understanding that this was the last season of piece work and that the next Fall season will see the introduction of week work throughout every branch and part of the trade. The week workers received an increase of about 12%. As will be noticed, the introduction of week work has been delayed for a season in some of the cities in the Middle West. Among these cities are Cleveland, Cincinnati and a few others. Its adoption at the next season is, however, beyond doubt.

OUR TOLEDO CLOAKMAKER LOCALS NO. 67 AND 84

The Toledo cloak trade consists of several hundred workers employed in three or four shops and is one of our oldest smaller organizations, comprising a compact and intelligent body of workers. During the last two years, they have succeeded in obtaining material increases in their earnings and an improvement in their general working conditions.

In the spring of 1919, the Toledo cloakmakers began discussing the forty-four hour week, minimum scales for cutters and pressers, week work and other improvements. Early in May they conferred with their employers and reached an agreement which called for a forty-six hour week with the proviso that if the New York trade would gain a forty-four hour week the same would be granted to them. A raise of 15% for all week workers was also agreed upon, and the question

of week work was left in abeyance until the next season. The winning of the forty-four hour week in New York automatically put the local industry upon this time basis a month later.

Early in 1920, the Toledo cloakmakers, after brief negotiations with their manufacturers, received another increase of approximately 15% which went into effect immediately. They also obtained the positive assurance from their employers that the week work system was to go into effect for the next Spring season in all the shops.

ST. LOUIS CLOAKMAKER LOCALS 16 AND 78

The situation in the St. Louis cloak shops bears a considerable resemblance to the situation in the shops of Toledo and Cincinnati.

The local organization has the cloak shops pretty well organized and controls the local trade. During the summer of 1919, the forty-four hour week was established in the cloak shops. Increases in prices have been won, and before the beginning of the spring season additional increases were granted. The question of week work was, however, left in abeyance until the fall season of 1920. There is little doubt that the introduction of week work is only a question of a few months.

Locals Nos. 16 and 78 are in a better condition to-day than they ever were in their past history, and the local workers have learned to look to their Union as their sole defender and adviser. Like Baltimore, St. Louis has a large mass of unorganized women employed in ladies' garment shops—principally, in the skirt, dress and blouse trades. It is estimated that their number reaches from six to seven thousand, and some of the shops in which they work are very large. There is little doubt that these unorganized trades exert an adverse competitive influence upon the organized trades in other cities where higher standards and better conditions prevail. About two years ago an attempt was made to organize these women who are largely native and English speaking. It proved to be quite a difficult task, but like the Baltimore situation, it is one that has to be met and overcome. We recommend it to the earnest consideration and action of this Convention.

OUR PACIFIC COAST LOCALS

We now have six locals on the Pacific Coast: No. 8 and No. 124 in San Francisco, No. 52, No. 97 and No. 103 in Los Angeles and No. 28 in Seattle, Wash.

The manufacture of ladies' garments on the Pacific Coast is, naturally, quite limited and supplies the local demands only in part. Our workers in San Francisco and Los Angeles have, nevertheless,

shown a praiseworthy ability for organization and have managed, during the past few years, to build up quite solid and influential organizations. Local No. 52 in Los Angeles, is by far the biggest of all of them. It has several hundred workers and fully controls the local cloak trade. During the past year, it went through a very bitter fight with the local manufacturers' association, during which it had arrayed against it not only the strength of their employers but the power of the police and the courts.

The contest arose through a spirited dispute over the action of the local association with regard to the workers in a certain shop,—an action which the Union regarded as a lockout. It threatened to declare a strike. The association interpreted this action as a violation of the agreement which had yet several months to run and which was to expire on August 31st. The Union claimed, however, that since this shop lockout was supported by the Association, the employers were the ones that had actually abrogated the agreement. All efforts of conciliation proved of little avail, and a strike broke out shortly after.

The strike turned out to be a severe strain on the treasury of the local union. The International Office and Local 8 of San Francisco came to their assistance. All union labor in Los Angeles was deeply stirred over the attempt of the employers to crush the Cloakmakers' Union by means of a blanket injunction which they had obtained. Finally, President Schlesinger left for California in the interests of this strike and in compliance with the decision of our Boston Convention that he visit our locals on the Pacific Coast. Shortly after his arrival, he succeeded in settling the strike which had lasted for ten weeks, with a complete victory for the Union, and peace was finally restored in the local trade. Among the features of this agreement was an arbitration board for settling disputes and the recognition of the principle of the Union shop. A few days later, President Schlesinger left for San Francisco, where he succeeded in obtaining the same wages and conditions for the San Francisco workers.

There is a large number of women workers employed in the waist and dress shops in Los Angeles. A waistmakers' local, No. 103, was organized in Los Angeles in 1919, but the progress of this local was rather slow. During the visit of President Schlesinger to the coast, he promised them that an organizer would be sent to Los Angeles in the near future to start an active campaign for the organization of these trades. In December, 1919, Vice-President Seidman left for California, and after having spent several months in Los Angeles and San Francisco, he succeeded in interesting the waistmakers to a considerable extent in Local 103.

President Schlesinger also visited our Local 28 of Seattle, Washington. The Seattle local is very small, but it includes all of the cloak and skirtmakers of that city, and during his stay, President Schlesinger succeeded in obtaining for them a number of improvements in local working conditions.

SCRANTON CLOAKMAKERS, LOCAL NO. 125

There are a considerable number of cloak and skirt makers in several shops in the city of Scranton, Pa. During the fall of 1919, the International Office received a call for assistance from that city where the workers were beginning to organize in an attempt to wrest better working conditions and shorter hours from their employers. Brother Snyder was sent there and aided them in organizing a local and also in winning a number of concessions from the employers.

The cloakmakers of Scranton are now working forty-four hours per week and their earnings compare well with wages received by cloakmakers everywhere. There are several other shops of ladies' garment in Scranton and our new local is endeavoring to organize them and take them into its fold.

OUR WORCESTER LOCALS

Worcester, Mass., has a few small cloak shops. For a number of years, we had a cloakmakers' local there (No. 75) which kept up a varied existence. During 1918, the local became practically extinct. Early in the Summer of 1919, the cloakmakers of Worcester, obviously inspired by the example of the cloakmakers unions all over the country who were making rapid progress, asked the General Office to aid them in reorganizing their local. Brother Jacob White, manager of the Joint Board of Boston, went to Worcester and brought the cloakmakers together into the old Local No. 75. After a short strike, which was declared on June 25th, with Brother White in charge, a satisfactory settlement was reached which gave the workers a forty-four hour week, week-work and several other standards.

Local No. 75 has since that time been maintaining its organization in good shape and is taking pretty good care of the few local cloak shops.

There are, in Worcester, a considerable number of waist and white goods shops. The Waistmakers' Local No. 43 in that city, which at one time numbered several hundred workers and had considerable influence in the local trade, lost most of its members because of the fact that some of the manufacturers have either diminished the size of their shops or have gone out of business entirely, and only a shell of an organization remains there at present. Quite recently a few of the old members of the local appeared before the General Executive Board with a plea for aid in getting them on their feet again. The General Executive Board will direct some efforts towards rehabilitating this local in the near future.

OUR CANADIAN LOCALS

The Revival of the Montreal Cloakmakers' Union

The ten weeks' strike in the cloak shops of Montreal in 1917, and

the subsequent bad seasons in the local industry, had a very demoralizing effect upon the Montreal organization. At the time of the last Convention, the Montreal Cloakmakers' Union was in a shattered condition, and, notwithstanding the efforts of the General Office, the prospects for rebuilding the Montreal Joint Board upon a sound basis, seemed rather distant.

The General Executive Board, however, was determined to put the Montreal organization on its feet again. Time and again we sent organizers into that city to encourage and enliven the local situation. Toward the latter half of 1918 signs of a revival became apparent. The workers of several shops began to rebuild their locals and their efforts were not without results. In a comparatively short time the formerly active members of the local, who had drifted from the organization after the 1917 strike, rejoined and through a series of shop strikes the Joint Board began to gain strength and recognition in the local industry. As a consequence, the spring of 1919 found the Montreal organization once more on a solid basis, with practically every shop in the city organized and in control of the local workers.

In May, 1919, the Joint Board felt strong enough to introduce the forty-four hour week in all the shops of Montreal and to engage in a fight with one of their old-time bitterest opponents,—the firm of Sohmer & Co., the most influential cloak firm in the city. The strike ended in complete victory.

The adoption of the week-work system in New York had its immediate effect upon the situation in Montreal. Shortly thereafter, on July 2, 1919, a general strike for the introduction of week-work took place and was crowned with a speedy and favorable termination. It could hardly have been otherwise. The sentiment for the introduction of this great reform, was sweeping every cloak center in the country, and no obstacle could be strong enough to withstand it, particularly in places where the organization embraced 100 per cent. of the workers, as in the city of Montreal. Needless to add, this victory has confirmed the influence of the Montreal Joint Board upon the local industry.

The International gave the Montreal organization its unstinted aid and direction during the dark hours of its existence and now shares in the gladness and satisfaction of its prosperous and self-subsisting condition.

The Toronto Cloakmakers

The history of the past two years in the cloak situation in Toronto is decidedly different from that of Montreal.

The Toronto cloak trade differs radically from that of Montreal in the size of its establishments, and the personnel and psychology of its workers. The Toronto cloak shops are larger and more modern, and the local workers consist of a considerable number of natives.

The employers in Toronto consist of an element which was always opposed to a collective agreement with the Union, and the Union had, in past years, felt that the demand for a collective agreement would be immensely difficult of accomplishment, and had adopted, as the only sane and safe method, individual shop settlements on the basis of uniform conditions.

The movement for the forty-four hour week and other vital reforms found our Toronto organization ready for action, and throughout the spring of 1919 the members of the Toronto locals were making preparations to begin a fight for these standards and to attempt, once for all, to force the local employers, who were combined in a strong manufacturers' association, to recognize the principle of collective bargaining.

In the first days of July, 1919, after a preliminary effort to open negotiations with the organized cloak employers of Toronto had failed, a general strike was declared, simultaneously with the walk-out of the Montreal cloakmakers. The employers' association was found not unprepared, and pretty soon it became evident that a protracted strike was imminent. The employers' association enlisted on its behalf the co-operation and support of all the organized employers of Toronto, and the individual cloak firms were bound financially not to give in to the Union.

The strike lasted for more than eleven weeks. The International Office generously supported this stubborn fight, endeavoring to bring it to a victorious conclusion. At one time the General Executive Board was inclined to call off the strike and to renew it the following season with more vigor and determination, thus wearing out the employers in a continuous series of battles. This idea was, however, given up.

Finally, the contest was settled through negotiations by a committee from the Union, headed by Vice-President Koldofsky, and a committee of the Association. The principal objects sought by the Union, among which were the forty-four hour week, substantial raises for the workers, time-and-a-half for overtime and eight legal holidays with pay, were granted. The questions of week work and some minor demands were referred to subsequent negotiations between the representatives of the Union and the employers.

The settlement, on the whole, was quite satisfactory and was accepted by the workers as a moral and material victory, gained after the bitterest strike in the history of their organization in a contest with a formidable and well organized adversary.

It soon became evident, however, that this compromise settlement could not last long. The workers after a breathing space of a few months, became determined to win their original just demands. The Toronto Joint Board thereupon decided to force the settlement of these points at an early conference with the manufacturers' association and has extended to them an invitation to meet and take up

these questions. The employers, after a long delay, consented to confer upon these questions and after several conferences an agreement was reached between the Union and the employers. The stone-wall which had stood for so many years between the local employers and the organized workers, was thus finally broken down. The principle of collective bargaining and the recognition of the Union was finally established. The agreement provides for shop committees to settle shop disputes and for an impartial chairman and a board of arbitration in cases of disagreements between the employers and the shop committees; outside contracting was done away with, and equal distribution of work among all workers in the shops was guaranteed. The workers have also received a substantial wage increase over their former earnings.

The Toronto organization is to-day in excellent shape. At the time of the writing of this report the Joint Board is preparing to meet the manufacturers in conference on the question of week work, which is still unsettled in Toronto.

NEW YORK BUSHLERS AND BEGRADERS, LOCAL NO. 82

The Cloak Examiners' Union of New York has made considerable strides during the past term. It is now a full-fledged member of the Joint Board of the Cloakmakers' Union and is conducting its work under the supervision of that organization. Local No. 82 has doubled its membership during the past term, though it is still very far from having enrolled all the examiners and begraders in the cloak and suit trade of New York.

The formation of a Union in this craft has, in fact, wrought a psychological miracle among these workers. From a class of people who have been in the past the most servile workers in the shops,—close allies of the foremen and most dependent upon their employers, they have now become active Union people, in the full sense of the word.

LADIES' GARMENT DESIGNERS OF NEW YORK

Shortly after the last Convention, the long-sought affiliation of the designers of New York with our International Union was finally gratified. A charter under the name of "United Designers of the Ladies' Garment Industry of New York, Local No. 45" was given to them and the designers have begun their existence as a local.

If ever there have existed any doubts as to whether the designers were rightly entitled to become an integral part of our organization, their conduct, ever since they have become a local of the International, has dispelled these doubts. About a year ago, they became affiliated

with the New York Joint Board, and the local is gradually growing in numbers and strength. Thus, the Cloakmakers' Union of New York City is forging link by link the industrial chain which gives them control, confidence and ability to protect their interests and the interests of those who depend upon them for a living.

LADIES' GARMENT CLERKS' UNION

Th wave of organization in the cloak and suit industry, which has swept New York during the past few years, has touched quite an unexpected quarter—one from which a call for affiliation could be least expected in former days. We refer to the persistent application for a charter which has come forth from the ranks of the shipping and stock clerks employed in the shops of the cloak and suit industry in New York City. They are, by far, the lowest paid workers in the industry, even though they used to regard themselves in the past as a class superior to the ordinary worker in the shop.

The affiliation of such a local of clerks' union with our International did not appear, at first, to be within the jurisdictional rights of our organization. We, therefore, deemed it best to present this matter to the consideration of the Executive Council of the American Federation of Labor in order to eliminate any possible jurisdictional friction with any other International Union in the future. A charter was issued to them after we received the information from Secretary Frank Morrison of the American Federation of Labor that the shipping clerks in the cloak industry belong rightly under our jurisdiction. This local has a large field to draw upon and they will in time become a valuable adjunct to the general organization of the ladies' garment workers in New York City.

THE DRESS AND WAISTMAKERS OF NEW YORK

The period between 1916 and 1918 was one of comparative tranquillity in the life of the waistmakers of New York. During that period all the differences arising between the workers and the employers' association would be adjusted by impartial chairmen and the Board of Arbitration under the chairmanship of Judge Julian W. Mack. The following two years, between the last Convention and the present, due to the shortsighted leadership of the association, have been years of bitter fighting from which the industry has suffered tremendously.

The last agreement between Local No. 25 and the Dress and Waist Manufacturers' Association was to expire on January 1, 1919. Under the terms of that agreement both sides were to meet two months before its expiration to discuss the terms of the new agreement. Local No. 25 decided upon a number of new provisions to be

embodied in the new agreement, to wit: the forty-four hour week, a 15 per cent increase in wages and that all reviews of discharge cases be settled within a limited space of time, so that the rights of the workers be not defeated by procrastination and delay, which has been the invariable practice in the past. Local No. 25, together with the International submitted these demands to the manufacturers and proposed immediate arbitration upon all these questions in case of failure to come to a mutual understanding in conference. The manufacturers met all these demands with a flat refusal, and in addition served notice upon the Union that unless it will give the manufacturers the freedom to discharge workers at will, it will no longer deal with the Union. Shortly thereafter, at a great mass meeting in Madison Square Garden on January 18, 1919, the waistmakers endorsed unanimously the demands presented by Local No. 25 and on January 21 the industry in New York City came to a standstill.

The strike was by far the bitterest in the history of the local. The tens of thousands of women workers fought with indefatigable courage and self-devotion the battle for their rights and for the standing of their organization. It would be impossible to recite the events of that strike within the brief space of this report. Suffice it to say that no less than 3,500 arrests were made for the crime of peaceful picketing. This marvelous fight has added another glorious chapter to the history of the working women organized under the banner of our Union. The remarkable Monday morning picketing demonstrations aroused the entire city and directed the attention of the country to the issues of our contest. The conflict soon developed into a test of endurance,—a test which threatened very soon to destroy the production of the entire season and to wipe out numerous firms together with their business.

After the strike was in progress for three weeks, a large number of dress and waist manufacturers withdrew from the Association and with a great many heretofore independent dress firms organized a separate association of dress manufacturers. This new Association, very soon after its formation, entered into an agreement with the Union, conceding practically every demand of the workers including the forty-four hour week. The jobbers in the dress trade also organized themselves into an association and signed an agreement with the Union for all contractors, and also conceded every demand of the workers. The fight thereupon narrowed down to the waist industry which was controlled by the Dress and Waist Manufacturers' Association. With the aid of all our New York locals and the locals outside of New York, the International raised a big defense fund and stood ready to continue the strike even into the next season, if necessary, until the demands of the girls were won.

At the end of nine weeks (towards the end of March), after an attempt made by Drs. W. J. Schiffielin and Henry Moscowitz, we were brought together with the manufacturers and the conferences were again begun. On the seventh of April, an agreement was reached which terminated the protracted contest.

The workers won the point limiting the time for review of discharge cases to not more than seventy-two hours, together with the forty-four hour week, increases in wages and the other objects sought in their original demands. The workers of several firms which had chosen to withdraw from the Association rather than to give in to the Union, still remained outside, and against those the Union was forced to keep up individual strikes. Others gave up their factories in New York and opened shops in small country towns.

Thus, this memorable fight—a fight for a principle—came to an end. If it had not been for the undue obstinacy and bitterness of the employers, the controversy could have ended either in conference or during the early stages of the strike. The hundreds of thousands of dollars which the strike cost and the privations were not in vain, however. The girls administered a costly lesson to the members of the Association, and it is to be hoped that in the future the employers in the waist and dress trade will consider many times before again plunging the industry into a bitter contest which can be settled by peaceful means, through a display of a spirit of conciliation and understanding.

At the writing of this report there are fresh clouds arising on the horizon in the waist trade in New York City. The present situation has arisen from a request for an increase in wages forwarded by the Union to the Association in January, 1920. A similar request by the Union upon the Dress Manufacturers' Association was adjusted through a decision rendered by Dr. Judah L. Magnes, as Impartial Chairman, in a satisfactory manner. Together with the independent waist manufacturers, who have likewise conformed with the terms of this decision, these general increases and the raise in the scale of wages have covered about eighty per cent. of the waist and dress industry. When the Dress & Waist Manufacturers' Association was approached by the Union with this request, it was, at first, refused to discuss the matter. Later, however, they consented to go into conference and made a counter-offer to the Union, agreeing to some increase, with a proviso that this increase be only temporary. Through this they purported to place their members in a more advantageous position in comparison with the other firms in the trade, a position which would, of course, serve to disunite the ranks of the workers and to demoralize those members of Local No. 25 who were employed in their shops. The Union could hardly be expected to agree to a proposition which would give to twenty per cent of its members a scale of wages inferior to the one prevailing in the overwhelming majority of the trade.

The attitude of the manufacturers has created a state of unrest, and in a number of shops stoppages have occurred. It is difficult to say where this untoward situation may lead.

The early months of 1920 have also seen a very energetic campaign for unionization undertaken by Local No. 25 in a number of

non-union shops of the waist and dress trade in New York City. It must be observed that the dress trade, in particular, has been growing to remarkable proportions in this city, and hundreds of new shops have opened up during the past few years. The Union has succeeded in enrolling thousands of new members in its ranks in a remarkably short time.

The considerable difficulties experienced by Local No. 25 in its administrative and managerial departments have not materially decreased. As before, the great outstanding want of the local is unified leadership and systematized administration in the higher and better sense of the word. Brother Sol. Seidman was manager of Local No. 25 during the latter part of 1918 and the first nine months of 1919. He left that post to become a general organizer of the International, and was sent on an organizing trip to the Pacific Coast. He was succeeded, for a period of 3 months, by Max Finkelstein, former chief clerk of the Association Department of the New York Joint Board. In January, 1920, Brother Julius Hochman, manager of the Chicago Waistmakers' Union, Local No. 100, was called over from Chicago to assume charge of Local No. 25, which position he now occupies.

The General Office has toiled hard and insistently to aid and direct the activities of the waist and dressmakers' organization, both during strike and peace times, but it is quite apparent that Local No. 25. if it is to continue to progress and to occupy its leading place among the locals of our International, must rely upon its own leadership, genuine and real. The chief reason why Local 25 was not able to have an efficient management lies, in our opinion, in the fact that the local is too big and unwieldy a body to be able to enlist all the energy and material within its ranks for the purpose of achieving definite and practical aims. It was recently proposed that a joint board system of administration for the various branches of the waist and dress trade be organized under a directing institution such as the Joint Boards of the cloakmakers of New York and elsewhere. This proposal was taken up during last winter for a vote at the various branch meetings, but, apparently, the lack of sufficient preliminary discussion and familiarity with the feature, brought about its defeat at the sparsely attended branch meetings. The example of the prosperous condition of the cloakmakers' organizations and of the joint board organizations in the various other garment trades in New York and elsewhere, was ignored and disregarded in the reaching of a decision upon the merits of this proposition.

It seems to us, nevertheless, that this is a proposal which should deeply interest this Convention, and which should be taken up for earnest discussion as it concerns vitally the interests of a large and integral part of our organization.

THE WAIST AND DRESSMAKERS OF PHILADELPHIA

Local No. 15 of Philadelphia is one of our banner locals. In fact,

it is practically the only local among our women workers' organizations which can proudly boast of a 100 per cent. membership in an industry of considerable magnitude. Its growth has been quite phenomenal, indeed, having emerged from a membership which amounted to next to nothing in 1915, to several thousand strong in the course of only five years, with a splendid control over the working conditions of the entire industry.

In the Summer of 1918, Local No. 15 celebrated the third anniversary of its rebirth with considerable pomp and enthusiasm. It published on that occasion a very interesting volume, in which, chapter after chapter, the history of the Union's fight and growth was told. The celebration was in the form of a great mass meeting, concert and banquet, which was a memorable event for all organized workers in Philadelphia.

In the extension of its organizing work to the smaller towns around Philadelphia where several waist shops were opened during recent years, and partly in connection with the running down of scab firms during the New York waist strike, Local No. 15 encountered considerable opposition in the city of Vineland, N. J. After a fight which lasted for several weeks, a substantial local was organized in Vineland, Local No. 121. The General Office aided in that fight, and subsequently took over the burden of managing the local for a considerable time. As a result of that strike, the several hundred workers in Vineland received the same working conditions as those prevailing in the Philadelphia shops.

During April, 1919, Local No. 15 succeeded, after a number of conferences with the Association of employers in the trade, in gaining the forty-four hour week and an increase for all the workers in the industry. Simultaneously, a walkout took place in all the independent shops, and shortly thereafter uniform standards were obtained for the entire industry.

In the Fall of 1919, Vice-President Silver, who had been with Local No. 15 from the first days of its revival, to our regret, resigned from the managership of Local No. 15. Local No. 15 accepted his resignation with great reluctance, and shortly afterwards, Brother E. Reisberg, formerly one of the leading officers of Local No. 25 of New York, assumed charge.

In December, 1919, the waistmakers of Philadelphia began a series of conferences with their employers on the question of the raising of the minimum scales in the industry. Considerable difficulties were encountered during these negotiations, which were, however, subsequently eliminated, and an understanding reached. Cutters received a general increase of $5, week workers received $2 and piece workers received an increase of 10 per cent. on all prices. According to the new agreement, sub-contracting was entirely eliminated from the trade. Brother Baroff attended all the conferences with the employers.

Local No. 15 is easily one of the leading trade unions in Philadelphia, and exerts a very beneficial influence upon the labor movement of that city. It conducts various educational activities and the headquarters of the Union is the home of some of the most interesting and novel features undertaken in connection with the spread of progressive thought and enlightenment among our workers. Such, for instance, is the co-operative restaurant, a very ambitious proposition, undertaken by the local for the benefit of its members and trade unionists in general. The library of Local No. 15 has a very large and choice collection of books and is eagerly patronized by its membership. Aside from that, in connection with the headquarters, a number of interesting clubs and groups have been organized, which pursue their special work along with the general work of the organization. Local No. 15 has also taken an active part in the drive which the labor unions of Philadelphia have been carrying on for the building of a labor lyceum in Philadelphia.

The Unity House at Orville, Pa., which belongs to the Waistmakers' Union and in which it had invested about $30,000, provides summer vacations to the members of Local No. 15 at cost price. The place is well situated, splendidly accomodated, and the atmosphere is a breeding place for true devotion and loyalty to unionism and to the ideals of the labor movement.

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

The Boston Waist & Dressmakers' Union has been going steadily ahead in its effective work of gradually raising the working conditions of its members during the past two years and of maintaining the control over the working conditions in the local industry which it had obtained several years ago.

In the fall of 1918, Local No. 49 succeeded, after conferring with the manufacturers, in obtaining substantial wage increases for all workers in the trade through a decision handed down by the arbitrator in the industry, Mr. Stanley King, at that time assistant to the Secretary of War.

During the early part of 1919, the officers of Local No. 49 rendered considerable service in the great waist strike in New York City by aiding in the unionizing of numerous shops which were opened by New York struck firms in some small towns around Boston.

After the winning of the forty-four hours in New York City, in the cloak, waist and dress industries, the establishment of this standard in the Boston waist shops came as a matter of course, without any particular loss of energy or exertion on the part of the workers, during the late spring of 1919. The introduction of the shorter week work was accompanied by a considerable increase in the wage scales.

Toward the end of 1919, Local No. 49 ran into a very obstinate fight in two waist shops, the owners of which had withdrawn from the local waist and dress employers' association and had decided to fight the Union. The strikes finally ended in a victory for the workers, but the Union spent a great deal of money and energy to attain the victory.

Early this year, the local began to confer with the employers' association regarding increases in wages in order to meet the increased cost of living. The conferences were attended by Secretary Baroff and ended in the drawing up of a new agreement containing substantial gains for the workers, such as a flat increase of from $3 to $5 per week for week workers; the raising of the hourly basic rate for piece workers from 40 to 90 cents: the granting of six legal holidays with pay and the assumption of responsibility by the manufacturers for full Union conditions in the shops of their contractors. The settlement was received with great satisfaction by the members of Local No. 49.

The Waistmakers' Union of Boston is a solidly entrenched organization. Aside from trade problems, the members of the local are interested in educational work of a broad and varied nature. During the Winter, the local has been conducting lectures and courses for its members, receiving on many occasions, guidance and instructions from the Educational Department of our International Union in New York City.

During the past three summers, Local No. 49 has been conducting a vacation colony at Cape Cod, Mass., called "Camp Unity." It is a co-operatively managed institution and a breeding place of good feeling and comradeship among the members of the local.

CHICAGO WAIST AND WHITE GOODS WORKERS, LOCAL NO. 100

Our last Convention left us a heritage and has given us a mandate in the waist and white goods industry of Chicago. The first was an unsettled condition, mingled with hope and anxiety, among the workers in those trades in Chicago, where the wounds of the bitter strike of 1917 were still healing, and the Union was slowly rallying its strength in an effort to make ready for another campaign. The mandate of the Convention was plain and simple: The Chicago waist and white goods workers must be unionized and a collective agreement must be won from the employers!

The campaign was somewhat slow in starting. The pressure of work during the second half of 1918 and the beginning of 1919, and the many contests and strikes launched by the International during that time has somewhat retarded the beginning of a new campaign in Chicago. In addition, difficulties were encountered in the selection of a person to take charge of the situation. The problem of

organizing these trades in Chicago, however, never left the minds of the members of the General Executive Board. Our delegates to the conventions of the American Federation of Labor in 1918 and 1919 succeeded in having these conventions pass resolutions urging the aid of the organized labor movement of America to the efforts of our International in the organizing of the Chicago waist and dressmakers.

In January, 1919, Brother Julius Hochman, formerly an officer of Local No. 25, was sent to Chicago entrusted with the task of launching a campaign of organization. At once the local began to show signs of progress. Shop after shop was enrolled into the Union, and whatever depression was left from the strike of 1917 was fast vanishing away. In many shops the workers began fighting for better conditions, and invariably succeeded in getting them. There was no association of employers at that time in the trade, and the Union was obliged to deal with each employer individually.

This successful agitation work was carried on until mid-summer when, in the opinion of the General Executive Board and of the officers of the local, the time for a general move arrived. President Schlesinger went to Chicago to take charge of the situation, and towards the end of July a communication was forwarded to all manufacturers which contained demands on behalf of the Union and a request to confer with our representatives. The energetic campaign conducted by the Union and the earnest tone of the invitation made a telling impression upon the manufacturers. In a brief space of time two manufacturers' associations were organized in the trade and conferences soon began.

The result was an impressive victory for the girl workers. Without loss of time an agreement was reached with both associations, which assured the workers in the dress trade of Chicago a forty-four hour week, conisderable increases in wages, seven legal holidays with pay and a machinery for settling disputes. The Union was recognized and agreements were entered into with both associations for a period of two years.

The Chicago labor movement was genuinely thrilled by the victory scored by Local No. 100 and our International Union; the memory of the bitter fight of 1917 and the sacrifices which were borne by the girl strikers and the entire movement of the city, were still fresh in their minds, and the significance of this decisive achievement was but additional proof of the maxim that the labor movement never loses a fight; that it may be at one time or another stopped or halted in its advance, but that it is bound sooner or later to reap the fruit of its toil and sacrifice.

Local No. 100 has, since the signing of the agreement, become a full-fledged and self-sustaining member of our International Union. Nevertheless, it found itself confronted, in the course of further organizing work, with a number of problems which were hardly up to its own individual strength to solve. The problem of the management of the local was not the least among those. This matter was

taken up by the General Executive Board on more than one occasion. The question of the affiliation of Local No. 100 with the Joint Board of the Cloakmakers' Unions of Chicago and the transferring of all pressers and cutters who are members of Local No. 100 to Locals No. 18 and No. 81, loomed up as the most practical and effective means of insuring its further growth and influence and of simplifying its problems of management. With these aims in view, the General Executive Board decided, for the good of Local No. 100, to recommend its affiliation with the Chicago Joint Board and to transfer all of its pressers and cutters to Locals No. 18 and No. 81. For many technical and psychological reasons, the decision of the General Executive Board was carried out by Local No. 100 only in so far as the affiliation with the Joint Board is concerned; the transferring of the pressers and cutters to Locals No. 18 and No. 81 has not been as yet carried out.

Local No. 100 is to-day part of the Joint Board of Chicago. Whatever storms it may encounter in its inevitable extension and growth, it will be sheltered, advised and supported by the main body of our workers in Chicago, and will in addition receive the same close attention from the International Union, which it has received in the past.

During the strike of 1917, Judge Baldwin sentenced a number of our active workers to prison terms for alleged violation of a writ of injunction issued by him. All these cases were appealed and were reversed, except for the case of Brother Steve Summers of the Chicago Milk Drivers' Union, who was compelled to serve a prison term of 70 days. The 90 days' sentence imposed upon Brother Seidman was reversed by a higher court upon our appeal, but this decision was later appealed from to the Supreme Court of Illinois by the prosecution and is still pending.

NEW YORK WHITE GOODS WORKERS, LOCAL NO. 62

Local No. 62 occupies a prominent place among the women workers' locals of our International Union. This local controls a majority of shops in the white goods trade in New York City and has, during the seven years of its existence, defended the interests of the white goods workers in New York City in an inspiring and praiseworthy manner.

The last agreement with the Cotton Garment Association was to expire in March, 1919. In accordance with its terms, conferences with the Association were begun several months in advance. The demands presented to the manufacturers included a reduction of work hours, a more thorough unionization of shops and raises for all grades of workers. The attitude of the Association at the conferences provoked a very definite feeling of resentment among the members of Local No. 62 which reached its height at a big mass meeting called

by the Union on February 13, 1919, at Cooper Union. This meeting empowered the leaders of the local to declare a strike in case the manufacturers continued in their stubborn opposition.

Early in March, the strike broke out. Settlements with individual manufacturers began quite early and the firm attitude of the strikers bespoke a quick and successful termination of the contest. On the third week of the strike, negotiations were again resumed with the Association and on March 22nd the strike was brought to an end. Among the gains won by the settlement were a forty-four hour week, a raise in wages and a new interpretation of the Union shop clause which gave the local a freer hand in enrolling into the organization the shops which were heretofore unorganized.

In the Fall of 1919, Brother Samuel Shore, who was, for eight years, the manager of the local, resigned his position. Shortly, thereafter, this local, like most of our Unions throughout the country, began formulating a demand for raises in wages. As Brother Wm. Davis, the new manager of Local No. 62 was stricken with pneumonia at about that time, Vice-President Lefkovits was entrusted by the General Office to assume temporary charge and to conduct negotiations on behalf of the local with the Association in regard to the demanded raise. After several conferences, an understanding was reached by which the white goods workers received an immediate increase of $2 per week and an additional increase of $1.00 to be given on September 1, 1920.

The management of Local No. 62, particularly in the conduct of its office work and internal methods of transacting business, has improved considerably during the past two years. Due to the efforts of the Record Department of the International, a better system of membership record was installed and the organization in general was put in better working shape.

As in past years, the membership of this local keeps in close touch with the entire labor movement in the city and responds generously to all its immediate and pressing problems.

CHILDREN'S DRESSMAKERS, LOCAL NO. 50

The Children's Dressmakers' Union of New York is a wide-awake organization and exerts an ever-growing control over the industry in New York City. Its record for the past two years is one of unbroken achievement.

In November, 1918, Local No. 50 presented demands to the Children's Dress Manufacturers' Association for the forty-four hour work-week, for increases in wages, three legal holidays with pay and for Union shops. After a series of conferences with the Association, a settlement was reached, the Union gaining all it demanded. Simultaneously, a general strike was declared against all non-association

shops, and the end of February saw a complete victory and change of standards in the trade. A drive for new members resulted in a bigger and stronger local, and 1500 members were added to its roll.

During the summer of 1919 a number of members of the Association had taken advantage of the non-strike clause in the agreement and endeavored by all means to prevent the Union from organizing the non-union workers in their shops. This lack of good faith on the part of the members of the Association created a feeling of antagonism which resulted in the abrogation of the agreement. When Local No. 50 was informed by the Association that it had instructed its manager not to attend any longer to complaints filed by the Union, the local began immediately to deal with each member of the Association individually. The Association thereupon proceeded to obtain an injunction against the Union, prohibiting it from doing organizing work in their shops. The injunction was dismissed by the courts in January, 1920.

Meanwhile, a demand for new increases in wages had become general in the children's dress industry, and this demand was granted in all the independent shops. In the association shops the Union pursued the policy of dealing with the individual employers and was scoring considerable success. The Association subsequently changed front and insisted upon conferring with the Union. Upon the advice of President Schlesinger such conferences were begun and on January 7th, a settlement with the Association was arrived at, which included the following points:

1. All members of the Association must maintain Union shops.
2. Six legal holidays with pay.
3. A flat increase of $3.00 per week to all the workers, and a definite minimum scale to be introduced in the industry not later than August, 1920.

This agreement, which bids well to begin a new era in the relations between the Union and the Association, was ratified with unanimity and enthusiasm by the organization.

Local No. 50 is at present in excellent shape from every point of view. It has a large, loyal and well-disciplined membership,—one that has learned to rely upon its own fighting resources and to win against its enemies and opponents, no matter how great the odds may be.

THE HOUSE DRESS AND KIMONO WORKERS OF NEW YORK

Among the smaller organizations of women workers in New York, Local No. 41 is of our eldest, with a past history that runs back for over twenty years. The local has had a varied career. Its newer period begins with the Winter of 1913, when it was brought back into

real activity and influence by the tidal strike wave in our industries of that year.

During the past two years, Local No. 41 has passed through a considerable amount of strife and has come through with encouraging gains for its membership.

Before its agreement had expired in January, 1919, the local began conferring with the association of manufacturers in the trade, regarding their demands for the forty-four hour work-week, a twenty-five per cent increase in wages and three legal holidays with pay. These conferences failed to bring about an agreement, and the Union was forced to declare a general strike in February, 1919, which ended in two weeks with a full victory for the workers. The raises affected all classes of workers.

During that year the members of Local No. 41 have received additional increases in their earnings which helped them along in meeting the mounting cost of living. In December, 1919, the local began making preparations for the enforcement of another increase in the wages for all the workers in the trade. The manufacturers' association had by that time become disbanded, and the Union made its demands upon the individual manufacturers. As soon as this was done a number of employers got together again and formed a new association, with which the Union began to confer. When it became evident that the manufacturers would not yield without a fight, a general strike in the trade was called. The strike lasted for over eight weeks, at the end of which the controversy was submitted to arbitration. The Union gained a general flat increase for all the workers of $4.00 per week, and the workers returned to the shops.

Local No. 41 has still quite a large field for its activities. The stronghold of this local are the house-dress shops in Brooklyn and New York. The kimono trade, however, is only partly organized and the thousands of the Syrian and Spanish workers in this trade, both in Brooklyn and New York, are only affected to a very small extent by the organization. The General Executive Board has upon several occasions aided Local No. 41 in organizing work among these Syrian and Spanish workers, but the ambition of this local to enroll a large number of these workers into the Union is as yet unrealized. The language and nationality obstacles that lie in the way of the organizing of these Eastern workers are very material, but they must not be regarded as insurmountable, and a way will be found to tackle this problem when the General Executive Board will again undertake a campaign of organization in this industry.

PRIVATE DRESSMAKERS OF NEW YORK

The private dressmaking trade of New York, employing as it does from six to eight thousand women workers, has always presented a big field for organizing work. The great majority of the private

dressmakers are women who have been nurtured on ideas antagonistic to trade unionism.

Local No. 90 has on its rolls about 10 per cent of the women employed at the trade in New York City. Among its members are the best and most skilled workers.

All during the spring and summer of 1919, the organization maintained a very modest existence. The agreement which the private dressmakers had with their employers expired on February 15, 1920, and the local thereupon presented demands for a forty-four hour week, double pay for overtime and a minimum wage scale. The agitation in connection with these demands brought life and activity into the local, and the employers granted the requests of the workers without a strike, the forty-four hour week, double remuneration for overtime, and raises from $6 to $15 per week.

These gains added considerably to the prestige of the local, and the private dressmakers have since been gaining in influence and strength. Quite naturally, the entire attention of the local became directed toward the big fashionable district uptown, where the majority of the firms in the trade are located and from where it could draw most of its new adherents and strength.

During the past few months, the local has been conducting a very intensive literature campaign in the form of booklets, leaflets and other agitation material, which was spread broadcast among the women workers in the uptown dressmaking district of New York. Already tangible results have been obtained, and the local has excellent prospects of making considerable headway in the near future.

ORGANIZATION WORK AMONG THE PETTICOAT WORKERS OF NEW YORK

Those following the activities of our International in New York know of the unsuccessful strike conducted among the petticoat workers in 1917. Because of the failure of that strike the petticoat makers' local shortly thereafter went out of existence. During 1919, the problem of organizing the petticoat workers came up again before the General Executive Board and a decision was adopted to make another attempt to bring this industry under Union standards and conditions and an organizer was placed in charge of this agitation in the early fall of 1919.

There are from one thousand to twelve hundred petticoat makers in New York, employed in about sixty shops. After several months of agitation we succeeded in enrolling about six hundred of them in Local No. 46. Meeting after meeting was called at which the question of presenting demands to the employers was discussed. The decision of calling a strike was definitely arrived at early in January and after considerable preliminary preparations, a strike in the trade

was declared in January. The strike call brought down over 50 per cent. of the workers in the trade.

The attitude of the police in this petticoat strike was exceptionally brutal and lawful picketing was interfered with everywhere. The strikers nevertheless are holding firmly together for over three months. Attempts to get the firms to confer on the issues of the strike were unsuccessful. Towards the end of February, Acting Mayor La Guardia became interested in the strike of the petticoat girls and invited the manufacturers to a conference with the Union, but the manufacturers rejected every effort at mediation.

At this writing, the strike is still going on. The strikers are being supported by the International morally and financially. We have paid out in strike benefits alone the sum of $25,000.

Should this second strike also end in defeat, it will not in the least discourage us. We are determined to organize this trade and to establish in the factories the proper standards of work and not to rest until this is accomplished.

THE BONNAZ EMBROIDERERS OF NEW YORK

Local No. 66 has excellent control over the working conditions in the shops and factories of the bonnaz embroidery trade in New York. The industry is completely organized and the workers are all earning fair wages and receiving the most respectable treatment from their employers.

They rendered material aid to the workers in the New York Waist and Dress industry in the strike of 1919 by stopping a number of embroidery shops which were doing work for strike-bound waist and dress factories.

In 1919, the bonnaz embroiderers established the forty-four hour week without a fight. The employers conceded to this standard without much antagonism. During the following summer season the local gained a substantial increase in wages for its members ranging from $15.00 to $20.00 per week on the minimum scales. While the local was well occupied with the improvement of the working standards, it did not neglect to check the growing evil of the small contractors' shops which began to increase very rapidly in the trade.

In the winter of the same year Local No. 66 devoted a great deal of its energy toward the organization of the many thousand hand and Singer embroiderers who work under conditions inferior to those in the bonnaz and Swiss embroidery trades. At the last convention the International gave over the jurisdiction of this industry to the bonnaz embroiderers and in comformity with the desires of that convention the General Executive Board is paying part salary to a special organizer for the hand and Singer trade and has also assigned our Italian organizer to aid them in this compaign.

NEW YORK SWISS EMBROIDERERS

Another successful organization of embroidery workers is the Swiss Embroidery Workers' Union, Local No. 6. It organized in 1915 and it now has complete control of all Swiss embroidery shops in New York, Brooklyn and the Bronx.

The six weeks strike of 1916 placed that local on a solid basis. That strike was ended by the manufacturers entering into a collective agreement with our International, which provided for a working week of 51 instead of 56 hours, for a substantial increase in wages and for many other improvements in the working conditions.

Early in 1919 at the expiration of the agreement Local No. 6 presented to the Manufacturers' Association a request for a reduction in the hours of labor from 52 to 48 per week, for a substantial increase in the wage schedules to meet the increased cost of living and for a preferential union shop. After a few conferences the Manufacturers' Association conceded to these demands and Local No. 6 thus gained another great victory. The agreement was made for two years. During the same period the local also expanded its organization to a number of Syrian shops in South Brooklyn.

In March, 1920, the local asked the Association for a flat increase of 15% for all the workers in the grade. The manufacturers at first objected to that request on the ground that the agreement with the union was to run for another year, but after some negotiations the matter was adjusted to the entire satisfaction of the union, the Manufacturers' Association having conceded to that request and also agreed to reduce the working hours from 48 to 46, at the expiration of this present agreement.

During the last six months Local No. 6 has been conducting a very energetic campaign in the Hudson County towns of New Jersey, one of the strongholds of the industry in the country, with very good results. Every sign points to the speedy organization of the thousands of Jersey embroidery workers into a strong labor body. The International has been defraying the expenses of an organizer for that locality for the last several months.

The Joint Board of Chicago recently organized and obtained a charter for a local of embroidery workers, which embraces the men and women working in the several shops in that trade in Chicago.

The small Philadelphia embroidery workers' local, which had existed for a short time, became extinct.

OUR LADIES' TAILORS' LOCALS

Local No. 80 of New York

The year of 1918 saw a remarkable improvement in the condi-

tion of the ladies' tailors' organization of New York City. The situation in the trade was, to a considerable extent, favorably affected by the comparative scarcity of workers. For the first time in its history, Local No. 80 was well on its way towards gaining real control over the industry and of establishing higher standards for the workers. In the autumn of 1918, the local was compelled to wage a general strike for the purpose of increasing the earnings of its members, which were very low at that time. The strike resulted in a general twenty per cent increase and served to lift the morale and cement the ties between the membership and the organization.

Early in 1919 the Union undertook a fight against the firm of Hickson, Inc., which has constantly violated its agreement with Local No. 80. The strike was won within a few weeks. In July, 1919, after an arduous campaign of organization, Local No. 80 also succeeded in organizing the shop of Milgrim Brothers, a former stronghold of scabbery.

With the approach of the fall season of 1919 the Union decided upon the establishment of the forty-four hour week, week work and a $50 per week minimum in the ladies' tailoring industry of Greater New York. The general strike was called on September 9th which was ended after two weeks in a complete victory for the workers. The Union gained all its points, including the $50 per week minimum.

In January, 1920, after the minimum scales had been increased in the cloak industry of New York, Local No. 80 began a campaign for a similar increase. Unfortunately, this campaign brought them into a very bitter fight with the shop of Milgrim Brothers. The attitude of this firm, aided by Judge Aaron J. Levy, of the Municipal Court, which after having promised a raise to its men, has withdrawn it and has refused to arbitrate the dispute, was nothing short of provocative, and the Union was compelled to resist a lockout which the firm had inaugurated against the workers. This firm resorted to the most unscrupulous methods of harassing and intimidating the strikers. Simultaneously, another strike occurred in the shop of Hickson, Inc., where an entire department was discharged by the firm.

Local No. 80 has during the past two years, in spite of the shortcomings of its management, become a strong and influential factor in the trade. Aside from strictly trade union matters, they have conducted educational work among their members and have supported every progressive and liberal movement which appealed to them for aid. We can also say that the members of the local have, upon more than one occasion, come to the aid of their organization by voluntarily giving up half a day's pay for the local treasury.

The problem of the amalgamation of Local No. 80 with Local No. 3 is still kept in abeyance. Early in 1919 several conferences were held between these two locals, but they terminated without any definite results. Lately, considerable friction has arisen between these two locals on the question of transfers, and it will be well for this Convention to adopt a working recommendation with regard to this matter.

Local No. 76

We have had a small local of ladies' tailors and girls employed at dressmaking in Philadelphia. The International had on several occasions endeavored to aid them by sending organizers and speakers, but the local made very little headway.

The Philadelphia Joint Board finally decided to take the men belonging to Local No. 76 into their organization and undertook the organization of the trade. After a campaign during the summer of 1919, they succeeded in enrolling several hundred ladies' tailors into the Union and in raising their standards and earnings. They have since remained a part of the Philadelphia Joint Board and they feel quite satisfied with this arrangement.

The custom dressmaking shops of Philadelphia are with only a few exceptions still unorganized. As in New York, there are a number of inherent difficulties which prevent their successful organization. As many of them as are organized are members of Local No. 76. The Women's Trade Union League of Philadelphia has been endeavoring to keep this group together for quite some time. Arrangements are now being made by the General Office to engage an organizer for that local in Philadelphia.

Local No. 104

Our old Local No. 71, of Chicago, underwent a very favorable change. After long preliminary negotiations, it succeeded in affiliating with an independent organization of ladies' tailors in Chicago and both these organizations received a new charter, under the name of Ladies' Tailors of Chicago, Local No. 104.

This affiliation has worked greatly to the advantage of the Chicago ladies' tailors. The conditions in the shops have kept on steadily improving and the new local at present exerts a controlling influence on the local trade.

In August, 1919, Local No. 104 won the forty-four hour workweek, with a standard scale, and an increase of 30 per cent for all the workers in the trade, and during February, 1920, another general increase was granted to the workers in the industry.

Local No. 104 is now in a position to safeguard for the ladies' tailors of Chicago the best conditions they have had in their existence.

Local No. 101

The Baltimore Ladies' Tailors' Union, Local No. 101, has, during the past two years, maintained a steady and progressive existence. Though small in numbers, this local has managed to win for its members conditions which compare favorably with the conditions of the ladies' tailors in New York and elsewhere. They have a forty-four hour week and a standard scale of wages, which assures to the workers fair living conditions.

Local No. 36

The old defunct local of ladies' tailors in Boston, No. 36, was reorganized during the summer of 1919 by Brother Jacob White, the manager of the Boston Joint Board, and has succeeded in introducing standard uniform conditions in the Boston shops. It has also been of material aid to the New York ladies' tailors during their strikes, as some of the big New York shops have branches in Boston.

Local No. 96

We have recently reorganized a local of ladies' tailors in New Haven, No. 96, the successor of the defunct Local No. 22 which existed at one time in New Haven.

This local was formed during September, 1919, when the agitation for the forty-four hour week was being carried on in Connecticut by the International. The New Haven tailors, however, did not succeed in getting this desired reduction of hours; after a strike of several weeks they had to content themselves with a reduction of their hours to forty-eight and an increase in wages. The prospects for the control of the local trade are quite promising, and there is little doubt that their next move for better conditions will yield them terms similar to those prevailing in the ladies' tailoring industry of other cities.

Local No. 68

The Hartford Ladies' Garment Local No. 68, composed principally of ladies' tailors and alteration workers in department stores, had a general strike when the New Haven tailors left their shops. As in that other Connecticut city, the Hartford tailors succeeded only in part, and returned to their shops after a bitterly contested fight of several weeks, with a gain of a reduction of several hours, bringing it down to 48 and 46 hours, and considerable increases in their wages.

The Hartford organization is bigger than the one in New Haven, and there are in Hartford a number of other shops belonging to our industry which clamor for organization. The General Office has done considerable for the Hartford workers in the past and is planning an organization campaign on a larger scale in the near future.

Vice-President Seidman was in charge of the strikes both in New Haven and Hartford.

Local No. 86, St. John, N. B.

There has come into existence, during the past two years, a little local of ladies' tailors in St. John, N. B. It is a small organization, taking in practically all the men employed on order made ladies' garments in that city, and they have succeeded in obtaining decent working conditions.

Local No. 123, Paterson, N. J.

In the fall of 1919 a local of ladies' tailors and alteration workers in department stores was organized in Paterson, N. J. Soon after it was formed, a walkout of all the members of the local took place, involving the majority of the ladies' tailors' shops and department stores in the city of Paterson. After several weeks of striking, they succeeded in winning the forty-four hour week, increases in wages and a standard scale of wages.

Local No. 94, Cleveland, Ohio

The movement for organization among our workers in Cleveland has also resulted in the formation of a ladies' tailors' local in 1919. Like everywhere, it is composed of ladies' tailors and alteration workers employed in stores. It is a fast growing organization and has already succeeded in winning uniform conditions for its members in practically all the shops of the trade in the city of Cleveland. It is affiliated with the local Joint Board.

OUR WATERPROOF GARMENT LOCALS

Local No. 20, New York

The war has given a strong impetus to the development of the waterproof garment industry throughout the country. The demand for rain-proof garments for the army and navy has expanded the trade immensely and has brought about an influx of outside workers into it. The manufacture of gas masks also required a considerable number of waterproof workers to operate the several factories established for that purpose.

During the summer of 1919 a certain situation arose in the raincoat trade in New York which threatened to disrupt the entire local industry. Serious charges of fraud were brought by the authorities of the War Department against a number of raincoat manufacturers in whose shops army contracts were being made. As a result, government orders were withdrawn from these shops and about 3,000 workers became idle. The employers who still had some work attempted to cut down the earnings of their men and otherwise infringed on their rights. Owing to the same condition, contracts for army work, which had hitherto been given to the New York market, were being sent to manufacturers in the Middle West and Massachusetts, where non-union shop conditions existed. The General Executive Board took up this matter with the authorities in Washington, which resulted in exonerating our workers from any guilt whatever connected with the charges preferred against the manufacturers and in the receding by the authorities from their rigid position of withdrawing work from the New York market.

Our waterproof garment locals have prospered considerably during the war and have greatly increased their membership. After the war,

a recession took place. The volume of business decreased and the working forces in the shops were diminished. Hundreds, even thousands of workers who had found employment in the shops during the war were therefore compelled to leave the trade and seek occupation in other fields. The curtailment of work brought along with it a considerable dislocation in the trade in general. In spite of all that, we may state with a feeling of satisfaction that our locals held their own throughout the trying times of reconstruction and have maintained their organization in satisfactory shape.

Early in 1919, Local No. 20 of New York, with a view of strengthening its position in the city, embarked upon a campaign of organization in a number of small towns around New York where several New York manufacturers had opened shops in recent years for the purpose of avoiding Union influence and standards. This campaign was on the whole very successful. In April, 1919, Local No. 20 of New York, Local No. 54 of Chicago and Local No. 7 of Boston, held an inter-city conference to discuss problems of mutual interest to the waterproof garment industry. They adopted a resolution in favor of a forty-four hour week for the next season and brought about closer affiliation between the locals in general.

During the Summer of 1919, Local No. 20 carried on an energetic agitation for the introduction of the forty-four hour week, the week work system, a minimum scale of wages and sanitary conditions in the shops. Shortly, thereafter the Union decided on a general strike in New York to enforce these demands. The strike took place in the latter part of July and proved a remarkable success. In less than three weeks every shop in the city was settled on the basis of the new agreement which included week work, a forty-four hour week and a minimum scale similar to the one prevailing in the cloak trade of New York at that time.

At the end of 1919, our Local No. 20 in New York went through quite an excitable and trying time as a development of a shop strike on Staten Island. The officers of the local and several of its members were involved in contempt of court proceedings, growing out of an injunction and the manager of the Local, Brother Louis Wexler, and its secretary, Samuel Friedman, as well as five other members were committed to jail for thirty days. The effect of this jailing of the officers of the local, instead of breaking the spirit of the organization, was just opposite. The rank and file of Local No. 20 whole heartedly supported their imprisoned officials who were punished upon trumped-up offenses which they never committed, and after their release they were given a rousing home-coming demonstration. The aftermath of this strike on Staten Island resulted in serious complications, as the injunction still hung over the local and it became obviously necessary for the International to come to the aid of this local and to carry the testing of this injunction to the highest court. At this writing the outcome of this legal fight is still unknown. In addition, three members of the local were later sentenced by a

Staten Island judge to two and a half years imprisonment in state prison upon charges of assault in connection with strike,—charges which a prejudiced and hand-picked jury was only too ready to believe.

Local No. 7, Boston

Next in importance among our waterproof garment locals, is Local No. 7 of Boston. The Boston local has followed closely the example of its New York sister organization, and has emulated it in all its gains and achievements and at present exerts a steady and wholesome control over the Boston waterproof garment industry.

Shortly after the New York raincoat makers had won their strike in the summer of 1919, the raincoat makers of Boston and surrounding towns declared a general strike for the enforcement of a forty-four hour week and a 25% increase in wages. The problem of week work was not advanced by the organization at that time as it was deemed to be a subject which had not yet been received with full discussion among the workers and was, therefore, not ripe for enforcement. After a short strike, forty-four hours became the standard work week throughout the raincoat trade in Boston and vicinity. A substantial raise was also gained for all workers in the shop.

Simultaneously, Local No. 7 undertook an organization campaign among the rubber workers in the big shops of the Cambridge Rubber Co. near Boston. There are several thousand workers employed in that shop on rubber garments and accessories, and these responded to the call of the organization in a remarkable manner. Local No. 7 conducted this campaign in its own behalf until the General Executive Board had the opportunity to investigate the situation and to ascertain its jurisdictional rights over these workers. The agitation carried on in Cambridge, Mass., proved very successful and in January, 1920, a local of approximately one thousand men and women, Local No. 128, was put on the roster of our International. The effect of organization upon their conditions proved at once beneficial and they have already received considerable improvements and gains over their former standards.

Local No. 54, Chicago

Local No. 54, in the somewhat smaller raincoat trade of Chicago, has been in existence for the last eight years and is composed of a very active and devoted membership. Their entire energies for the last couple of years have been bent upon organizing work in shops in and out of Chicago.

During last summer, the local introduced the forty-four hour week in all shops under its control. The local has also won considerable increases in the wages of its members during the past year. In the Winter of 1920, Local No. 54 went through a very severe fight with the firm of Shane & Co.—a shop which has always been fighting ground in the Chicago raincoat trade. Through the use of a sweep-

ing injunction obtained from a local judge, this company attempted to intimidate the strikers from peaceful picketing. The shop strike put a great drain upon the treasury of the local and, subsequently, the International undertook to aid them in this fight. The other raincoat locals in New York and Boston have also aided it generously. At the time of this writing the strike against that firm is still on.

Our Other Raincoat Locals

Among other raincoat locals (old ones and such as have been organized recently), are Local No. 102, Montreal; No. 111, Cleveland; No. 114, Racine, Wis.; No. 87, Trenton, New Jersey, and No. 129, Toronto, Canada.

Local No. 102, Montreal, is an old established compact organization which controls the entire trade of that city. It is a progressive, fighting little organization and has secured practically all the gains and benefits which its bigger sister locals have obtained in other cities.

Local No. 111 in Cleveland, is a small organization which is endeavoring to build up a membership from the workers of the several raincoat shops located in that city. During the short time of its existence the local has already succeeded in establishing the forty-four hour work week in the Cleveland shops and to introduce week work with minimum scales of wages equal to these in the other organized centers.

Local No. 114 of Racine, Wis., was organized during the Spring of 1919 among the workers in the factory of the Chicago Rubber Co., located in that city. It has a considerable membership, and was formed in the course of a spontaneous strike which had taken place in that shop for the improvement of working conditions. The International took a hand in that strike and sent Brother Greenspun from Chicago to aid the workers in organizing a local. Since that time, this local has won a number of improvements for their members and they are now well on the way of organizing the rest of the workers of that big shop. Brother Greenspun has at our request visited Racine in connection with this local several times since.

Local No. 87 was organized during last winter in Trenton, N. J., where several raincoat shops are located. The workers in these shops won the New York standards after a brief fight and are now a compact little local solidly organized for the protection of their interests.

During February, 1920, a charter was granted to the raincoat makers of Toronto, who applied for same with the consent of the local Joint Board of the Cloakmakers' Union. These raincoat makers heretofore belonged to the Cloakmakers' Union but with the growth of the local waterproof garment industry it became advisable for the better protection of their interests, to keep them in a local of their own.

OUR CORSET WORKERS' LOCALS

During the war, the big corset shops of Connecticut were engaged in part in the making of Government work and the actual output of corsets in those factories was reduced to a minimum. After the armistice was declared and army work was stopped, large numbers of workers found difficulty in finding employment in the factories which were being slowly put back to a peace basis. In fact, unemployment was quite prevalent in the corset shops of Connecticut during those early months and caused considerable hardship to the workers.

Of course, this state of affairs produced a depressing effect upon our corset workers' locals. Soon, however, work was resumed in the shops upon a pre-war normal basis. In the Summer of 1919, the corset workers of Bridgeport began to realize that they were facing a serious situation. They were earning but meagre wages while the cost of living was mounting rapidly. Thereupon, under the leadership of the International Union, demands were formulated and presented by the workers of the biggest shop in Bridgeport, Warner Bros., for a forty-four hour work-week, an increase of 50 per cent in earnings, free sewing cotton and other minor points. In anticipation of a probable strike, the firm locked out all their workers on July 14, 1919. When the General Office learned of this situation, several organizers were sent immediately into Connecticut, including Vice-Presidents Fannia M. Cohn, Sol Seidman and Brother Alfred La Porta. This lock-out and strike, however, did not last long. Conferences were quickly begun with the firm, and within a week a settlement was reached, the terms of which included a preferential Union shop, adjustment committees in each department, the abolition of charges for cotton and other accessories, and an increase of approximately 20 per cent on all operations. The forty-four hour week was submitted to arbitration and the decision of the Board was in favor of the workers.

The strike soon spread to other shops in Bridgeport, embracing all told about five thousand workers, and in these shops, too, settlements were soon reached upon the basis adopted in the Warner factory. In a short time, the industry in Bridgeport was at peace again, working under new Union standards and conditions.

During the time of the Bridgeport strike, the International had succeeded in organizing the workers of the Danbury corset factory belonging to the Warner Bros. firm. A substantial local was organized, No. 95, and the workers received the same terms obtained by the Bridgeport workers.

The Central Labor Unions of Bridgeport, New Haven and Danbury and the State Federation of Connecticut were very helpful to us in winning these strikes, and a considerable amount of credit is due to them for their loyal assistance.

Since the month of October, Brother Hugh J. Gartland, formerly an organizer for the Railway Carmen of America, has been in charge of our Connecticut activities, with an office in New Haven. Due to his efforts the corset workers' local in New Haven has been reorganized and it is now well on its way to becoming an active factor in the local trade again. Brother Gartland has also organized a small cloakmakers' local in Stamford and a tailors' local in South Norwalk.

During the month of January, the corset cutters of Bridgeport succeeded in obtaining an additional increase in their wage scales.

An attempt was also made, during the Fall of 1919, to organize the corset workers of New York. Brother Meyer Weinstein, at that time an organizer of the International, was placed in charge of the workers. There are a large number of corset factories in New York, most of them employing English-speaking girls, at very poor wages. When our agitation was beginning to show results and the girls began to display an interest in the Union, a number of firms adopted the forty-four hour work-week in order to forestall the spread of the influence of our organization. A leaflet and agitation campaign was started, but, regrettably enough, its success was rather meagre.

During the month of October, a strike broke out in the shop of the Irene Corset Co., caused by the discharge of a girl worker from the firm on account of her membership in the Union. This strike lasted several weeks, but owing to the fact that the rest of the industry in New York City was still in an unorganized state, it was finally given up as an untimely undertaking.

Generally speaking, the organization of the corset industry throughout the country is still in its early stages. With the exception of the Bridgeport locals, the corset trade, which numbers approximately from 20,000 to 25,000 men and women, is still unorganized. The large shops in the Middle West have not been touched yet, and in New York the surface has only been scratched.

THE ALBANY-TROY-SCHENECTADY DISTRICT

There are approximately a dozen waist factories situated in the district that embraces the three counties of Albany, Troy and Schenectady. All of them belong to large New York waist firms, who attempted to evade the control of the Union in New York. During the great waistmakers' strike in 1919, Union investigators from New York discovered a cluster of these shops in Kingston, Schenectady, Glens Falls, Troy, Albany and several smaller towns. Earnest attempts were made to unionize these shops and to prevent them from scabbing on the New York workers. After the close of the strike, we retained Thomas J. Purcell, Troy organizer of the American Federation of Labor, to take charge of that district for the International. In the summer of 1919, a small local was organized in Schenectady, New York, of the waistmakers employed in the Kurzrock

shop in that city. Shortly after they were organized the firm locked out several members of the Union and a strike ensued. After a contest of several weeks, the strike was settled by a comprise brought about by the Mayor of Schenectady. Later, however, the shop was closed down and the firm opened up another shop in an adjacent city, and the Schenectady local consequently went out of existence.

The problem of keeping vigil over the small country shops is best illustrated by the facts which have attended the strike in this shop of Kurzrock in Schenectady. The employers, who make up their minds to fight the Union move their shops from country town to country town in order to escape Union standards and Union conditions. The juggling with the jobs of the workers employed in these shops may be a light matter to these employers, but it cannot be taken in the same spirit by the Union. The problem of the out-of-town shops, particularly in the waist and skirt industry looms up before us as a matter of great importance which we shall discuss in another part of this report.

CLINTON, IOWA, LADIES' GARMENT WORKERS' LOCAL NO. 118

During the summer of 1919 we have organized a small local of ladies' garment workers employed at white goods and waists in the city of Clinton, Ia., through the efforts of the local Central Labor Union. Bro. Julius Hochman, organizer of the Chicago waist and dressmakers, has subsequently visited them several times and aided in the organization of that local.

ORGANIZING AMONG COLORED WORKERS

Colored women workers have begun invading the ladies' garment trades during the past few years, first as ironers and pressers and later as finishers and operators. Practically every one of the cotton trades in New York, Baltimore, Philadelphia and Chicago have a considerable contingent of colored girls. At the beginning, the colored girls were used by the employers as a club against the organized workers in their shops; lately, however, the idea of organization has been spreading among the negro girls in the women's wear shops of New York, and during the past few years they have been joining the organization in considerable numbers. The friendly attitude of the members of our locals towards them, the fact that they have treated the colored women in a friendly and equitable spirit, has aided materially in revealing to the negro women workers where their true interests lie.

The General Executive Board has been considerably interested in the question of educating the negro women in the ladies' garment

shops. During the past term we have made several donations to a publication conducted by negro workers for the purpose of disseminating ideas of organization and trade unionism among them. The question of engaging permanent organizers in furthering the campaign of organization among the members of the colored race in our trades, is a matter already under advisement.

ORGANIZATION AMONG OUR ITALIAN WORKERS

The influx of immigration from Eastern Europe has practically ceased during the past two years. Whatever immigration there came through Eastern ports during this period, came from Italy and adjacent countries. A number of these immigrants have entered the ladies' garment trades of New York City which have been offering the most tempting terms of labor to newcomers. In addition to that, the favorable conditions which were won by our organized workers in these trades have tempted great numbers of Italian men and women who have hitherto been occupied at other trades in this country, to enter our lines.

Italian men and women are also found in a number of trades which have, as yet, not been organized in this city and elsewhere. Thousands of them work in the corset trade and in the dressmaking trade, and they are becoming more and more numerous in the finishing trade in the cloak and suit industry.

The General Office has kept the work of organization among the Italians in the forefront of its activities. A permanent Italian organizer was kept in the field, Brother Alfred La Porta. The same purpose was kept in view when it was decided that alongside with the Jewish and English editions of "Justice," a weekly publication in the Italian language be published to reach the masses of the Italian workers with our word of enlightenment and education.

It was with this aim in view that the General Executive Board sanctioned the separation of the Italian workers from Local No. 25 into an Italian dress and waistmakers' local. The General Executive Board decided to offer the thousands of Italian workers in the waist and dress industry of New York the same opportunity which had been given to the Italian cloakmakers in forming a local of their own. Local No. 48 has prospered since and has become one of our strongest organizations. It is to be hoped that the local in the waist and dress industry, Local No. 89, will do as well and will gather into its fold all those thousands of Italian workers who have so far remained outside of the influence of our organization.

NEW AND EXTINCT LOCALS

During the past two years the International Union has granted charters to the following new locals:

Local No. 16.—Cutters of St. Louis, Mo., reorganized.
Local No. 30.—Cutters of Cincinnati, Ohio.
Local No. 36.—Ladies' Tailors of Boston, reorganized.
Local No. 45.—Designers of New York.
Local No. 79.—Ladies' Tailors of Port Chester, N. Y.
Local No. 86.—Ladies' Garment Workers of St. John, Canada.
Local No. 87.—Raincoat Makers of Trenton, N. J.
Local No. 89.—Italian Waist and Dressmakers of New York.
Local No. 94.—Ladies' Tailors of Cleveland.
Local No. 95.—Corset Workers of Danbury, Conn.
Local No. 96.—Ladies' Tailors of New Haven, Conn.
Local No. 97.—Ladies' Tailors of Los Angeles, Cal.
Local No. 103.—Waist and Dressmakers of Los Angeles, Cal.
Local No. 104.—Ladies' Tailors of Chicago, Ill.
Local No. 111.—Raincoat Makers of Cleveland, Ohio.
Local No. 114.—Raincoat Makers of Racine, Wis.
Local No. 118.—Ladies' Garment Workers of Clinton, Iowa.
Local No. 120.—Ladies' Tailors of Rochester, N. Y.
Local No. 121.—Waist and Dressmakers of Vineland, N. J.
Local No. 123.—Ladies' Garment Workers of Paterson, N. J.
Local No. 124.—Alteration Workers and Garment Fitters of San Francisco.
Local No. 125.—Ladies' Garment Workers of Scranton, Pa.
Local No. 126.—Ladies' Tailors of Stamford and Norwalk, Conn.
Local No. 127.—Cloakmakers of Stamford, Conn.
Local No. 128.—Rubber Workers of Cambridge, Mass.
Local No. 129.—Raincoat Makers of Toronto, Canada.
Local No. 130.—Ladies' Garment Clerks of New York.
Local No. 131.—Cloak Button Workers' Union.
Local No. 132.—Retail Cloak and Suit Salespeople's Union.

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

Local No. 31.—Ladies' Garment Workers of Louisville, Ky.
Local No. 32.—Ladies' Garment Workers of Winnipeg, Man.
Local No. 38.—Ladies' Garment Workers of Cumberland, Md.
Local No. 51.—Ladies' Tailors of Montreal, Canada.
Local No. 71.—Ladies' Tailors of Chicago (merged into Local No. 104).

OUR ORGANIZING STAFF—MEN AND WOMEN

During the past term, the General Executive Board has kept a considerable number of men and women as organizers and managers. While the number of purely organization campaigns has not been as large in the past two years as during the preceding term, the work of the General Office required a large staff of men to handle situations arising from time to time in various localities and likewise in assisting as resident managers in strengthening and conducting affairs of our local unions. These have rendered their best services, in accordance with their individual fitness and ability. We are at-

taching, herewith, a list of these organizers and managers and the particular organizations to which they have been attached at one time or another.

Samuel Lefkovits	General Organizer
Alfred La Porta	General Organizer
Max Amdur	Philadelphia Cloakmakers
Meyer Perlstein	Cleveland
Ben Gilbert	St. Louis
Anna Neary	Baltimore
Abraham Ellner	Local No. 90, New York
Anna Epstein	Cleveland
Abraham Snyder	Cincinnati, Baltimore and New York
Jacob White	Boston Joint Board
Julius Hochman	Chicago Waistmakers
Thos. J. Black	Toronto
Maud Foley	Cleveland and Baltimore
T. J. Purcell	Troy, N. Y.
Sol Seidman	Chicago and Pacific Coast
L. Greenspun	Raincoat Industry
Meyer Weinstein	Local No. 46, New York
Hugh J. Gartland	Connecticut
Frances Reilly	Local No. 90, New York
Henry Zucker	Local No. 46, New York

ORGANIZING WORK IN SMALL TOWNS

We have already had occasion to remark upon the particular exigencies which have arisen during the past several years in connection with organizing work in the small towns in the Eastern and the Middle Western states. It is beyond doubt a matter of great and ever-growing importance, which we recommend very earnestly to the attention of the delegates to this Convention. It is not an exaggeration to say that some of the ladies' garment trades have during the last few years been drifting out of their former centers, New York City, Philadelphia, Boston, Chicago and others, to small towns within about fifty or a hundred miles from these cities. This exodus has affected particularly the waist, skirt and the cotton garment trades. The causes back of this are more than one: cheap factory facilities, the prospect of getting cheap labor, and, principally, the idea of getting away from Union control and Union standards. As a result, numerous small towns are becoming fairly dotted with these so-called fugitive shops.

The problem of organizing these small towns, as the experience of all those who have had a hand in it will attest, is one of great difficulty. As a rule, the employer who opens a shop in such a small locality gets in advance the assurance of the local powers that he will be protected against strikes and labor disturbances as a reward for his benvolent boosting of the industrial ambitions of the town and the supplying of jobs to some of its residents. When the Union appears on the scene to help raise the miserable working standards in such a factory or factories, it is confronted by a solid wall of opposition, both from the employers and the local authorities of the town. Of course, as a rule, the Union receives the aid of the central labor body of the town or vicinity, but this aid is frequently insufficient. Aside from the costliness of conducting strikes in such small centers, it is a matter of very frequent occurrence that the employer will close up the shop, move to another small town in the neighborhood and start all over again, with a comparatively small effort to himself. As a result, the girls who had been employed in the former town, lose their jobs permanently, and the Union is charged with the responsibility for this occurrence.

Time and again this practice has been encountered by us in the various small towns in New York, Connecticut, Massachusetts, New Jersey, Pennsylvania, Maryland and in the Middle West. Meanwhile, the drifting of the waist, skirt and cotton garment shops keeps up unabated. It is almost a fact that a good half, if not more, of the cheaper line of waists is manufactured outside of the bigger cities, and consequently under inferior standards and conditions.

This menace is so obvious that it need not be dwelt upon too much. We do not know of a better plan for combating this evil than the forming of a regular effective out-of-town department, one that would have at its command a permanent and large staff of organizers, men and women, who would devote their entire energy to organizing work in the smaller cities in a systematic, persistent and comprehensive manner. We are now familiar with the weak spots in this particular field of our work, and we are confident that persistent effort and untiring systematic campaigning along the line suggested would have a telling effect and would remove from our horizon a cloud which contains a very serious threat to the welfare of our organization. We recommend to the delegates of this Convention the adoption of this plan.

MOVEMENT FOR HOME BUILDINGS

A movement for the purchasing or erection of buildings to house our organizations has become quite widespread during the past two years among our locals everywhere. In New York City, the movement among the cloakmakers for a building of their own was started quite a number of years ago. During the past two years, how-

ever, the idea of a big home for the Cloakmakers' Union in New York City has gained a remarkable impetus. Plans for building on a very large scale in the most prominent industrial section of the city have taken firm root and negotiations are at present conducted for the purchase of a plot in the central part of the city and erection of a big office building which would house all the cloakmakers' locals and probably the International office as well.

The Italian Cloakmakers' Union of New York, Local No. 48, has recently purchased the building where they were located and have altered it at a considerable expense for the purpose of housing their organization and several other local unions.

The cloakmakers of Philadelphia have bought a house in a valuable industrial district for the purpose of converting it into a cloakmakers' home. The cost of that house and plot runs into tens of thousands of dollars.

The Chicago cloakmakers have just recently purchased three building lots in one of the best locations in town for the purpose of building a home of their own. A $2.00 assessment levied upon the members has already yielded $10,000, and building plans will very likely be soon under way.

Two years ago an attempt was made by the cloakmakers of Boston to raise a fund for a building. For various reasons, however, that movement did not make much headway and it is still in its first stages.

There can be no two opinions on this matter. The growth of the labor temple idea among our members is a sign of stability, strength and confidence, manifested in a growth of which the International Union and the labor movement in general can be justly proud.

UNITY HOUSE AND VACATION CENTERS

The last four years have seen the broadening and the development of a novel idea in our trade Union movement which appears to us to be one of the healthiest signs of the vitality and strength of our organizations. We have in mind the birth and growth of Unity Houses as vacation centers in the women workers' locals of our International.

As it was to be expected, this idea first originated with our biggest local of women workers, Local No. 25. Already in 1915, the plan of renting a big house to be conducted as a vacation place with reasonable prices, under the auspices of the local, was launched. A house was rented in the mountains, and after some preparatory work, short term vacations at the lowest possible prices were arranged. The next year, the plan was enlarged, until in 1919, it became necessary to organize this proposition on a large scale. Accordingly, a great

place at Forest Park, Stroudsburg, Pa., was bought with the aid of the International Union, which consisted of a number of houses, formerly used as a first-class hotel, splendidly equipped with all modern requirements for vacation purposes. The International advanced practically all the funds to make this purchase possible, upon a mortgage from the Unity House Association of Local No. 25.

The Forest Park Unity House was able to accommodate several thousand members of Local No. 25 at a minimum price, and it is expected that next season arrangements will be made to provide for even a greater number of friends and members of the Union.

The Boston Waistmakers' Union, Local No. 49, has also conducted a summer camp for their members, as we have already mentioned in another part of this report. This camp was conducted on a smaller scale, of course, but practically on the same basis as Local No. 25, except that their vacation center had the form of a camp and was called "Camp Unity." They are also planning to extend this very successful feature next year.

The waist and dressmakers of Philadelphia, Local No. 15, purchased a very large and beautifully located place about thirty miles out of Philadelphia in 1918. The cost of the house and grounds was about $30,000—all of which was practically invested by the Union. This Unity House has offered an excellent place of vacation at a minimum charge to hundreds of members of Local No. 15.

The other women's locals in New York City are about to emulate the example of the waistmakers' organizations. During the past two years they have, by arrangement with Local No. 25, succeeded in getting a number of their members in the Forest Park Unity House on the same reasonable terms.

This idea of Unity Houses and vacation centers is certainly one to be encouraged in our organizations by every means possible. Aside from the material benefits which they offer, these centers serve as a practical exponent of the idea of co-operation and Unionism; get the members in closer touch with each other and teach them the inspiring lesson of self-reliance and self-management.

THE INTERNATIONAL OFFICE

The International Office in New York has extended its quarters considerably during the past two years, owing to the opening of new departments in direct connection with the General Office. It consists at present of ten rooms and a spacious waiting room, for which a rental of $385 per month is being paid. Measured by present office rent conditions in New York City, our rental is not too high and at the expiration of our lease in February, 1921, if we are to stay in the same building (and with the housing conditions as acute as now),

our rent will be considerably higher, a prospect which is forcing the question of housing the International Office in a building of its own.

The relations between the General Office and our various locals and Joint Boards in New York City and throughout the country, have been imbued with the same spirit of cordiality and helpfulness as before—ofttimes under trying conditions.

During the past term, the International Office has continued to be the same center and the place of final resort to all our locals on matters affecting their plans, welfare and interests, as it has been during the preceding four years.

Our office staff, considerably enlarged during the past term, has aided loyally in the varied activities of the General Office under the management of Brother Max D. Danish, who, as in previous years, is still ardently pursuing his duties in charge of the General Office.

ILLNESS OF SECRETARY BAROFF

During 1919, an untoward occurrence took our General Secretary-Treasurer, Brother Abraham Baroff, away from his post for several months. At the fourth quarterly meeting of the Board at Philadelphia, Pa., Brother Baroff was taken suddenly ill with a severe attack of appendicitis which caused his prompt removal to the hospital. We are fortunate in being able to state, with a sense of deep gratification, that after an absence of approximately twelve weeks from the office, Brother Baroff returned on July 15th, 1919, well and reinvigorated for his work.

During his illness Brother Baroff had the opportunity to discover, from the numerous visits and inquiries which were being incessantly made after his state of health at the General Office, what a host of well-wishers he had in the labor movement in general, and among his co-workers in our International Union in particular.

AUDITING DEPARTMENT

The past two years have seen rapid progress in the extension of the work of our Auditing Department. Launched several years ago and consisting, at that time, of one person in charge of the entire work, it has developed into a bureau employing three men regularly, busily engaged in the auditing work of our locals in New York City and elsewhere.

The locals in the Middle West, Canada and those generally outside of New York have benefited by this extension of our audit work in particular. A system of regular visits to such cities as Chicago, Cleveland and Cincinnati and others, which were rarely visited by

our auditor has now been established. Uniform systems of bookkeeping have been introduced in such cities where such did not exist and audits made in a thorough and painstaking manner. The New York locals have been audited quarterly, as has been the regulation for years.

Our Auditing Department has spent a great deal of time upon auditing the books of Local No. 25 for the past several years. It was faced with an immense task in doing this work, as it appeared that the bookkeeping system which had prevailed in Local No. 25 was out of uniformity with the general system adopted in all our locals and lacked simplicity and order. At the writing of this report, our Auditing Department is still engaged in the final stages of this job in Local No. 25.

Our general auditor for the past two years has been Mr. F. Nathan Wolf, who has given his best ability and a great deal of personal interest and earnest endeavor to this work.

RECORD DEPARTMENT

Among other important decisions, the Boston Convention charged the incoming G. E. B. with the formation of a Record Department to be constituted as a part of the General Office, and under its immediate and direct supervision. The purpose of such a Record Department was to classify and tabulate the entire membership of our International Union upon an index card basis; to keep in contact, through record sheets, with the standing of the members of all our locals and to create at the General Office a reliable source of exact information regarding everything pertaining to the International Union. Such an agency was sadly lacking within our International Union for a number of years, and its want was felt most of all by the General Office, which had to depend for such information upon the cumbersome and inaccurate tabulations based upon income received from the locals. In times of strikes, this handicap was particularly embarrassing.

The Record Department was established in October, 1918. It has since developed into a perfect machinery of membership control and was instrumental in introducing system and order, insofar as record of membership is concerned, in many locals which have been badly in need of it. The Record Department has been under the management of Brother Nathaniel M. Minkow from the very first day of its inception, who has contributed his best towards the gradual perfection of the workings of this Department.

The annual cost of this Department is approximately $15,000. Its value, however, cannot be measured in dollars and cents, and those who are witnessing this Department at work, who have seen the change in the system of membership control, feel that the installation of the Record Department was a timely and highly necessary technical improvement within our organization.

EDUCATIONAL DEPARTMENT

The educational activities of our International Union in the city of New York and in other centers were conducted during the past two years on a far more extensive basis than before. The seeds which have been planted in this field of our endeavor have taken firm root; the work of spreading knowledge and enlightenment among our members is receiving recognition from every quarter and has become an integral part of our activities.

The Educational Committee for the years of 1918-1919 consisted of Elias Lieberman, chairman; Fannia M. Cohn, secretary, A. Silver of Philadelphia, H. Wander of Local No. 23 and M. Ashpis of Local No. 82. The Committee of 1919-1920 consisted of Harry Wander, Chairman; Fannia M. Cohn, Secretary; Max Amdur, Abraham Baroff, Sol. Seidman and Morris Sigman.

During the term of 1918-1919, Miss Juliet Poyntz was directing the activities of our Educational Committee for several months. Later she resigned and her work was taken over by her assistant, Mr. S. Liberty. During the term of 1919-1920, Dr. Louis S. Friedland was engaged as director. The assistance of Vice-President Fannia M. Cohn, as secretary of the committee, contributed greatly to the success which attended the work of the Educational Committee during both the years.

Six educational centers have been established in greater New York, located in the sections where the members of our International reside. By special arangements with the New York Board of Education, educational supervisors were appointed for each of the six centers. The supervisors are under the direction of our Educational Department. In every Center, a varied program of activities was introduced. In addition to the study of English, instruction is given in connection with the labor movement, including such phases as the history of the labor movement, contemporary labor problems, and the economics of the industrial system. Comprehensive courses were organized in literature and the drama. Lecture courses on health covered general health topics, and included special lectures on sex hygiene for women only, as well as sanitation and related subjects. One hour a week our members spend in the gymnasium, where, under the direction of competent recreation workers assigned to us by the Board of Education, they learn the significance of physical training, the value of keeping fit, and the means whereby physical improvement can be secured.

From time to time, the educational department arranged in the auditoriums of the Centers entertaining programs, combining concerts with lectures. Audiences ranging in size from 500 to 1,200 attended these special events. Often when the programs were over, social dancing followed. Our members and their families attended these gatherings.

The Educational Department also introduced an Extension Division. This Extension Division arranges special lectures and concerts for the local unions. The subjects discussed at the lectures cover various important phases of the Labor Movement and are of vital and direct concern to the workers. All of these extension activities are planned and directed by the Educational Department in conjunction with the educational committees of the various local unions. A permanent Joint Conference of the Educational Committee of our local unions was also established. This conference meets from time to time with the educational director and the chairman and secretary of the Educational Committee, and suggestions for further educational activities are discussed. To this conference are sent three members from every local.

In seeking to suit the convenience of our members, the Educational Department has arranged classes at the Washington Irving High School for Saturday evenings, Sunday mornings and for such other hours as our members can spare. By special arrangements with the Board of Education, lectures were also given in Yiddish for the benefit of our non-English-speaking members. The subjects treated included labor topics, literature and art. In times of strikes, the Educational Department arranged special educational activities for the strikers, such as concerts, lectures and educational films. Special classes have also been arranged for the business agents of our New York Locals. They meet twice a week on Friday and Saturday afternoons, and they receive instruction in English, Economics, Psychology and other subjects.

We began our work in New York City for the simple reason that New York is the most favorable spot for the educational experiment we are conducting. We have the physical facilities and equipment, and it is furthermore a somewhat easier task to get the kind of teachers we require for our work, but it has never been our intention to confine the work to New York City; we have accordingly extended our educational activities to other cities.

In Philadelphia one Educational Center was opened in 1918 in a public school building, and a second was opened in 1919. In Newark, N. J., the Educational Department opened a Center in a public school building, where a great many members of Local 21 are instructed in English. Lectures on the labor movement are arranged in connection with their regular business meetings. Educational activities were also initiated in Boston. The First Boston Center was opened in co-operation with the Boston Trade Union College.

Our educational work has attracted wide attention. Requests for literature, pamphlets, curricula and outlines have come from many labor organizations, public bodies, and universities. We have similar requests and inquiries from European countries. The United States Department of Labor has asked us to send our literature to many of the European educational institutions.

The Executive Council of the A. F. of Labor appointed a special committee to investigate and report upon our educational work. The committee spent several days in New York, learning all about our activities, and concluded their visit by presenting an elaborate and sympathetic report to the Executive Council; this memorandum was embodied in the report of the Executive Council to the Atlantic City convention in 1919.

There is little doubt that the work of labor education has come to stay. We must treat it with the earnest consideration that it fully deserves and endeavor to make it as powerful an agency for the achievement of our ultimate purposes.

OUR WEEKLY PUBLICATIONS

One of the most important achievements of our International Union during the past term, undoubtedly, is the launching of our three official weekly journals in place of the monthly "Ladies' Garment Worker." The idea of a weekly publication had received a thorough and sympathetic hearing at a number of preceding conventions, but it fell to the Boston Convention to issue the mandate for its realization. The value of a weekly medium of information and discussion, of a mouthpiece through which it can talk directly to its tens of thousands of members, need hardly be dwelt upon. The labor press is the life-blood of the democracy within the labor movement, and without the confidence and strength that an organization like ours draws from the free and united will of its membership, it could not efficiently pursue its daily task.

A few months after the Boston Convention, we set the machinery for our weekly publications in going order. It required an enormous amount of detail work of preparation. It must not be forgotten that our "Justice" reaches over one hundred thousand men and women weekly. The difficulties of the mailing department, particularly those encountered during the first few weeks cannot be exaggerated. The other technical items were of no less difficult a nature, and they had to be overcome and whipped into shape. Finally, on January 17th, 1919, the first issue of this publication, in three languages, English, Yiddish and Italian, saw light and has since been coming out uninterruptedly every week. We hope that the editorial policy of the paper, as well as its gathering of news pertaining to our own organization and to the labor movement in general, is filling that gap within our great body which was felt so long. We believe that the able editorial pen of our esteemed comrade, S. Yanofsky, who has been at the helm of "Justice" from the day of its inception, has made our weekly organs a valuable medium, eagerly awaited by our entire membership. Our International Union has cause to feel gratified and delighted at the fact that we have up-to-date and influential

journals, through which our voice can be heard, our purposes discussed and our opinions made felt upon every question which pertains to the welfare of our industries and our workers.

Brother R. Rende is devoting his energies to the editing of our official weekly, "Guistizia." Brother Elias Lieberman is the business manager of all the three publications.

The Boston Convention legislated that of the 5c weekly per capita paid by each member of the International, one cent be applied towards the covering of the expense of publishing the weeklies, and that each member receive a copy of these publications, mailed to his given address weekly.

This by-law was adopted on the presumption that one cent per week would suffice to cover the expenses of the publication and the mailing of the weeklies. At worst, a small deficit was anticipated. Shortly after the publication of the journals was started, it became apparent that the deficit to be incurred by the International in connection with the publication of the weeklies would be very large. It became clear at the beginning of 1920 when the cost of printing (owing to the tremendous leap in the cost of paper) became almost double, that the cost of a weekly paper to the International would even exceed 2c per member.

We deem it our duty, therefore, to urge upon the delegates to this convention to see to it that the burden of the publication of our official organs be made somewhat lighter for the General Office. The members of our International need their "Justice," their "Gerechtigkeit," their "Guistizia," their organs of combat, enlightenment and protection, and we confidently trust that this Convention will make it possible for the International, by increasing the per capita, to go on with the publication of these journals without the burdensome drawback of a huge deficit hanging constantly over its head.

A STATISTICAL BUREAU

At our preceding Boston Convention, we discussed the question of forming a Statistical Bureau at our International Office. The labor movement at its early stages, during its pioneer days, did not have to rely upon or resort to statistics as a weapon of combat. With the growth of the labor movement, with the strengthening of its position and influence within the social body of our community and the complexity of its relations towards the general public, it is becoming evident that in order to accomplish its aims with greater facility, and in order to be certain of its ground and to safeguard the responsible steps which it is compelled to make from time to time, it must needs be armed with all concrete facts, with every bit of information concerning the justice of its demands and the solemnity of its contentions. The labor movement is beginning to feel more and more that

its cause is so irrefutably sound, that its challenge is based on facts and conditions to such an extent, that it is duty-bound to be able to marshal these facts and figures at the quickest possible notice, and to be able to present these for the fortification of its contentions.

All of the bigger International Unions in the A. F. of L., including the Miners', the Carpenters' and the Machinists' Federation, have been called upon, during the past few years, to resort frequently to statistical investigations and to lay before the public and their employers, the true conditions of their members in connection with and parallel to the facts attending the rising cost of living. Our International Union and some of our locals have, upon several occasions during the past years, been conducting investigations of this or that individual trade. Some of these investigations were costly propositions. Only recently, when late in 1919 it became necessary to present and prove the contentions of the cloakmakers in New York that the cost of living between May and December, 1919, had far outstripped the raises given to the workers in May, 1919, and when later a similar contention on behalf of the Waist and Dressmakers' Union in New York had to be proven, it became necessary to make a hurried investigation of the various standards and prices paid in the shops and to support these contentions by the result of these investigations. Probably, never in the history of our International Union was the crying need of a Statistical Department more felt than at that time.

Our International has reached such a period of stability, strength and importance, that it cannot afford to become handicapped on account of lack of facts and figures affecting and pertaining to the working conditions, living standards and earnings of its membership and at any time when the occasion calls for the use of such figures. It must have this information not only for New York City but for every city where we have organizations, whether that be Chicago, Philadelphia, Boston, Baltimore or San Francisco. A survey of this problem has revealed that the cost of such a Statistical Bureau will amount to about $25,000 per year. We do not believe, in the light of past several years, that this amount would be regarded as exorbitant by any well-wishes of our organization.

The future, perhaps the near future, is likely to place us again into situations where we shall have to press the justice of our contentions in this or that trade, for changes and modifications affecting the earnings, hours and the general standards of our workers. We must be equipped so well that we may always feel that we are stepping on sure ground. We recommend that this convention pass the installation of such a Statistical Bureau at our International Headquarters.

THE INTERNATIONAL TUBERCULOSIS SANATORIUM

The Boston Convention, as you well know, decided upon the building of a tuberculosis sanatorium for the membership of our Inter-

national. A permanent, annual assessment of $1.00 was to be levied upon the membership, to be applied toward the building and maintenance of such an institution.

Shortly after the Convention adjourned, a permanent Sanatorium Committee, consisting of the following members, was appointed: Secretary Baroff, Vice-Presidents Wander, Halpern, Amdur and Seidman.

The question of securing a suitable ground for such an institution was gone into first. After a search of several months, in which the Sanatorium Committee was aided considerably by Dr. George M. Price, the director of the Joint Board of Sanitary Control, it was finally decided to purchase a tract of land with a house in Mt. Hope, N. Y., on the borderline of Sullivan and Orange Counties, in the foot-hills of the Catskill Mountains. After a survey, this parcel of land proved to be a very desirable spot for such an institution. The amount paid for the property, which contains over 350 acres of arable, pasture and forest land, was $13,000.00. Soon afterward, the question of building was taken up and an architect was engaged to work out a preliminary proposal for the sanatorium. After considerable and mature discussion, the Sanatorium Committee decided that since the construction of a building adequate to meet the needs of our International Union would require a fund of at least $150,000, the revenue derived from the assessment for the first year, and possibly a considerable portion of the second year, be applied exclusively to building purposes. It was deemed impracticable to rush into the enterprise of building the sanatorium without having accumulated at least one year's income of the assessment and the safe feeling that the plan would not be halted on account of lack of funds. Meanwhile, the property purchased was sublet to a farmer, and the rental obtained was applied to meet the interest upon the money invested and the annual taxes.

As matters stand now, the total sum of money which has thus far been accumulated on account of the first year's assessment amounts to $13,555.99. If nothing untoward occurs, the Sanatorium Committee expects to begin the practical work of building early next spring. There has been a great deal of laxity on the part of a number of locals in collecting the sanatorium assessment. In view of the fact that no practical building plans can be undertaken before we are assured of the necessary funds on hand, the locals must commence to collect the assessment at once, so that the Sanatorium Committee may be able to go on with its work.

The International Office has been obliged on many occasions to reply, in cases of individual requests for assistance, that it will do its very best to hasten the building and the beginning of the functioning of this sanatorium. The locals which are indifferent to the collection and remittance of the assessment are only putting obstacles in our way.

HIGHER PER CAPITA

In fairness to the intelligence of the delegates to this Convention, we honestly believe that it is not necessary for the General Executive Board to advance any elaborate arguments for the necessity of raising the per capita [illegible] the International Union. The increase in the cost of nece[illegible] all that money can buy in general, from rent to salaries [illegible]printing to railroad fare, has cut down the purchasing power of the dollar to less than half. In other words, the 5c per week received by the International, to-day gets no further than approximately 2½c did about two years ago. We do not think, therefore, that it is necessary for us to reiterate the very weighty and convincing arguments which prompted the Boston Convention to increase the per capita two years ago from 4c to 5c. During these two years the International has grown in a remarkable degree. The creation of new departments with an expense of tens of thousands of dollars yearly, the cost of three big weekly publications, the trebling of the cost of everything pertaining to organizing and educational work, the extension of our agitation work into new and hitherto unexplored fields, the growing participation of our International Union in the general affairs of the labor movement, have added increasingly to the expenses of our work and there can, therefore, be little doubt but that this Convention will come to the realization that the per capita tax of the International must be greatly increased, if it is to go on doing the big and immensely enlarged work which it is facing. We recommend that this Convention should adopt by resolution a law fixing the per capita at 10 cents per week.

PARTICIPATION IN THE GENERAL LABOR MOVEMENT

We have already had occasion to remark that the past two years have seen a widening of the activities of our International with regard to the general labor movement of the country.

As our organization gains more and more prominence in the world of labor, as its membership and influence increases, our participation in the greater aspects of the labor movement grows apace and becomes more extensive. Hardly an event occurs that concerns the workers that the International Union or its affiliated organizations are not called upon to participate in or that it does not of its own accord take part in. We shall enumerate below a few of the more striking phases and events of the labor and progressive movements which have elicited from us cooperation and aid during the past two years:

a. Political Campaigns of Labor Candidates:

The International Ladies' Garment Workers' Union has taken an active part in every political struggle between capital and labor. We have always believed that labor must fight for its emancipation with

political weapons as well as with industrial, and to this principle we remain true to-day as ever.

During the campaigns of 1918-1919, our Locals in New York City and in many other cities were actively engaged in aiding the candidates of labor in the political field. The Joint Board of New York and all its affiliated locals were particularly interested in the campaign conducted in several congressional districts of New York, notably in the candidacy of Meyer London and the candidacy of a score of Socialist candidates in a number of assembly and aldermanic districts. A corps of speakers and canvassers were organized, which devoted a great deal of time and energy during the campaign, and on election day. During these campaigns it was more than ever demonstrated that the great masses of our members are deeply interested in the political problems of labor and that they could always be relied on to give unstinted support to the party which expresses the aspirations of labor at the polls.

We denounce the reaction sweeping the country at present as an attempt of capital to suppress labor. We denounce the raids and arrests which the federal and state governments have perpetrated upon various radical organizations in every section of the country. We protest against the policy of the Washington administration to keep in prison the thousands of political prisoners and we demand that they be immediately freed through a proclamation of amnesty, as the governments of Europe have done already. We consider the ousting of the five Socialist assemblymen in New York as un-American, unconstitutional and undemocratic. We pledge our moral and financial aid in the struggle against reaction, in the struggle against the dark forces which seek, under the guide of patriotism, to rob the masses of their most cherished liberties.

We urge this Convention to call upon Congress that they at once repeal the Espionage Act and we call upon all state legislative bodies and governments who have, under the pretext of war emergency, curtailed freedom of speech and assembly, to return immediately these rights to the people.

We demand this because we know that these laws are aimed principally against the enlightened and progressive workers. The war was practically ended a year and a half ago and it is ridiculous to explain the curbing of our liberties by assertions that America is still technically at war.

b. Our Assistance to the Suffrage Movement:

During the last closing years of the suffrage campaign in New York and throughout the country, our Unions have, as ever, lent their unqualified and sincere support to the enfranchisement of the women of the country. It is with a sense of deep gratification that we may point to the fact that our workers, without distinction of sex, have been among the pioneers of equal suffrage in America. It was to a

degree due to their wholehearted aid in this noble fight that the suffrage movement scored its victory in 1918 in New York State.

Only at our last Convention in Boston, Mrs. Carrie Chapman Catt made a final appeal to our delegates to aid in carrying the fight for equal suffrage to a glorious finish. It was little suspected at that time that this formidable fight would be won within such a short time. The heartening effect of this victory can only serve to strengthen our courage and our determination in our own fight for the emancipation of the workers.

c. Aiding the Movement for General Amnesty:

Our International and its locals have taken the lead in aiding the campaign for general amnesty for political prisoners. The unusual circumstances of the past several years, the condition of war and war-time laws and regulations, produced that anomalous species of offender in America,—the political prisoner.

With the war over, and with general political conditions returning to their normal state, the detention of hundreds of men and women who have been charged with transgressing war-time restrictions and laws, is an unnecessary and futile state of affairs. All of the former belligerents in Europe have already freed their political prisoners and it is the deep and sincere conviction of organized labor that no good can be served by keeping these political prisoners in jail.

Our workers have, therefore, united together with other organized labor bodies throughout the country, to work for the creation of public sentiment and public opinion in and outside of Congress and legislatures, to free these political prisoners and to restore them to their former rights.

d. Fighting for Representative Government:

The abnormal conditions created by the War which has recently passed into history, left a considerable amount of mental and social disquietude within our body politic. The great dislocation has not yet succeeded in fully getting back into alignment and, as a result, a state of hysteria has for a considerable time subsisted in certain quarters. Enemies of organized labor who are at the same time inveterate enemies of true democracy and representative government, have seized upon this hysteria to foster anti-democratic bills and peace time sedition laws which are nothing but adroit designs to throttle our rights to organize, to assemble and to speak our mind within the bounds of constitutional guarantees. As a climax of this lawless hysteria, we may point to the attempt of the reactionaries in the State of New York to outlaw the Socialist Party and to unseat its duly elected representatives.

The menace lurking in these attacks by predatory interests upon the old guarantees of civil liberties and the rights of freemen, has

been quickly discovered by organized labor. Our International has eagerly joined in the counter-movement to expose this conspiracy of reaction and to fight back the enemies of labor, no matter under what cloak they may hide. Our locals have participated freely and eagerly in the movement to reestablish constitutional government in New York State and elsewhere, and have upon more than one occasion petitioned members of Congress to defeat the so-called peace time sedition laws which are nothing more or less than an undisguised attempt to suppress freedom of expression and of organization in this country.

e. Aid in the Movement for Naturalization:

During the past two years, as in former years, our International has given freely to the support of the work of facilitating naturalization of immigrant workers.

The Naturalization Aid League, among whose officers there are several members of our organization, has during the past two years aided in naturalizing at least three thousand of our members in New York City. In recognition of its activities the General Executive Board has given them upon several occasions liberal financial aid.

We regard this work of assisting our members in becoming citizens as a work of duty and obligation. Only as citizens conscious of their interests as workers and Union men and women, can they render their best service for the improvement of their own conditions and of their co-workers and of society in general.

f. Aiding the Women's Trade Union League:

The National Women's Trade Union League, as well as its branches in the various cities where ladies' garment trades are situated, have for a long time been helping our men and women to organize, particularly during the early stages of the life of some of our local unions.

We have always been close to this organization, and in recognition of their helpful activity we have aided them financially from time to time.

g. The National Working Women's Conference:

In October, 1918, there was called together at Washington, under the auspices of the Department of Labor, a National Working Women's Conference. Our International Union was invited to participate in this conference.

Although the war was still going on at that time, the problems of after-war reconstruction were already looming up in sight. Our International was represented at that Conference by Vice-President Fannia M. Cohn.

h. Aid to the Steel Strikers:

During the Fall and Winter of 1919, an event of supreme importance took place in the labor movement of America. Four hundred thousand workers in the steel mills, who had for decades endured the overlordship of the steel barons and almost inhuman conditions, made an attempt to introduce collective bargaining into the industry and the recognition of human rights from their employers. This great campaign was sanctioned by the American Federation of Labor and was undertaken by twenty-four International Unions, under whose jurisdiction these workers belonged.

The strike (during which the strikers displayed wonderful endurance, courage and loyalty to the principle of Unionism) was finally crushed after several months, by the combined powers of the money interests, the industrial magnates and the lawless misuse of power by the authorities in the steel mill district.

In spite of the defeat of the aims of the strikers, a substantial organization remained in almost every mill, and the steel workers are imbued with the hope of getting on their feet again in the near future for a second trial of strength and possible victory.

This titanic conflict between labor and capital has provoked genuine sympathy and interest among the membership of our International and already during the early stages of this fight, when it became evident that a protracted siege was imminent, and that the rather young organization of the steel strikers was poorly prepared in a financial sense, to withstand it, the General Executive Board of our International Union decided to start a nation-wide campaign for relief for the strikers, by inaugurating a movement for a quarter of a million dollars fund for the steel strikers. The example set by our International Union was quickly followed by a number of other international organizations. The voluntary assistance, so generously offered to the strikers, served to stiffen their ranks and was a source of strength and inspiration in their hours of darkest despair. The sum collected from our members for this strike and forwarded to the strike committee was $65,000.

CONVENTIONS OF THE A. F. OF L.

Our delegates to the conventions of the American Federation of Labor, six in number, for the past two years were President Schlesinger, Israel Feinberg, Max Gorenstein, Alfred La Porta, Jacob Heller and Miss Mollie Friedman.

They attended the St. Paul convention in 1918 and the Atlantic City convention in 1919, and, upon instructions from the General Executive Board, introduced the following resolutions:

RESOLUTION ON CHICAGO WAIST AND DRESS TRADE (1918)

WHEREAS, The ten weeks' strike of the three thousand men and women, conducted in 1917 by the International Ladies' Garment Workers' Union in

the skirt, waist, dress and kimono industry of the City of Chicago, was lost because of the present status of the law in the State of Illinois, which enables employers to use Courts of Chancery as a weapon to prohibit organized labor from exercising its constitutional right to peacefully picket; and were it not for the injunctions then issued, that struggle would have resulted in a glorious victory for the Union, and would have established standards of wages and conditions of employment which would be an approximate approach to conditions in other organized industries; and

WHEREAS, The International Ladies' Garment Workers' Union, at its convention held in Boston, Mass., during May, 1918, adopted a resolution to again begin an energetic campaign in their trade in the City of Chicago for raising the present low standards of wages and for improving the conditions of labor; be it

RESOLVED, That the American Federation of Labor, in Convention assembled, pledges its support to the International Ladies' Garment Workers' Union in every effort it may make for accomplishing the purposes aforesaid, be the same through amiable negotiations with employers, mediation by public-spirited men, or, as a last resort, by means of a strike, if the desired results cannot be accomplished by any other method.

RESOLUTION ON CLEVELAND (1918)

WHEREAS, The low wages and inferior standards of work prevailing in the cloak, suit, skirt, waist and dress industries of the City of Cleveland, Ohio, is a constant menace to the organized workers of these trades all over the country; and

WHEREAS, The International Ladies' Garment Workers' Union, at its convention in Boston, Mass., during May, 1918, adopted a resolution to begin an energetic campaign in the above mentioned trades in the City of Cleveland for raising the standards of wages and for improving the conditions of labor; be it

RESOLVED, That the American Federation of Labor, in Convention assembled, pledges its support to the International Ladies' Garment Workers' Union in its negotiations with the employers in the City of Cleveland for a peaceful solution of the grievances of the workers, and likewise in case a strike is found necessary for the enforcement of the just demands of the workers in these trades in the City of Cleveland.

RESOLUTION ON CHICAGO (1919)

RESOLVED, That the American Federation of Labor, in Convention assembled, instructs its Executive Council to lend its support to the International Ladies' Garment Workers' Union in its peaceful negotiations with the employers of the City of Chicago, and in case a strike is found necessary for the introduction of collective bargaining and uniform standards in the waist, dress and skirt industries of Chicago.

RESOLUTION ON CLEVELAND (1919)

RESOLVED, That the American Federation of Labor, in Convention assembled, instructs its Executive Council to lend its support to the International Ladies' Garment Workers' Union in its efforts to introduce collective bargaining and union working conditions in the cloak, suit and skirt industries of the City of Cleveland, Ohio.

RESOLUTION ON JEWISH POGROMS IN EASTERN EUROPE (1919)

RESOLVED, That the American Federation of Labor, in convention assembled, record its protest against the massacres and brutalities committed

upon the Jewish populations of Poland, the Ukraine and other parts of Eastern Europe, and calls upon the Government of the United States to use its great offices with all the governments of the world to the end that recurrence of such inhuman deeds is made impossible, and that national minorities in every country in the world are guaranteed full civil and political rights and protection.

RESOLUTION ON POLITICAL AMNESTY (1919)

RESOLVED, That the American Federation of Labor, in convention assembled, urge upon the Government of the United States to grant complete amnesty to all political prisoners convicted under the special emergency laws enacted by Congress during the war, and the repeal of all such laws as interfering with the normal exercise of American liberties guaranteed by the Constitution.

It can be seen from the above that our delegates to these conventions have not failed to endeavor to enlist the support of the American Federation of Labor in some of the most strenuous organizing campaigns during the past term, in which, in the best judgment of the General Executive Board, the co-operation of the Federation was deemed to be effective.

In appreciation of the fraternal spirit of the Federation, we must say that our attempts to get the co-operation of its leaders, particularly of President Samuel Gompers and Secretary Frank Morrison, have always been met with readiness and co-operation, which only accentuated our feeling that, while differing in principle with many of the fundamental concepts of the leading minds of the Federation, we are an integral part of the great labor movement of America, which knows no color, sex, race or creed.

THE GROWING INJUNCTION EVIL

This report would not be complete were we to fail to bring to the attention of this Convention a fact which is of extreme importance to the life of the labor movement in general, a fact which contains a positive threat to the normal and legitimate development of our organizations. We have in mind the constantly recurring and the ever-growing use of the judicial injunction resorted to by employers and only too frequently granted in recent days by judges sitting in courts of equity throughout the country.

This readiness on the part of the judges to see irreparable injury in the legitimate exercise of the rights of picketing in time of strikes, has doubtless been stimulated by the general mental hysteria prevailing in the country since the signing of the armistice. It has also been encouraged by the unwarranted use of the injunction by the federal authorities in the great miners' strike. However it be, we have had during the past two years an unparalleled crop of injunctions, which have in a number of instances hampered the perfectly legitimate attempts of our workers to improve their living conditions.

These injunctions were confined to no particular section, but seem to have been granted with uniform readiness everywhere. We have had injunction cases in Los Angeles; during the Chicago raincoat strike; in the New York waist strike; in Newark, N. J.; in Trenton,

N. J.; in the Staten Island raincoat strike; in Boston; in the petticoat strike in New York City, etc. This unwarranted invocation of the power of the courts against our workers has been made the subject of bitter protest at the recent conventions of the A. F. of L. and at the last conference of International Heads at Washington, D. C., in December, 1919. As an individual International Union, we are not strong enough to fight the growing injunction evil. We can only do our best in defending ourselves in each single case as the occasion arises. The entire labor movement of which we are a part, however, resents most bitterly this onesided application of the judicial power in industrial conflicts, which denies the right of peaceful picketing, and nullifies the civil liberties of men and women, while it leaves unpunished the open resorting by the employers to the use of physical intimidation in practically all industrial conflicts.

CONFERENCE OF INTERNATIONAL HEADS—DEC. 1919

The twelve months following the conclusion of the war brought a multitude of problems to the labor movement. We had occasion already to remark in another part of this report about the wave of reaction which has swept the country during the last two years, of the insidious attempts made by the labor-hating and reactionary elements of the land to utilize the enervation and the strained psychology created by the hardships of the war, as a club and a whip against organized labor and the radical and progressive elements of the country. One needs only to cite the numerous reactionary bills introduced and passed in many legislatures, curbing freedom of action and expression; the provocative and brutal use of the soldiery and of the state constabularies during the great steel strike in the districts where the mills were located; and finally the indiscriminate use of the injunction by the government authorities under the cover of the war time Lever Act, to break the miners' strike.

In the face of these ominous clouds upon the horizon of the labor world, President Samuel Gompers of the American Federation of Labor sent out invitations during September, 1919, to all the heads of the International Unions to convene in special conference, on December, 12, 1919, at Washington, and to formulate the stand of the labor movement of America and its attitude toward the forces of sinister and militant reaction. Secretary-Treasurer Baroff, accompanied by Vice-President Max Amdur, attended the conference. A "Bill of Rights" was adopted unanimously by the conference, which purports to be the reaction of organized labor in America towards the great social and political questions of the day. This "Bill of Rights," though far from being a militant document and written in moderate style, censures in unmistakable terms the recent reactionary tendency in American political life and formulates a program of labor's resistance.

Secretary Baroff submitted a memorandum to this conference, which, in substance, contained a plea for independent political action on the part of the American Federation of Labor.

WAR SUFFERERS' RELIEF

While we cannot point out, in speaking of the efforts of our workers to aid in the general relief work, an event similar to the one which our membership put through on February 22, 1918, when a huge sum of money was collected in one day for the relief of war sufferers abroad, we may, nevertheless, positively assert, with a feeling of sincere satisfaction, that a large number of our workers have been continually contributing, during the past two years, as in the past, either through shop collections or individual contributions, to the numerous central and individual township funds for the war sufferers in the various stricken countries.

This movement was not confined to New York City alone. It has kept up its activities in all other cities, particularly in Chicago, Philadelphia and Boston.

The large sums collected by our International in 1918 have been remitted to the Peoples' Relief Committee for distribution in Europe. During 1918 and 1919 the Joint Distribution Committee sent various committees to Europe for the purpose of organizing distribution of relief in the stricken countries. It may be stated as a matter of record, that notwithstanding the fact that our organization was the largest individual donor, no member of our International Union was given place upon any of those committees. It is a fact that there exists quite a general dissatisfaction among our membership with regard to the methods of relief distribution in Europe and their effectiveness, and a growing conviction that the organizations which contribute principally to the collection of these funds are entitled to a greater voice in their distribution.

JOINT BOARD OF SANITARY CONTROL

The Joint Board of Sanitary Control in the cloak, suit, waist and dress industries, organized in 1910, has been functioning ever since without interruption. The fire drill service operated by the Joint Board, which extends to about 1500 ladies' garment shops in New York City, has been conducted with meritorious efficiency and serves as an effective fire preventive agency in our industry.

During the past two years, the medical and a very much extended dental clinic, have been taken out from the immediate jurisdiction of the Joint Board and placed under its supervision as independent health agencies, operated directly by our local unions in New York City. The Joint Board has received the co-operation of our local unions in its campaign for the spread of elementary knowledge of

sanitation among the workers in the shops, by means of placards, booklets and leaflets.

While we are ready and willing to give the Joint Board due credit for the work that it has done and is doing, we must nevertheless say that owing to the fact that it is a joint undertaking we have not been able, particularly during times of strikes, to receive from the Joint Board and its officials the necessary co-operation in the form of the use of the data and material which it possesses, for the purpose of sustaining our just contentions before the public. It is only too obvious that we would not have encountered these obstacles had the Sanitary Board been maintained by our own organization solely.

MEETINGS OF THE GENERAL EXECUTIVE BOARD

The General Executive Board met, in full session, in accordance with constitutional requirements, approximately every quarter of a year for the transaction of the work with which it is charged by our Constitution and for the enactment of the various mandates of the preceding convention.

The quarterly meetings we held in sequence at the following places:

FIRST QUARTERLY MEETING	NEW YORK
SECOND QUARTERLY MEETING	PHILADELPHIA
THIRD QUARTERLY MEETING	CHICAGO
FOURTH QUARTERLY MEETING	PHILADELPHIA
FIFTH QUARTERLY MEETING	BUFFALO
SIXTH QUARTERLY MEETING	BOSTON
SEVENTH QUARTERLY MEETING	PHILADELPHIA
EIGHTH QUARTERLY MEETING	CHICAGO

The work of the General Executive Board during these two years, has been marked by a spirit of unity and singleness of purpose. We regret to say, nevertheless, that the Board has lost, during the second half of 1919, three of its members—Vice-Presidents Elmer Rosenberg, Max Amdur and Abraham Silver—the latter two have given up, for the time being, active trade union work and retired to private life. As concerns first Vice-President Elmer Rosenberg, he interested himself but little in the work of the Board and has attended only few of its meetings during the entire term.

The New York members of the Board have, during the past term, met in special and regular meetings on numerous occasions to transact all urgent matters which could not be postponed to the quarterly meetings of the Board.

THE APPEAL COMMITTEE

The Appeal Committee of the General Executive Board consisted of the following members during the past term: Morris Sigman, Sol Seidman, Samuel Lefkovits, Jacob Halpern, Salvatore Ninfo and Miss Fannia M. Cohn. The committee has heard over two hundred appeals during the past term, most of which were from decisions of the New York Joint Board. A considerable number of these appeals had to do with the rather unfraternal spirit which some of our locals have displayed in failing to recognize proper transfers from other locals. The Appeal Committee acted on all of these appeals in the most painstaking and judicious manner.

REORGANIZATION OF THE TAILORS' INTERNATIONAL SECRETARIAT AND PRESIDENT SCHLESINGER'S TRIP TO EUROPE

In 1912, two years prior to the European War, our International Union joined the International Tailors' Organization which consisted of representatives of the various garment workers' unions in Europe. In 1913, we sent a delegate to attend its Convention in Vienna.

The purpose of this International Tailors' Secretariat was to unite the interests of the tailors' organizations of Europe and America; to acquaint each other with their problems and methods of work; to establish, insofar as possible and insofar as conditions in each country would permit, uniform higher standards of work and remuneration, and to aid one another in matters of union activity and propaganda. Nothing was heard of this International Secretariat during the years of the War. At our General Executive Board Meeting in Buffalo, in October, 1919, the question of what had become of the Secretariat during the War and plans for reviving it were taken up for discussion. It was decided that President Schlesinger go to Europe and get in touch with the organizations that were part of this Secretariat before the War, and take steps for the reorganization of that body. We were pleasantly surprised to learn, shortly upon our return from the Buffalo meeting, of the remarkable coincidence that the Holland National Tailors' Organization, through its President, Mr. Vanderheeg, had practically at the same time issued a call for an International Conference for the purpose of reviving the Tailor's Secretariat, to take place on December 11, 1919, at Amsterdam, Holland. A cablegram to that effect reached us on November 2nd, and President Schlesinger proceeded to Europe for that Conference. In addition to the immediate business of attending to the Amsterdam Conference, the General Executive Board requested President Schlesinger to visit as many European countries as may be possible for him to make a study of working and labor standards in all garment trades.

President Schlesinger left for Europe on November 29, 1919. He attended the Amsterdam Conference and later visited England, France, Austria, Germany and Poland. He returned to New York on March 2, 1920, after an absence of a little over three months, bringing back with him a great amount of first-hand information and impressions about the labor movement in Europe in general, and the garment trades in particular. His departure for Europe was accompanied by a remarkable demonstration of friendship and sincere devotion of all those who had worked with him for years in the labor movement. His arrival in March was greeted by no less a spontaneous rejoicing on the part of our local unions in this city, and prominent leaders in the labor movement. Doubtless President Schlesinger will present a personal report to you upon his participation at the Amsterdam Conference, and his study of the garment trades in the countries which he visited.

A WORLD WIDE NEEDLE TRADES FEDERATION

Industrial solidarity, industrial unity must be our main objective! We must strengthen our ranks through close union with our nearest brothers in America and abroad.

Now, when peace is practically here, it may be expected that immigration to this country will soon again commence on a large scale. We all remember the uneasiness which we used to entertain in former years lest the new arrivals will be satisfied with lower wages and that it may take time to educate them to our standards of living. We were obliged to strain our efforts and devote a great deal of energy and attention to the immigrants so that they may not be used as a club against us by the employers.

Of course, our position at present is a great deal safer than years ago. Our ranks are so big and strong that it will not be difficult for us to assimilate the newcomers and to make of them fit recruits for our union. There is, however, a more logical, a more safe and equitable way by which we may achieve our purpose and that is by helping the unions in the garment trades in Europe to organize and educate the workers. It must be kept in mind that the workers in Europe are to-day far more progressive and class-conscious than what they were before the war. Since 1914, the membership in the European garment workers' unions has doubled and in many cases even trebled. The workers in Europe have tried their industrial strength in great political fights and have learned how to appreciate this strength. What they are badly in need of is only means and assistance, and we must come to their aid in that direction.

We must get in close touch with the garment workers of Europe and help create strong unions in their trades. The workers in the garment trades the world over must feel that every country is open for them; that they can travel with their union cards wherever they desire and that they will find everywhere the aid and the protection

of their united brothers. This will remove whatever uneasiness we have had in the past regarding the competition from the immigrant tailors who come here, because they will come here as brothers of ours and will become our union comrades from the first day of their arrival.

The International of the garment trades has been reorganized but it must be placed on a solid foundation, and this work could and should be done by our International, which is the largest and strongest of all the garment workers' unions in the world. The garment workers of Europe will be only too happy to get our aid and assistance. The international structure which we shall help build will be a home for all the garment workers of the entire world and a tower of strength against our common enemy—united capital—in our trades.

AN ALLIANCE OF GARMENT WORKERS' UNIONS IN AMERICA

The International Ladies' Garment Workers' Union occupies at present an enviable position in the American labor movement. We are one of the largest labor organizations in America and the largest union in the garment industry in the world. The position which we occupy in our industry at present has become a source of joy and strength to our workers and simultaneously a thorn in the flesh of our employers. Our very strength behooves us, therefore, to redouble our efforts to keep our organization intact and to increase its forcefulness and integrity.

We believe that we have reached the logical stage in our development when it is incumbent upon us to take the initial steps for the formation of an alliance of all the unions in the garment trades of America.

The principle of a federation of unions of kindred trades has been long recognized and carried out in practice by conservative and radical unions alike. Many unions in the American Federation of Labor have departments which unite trades of a similar nature. The building department, for instance, embraces all unions which have to do with construction, from the bricklayer to the painter, and so it is with the metal workers' department, printing trades' department, etc.

In England this principle is applied on a much broader and more thoroughgoing scale. Within the recent past there was organized in England a "Triple Alliance"—an alliance of the three most powerful labor organizations—the railroad workers, the miners and the transport workers. It would appear that the railroad workers would have little in common as a trade organization with the miners and transport workers, yet these trades are united and they work hand in hand in all their struggles.

You will observe that the three unions of the Triple Alliance in England belong to the essential industries. Each of these unions

would appear to be strong enough to win a fight by its own efforts. Each of these organizations could, by a strike, paralyze the entire country and could force their employers to concede to their demands. Nevertheless, they regard it as important to have that alliance for the purpose of mutual aid and co-operation. How much more important is it, therefore, for a Union like ours, a union comprising trades which are not "essential," to have the aid and assistance of workers in closely allied trades?

We have always recognized this in principle, but have not taken the necessary step to realize this principle in practice. We believe that the time has now come for this and we must proceed immediately to achieve it. We, therefore, recommend that this Convention authorize the General Executive Board to proceed with the formation of an alliance of all the unions of men's and women's garment workers: our International, the Amalgamated Clothing Workers, the United Garment Workers, the Journeymen Tailors, Capmakers, Furriers, Neckwear workers, etc., each union to preserve its autonomy as before. None of the component bodies of this alliance are to interfere in the internal affairs of the others, but they are all to stand together when circumstances should require. The fight of one union should at once become the fight of all the other component organizations.

A tailors' alliance of a half million workers will be a power against which the employers will not so lightly undertake a fight. It will also be in a position to exert a strong influence on public opinion and on national policies. In certain cities it may even be possible to amalgamate offices and to use the same organizers for all trades. The machinery of one union may be used for another in districts where one particular trade is better organized than the others.

The usefulness of a trade federation of this kind is practically unlimited. We are convinced that all the other needle trades will receive the proposal with joy. Let us make the beginning and success is assured.

HIGH COST OF GARMENTS—THE RESULT OF PROFITEERING

We had expected that with the reduction of the hours of labor from forty-nine to forty-four and with the introduction of week work, our working seasons would be lengthened. Our calculations were clear and sound. It stood to reason that to produce the quantity of clothes required by the market under a week work system and a forty-four hour week, would take a great deal more time than under a piece work system. We find now, however, that the seasons have not only not been lengthened, but in many cases are even shorter than what they were formerly.

What are the causes back of this?

The paramount cause is the expensiveness of clothes. Women's wear is so high-priced that women have stopped buying it. The manufacturers have put forth the increased wages of the workers as the reason for the expensiveness of clothes. This is an untruth which must be nailed down. The wages of our workers have been increased during the past few years only about 80 per cent. while the prices of garments have risen to 300 and in some cases even 400 per cent. The fact of the matter is that prices of garments are being boosted through profiteering. Manufacturers and jobbers are at present making profits such as they never dreamed of before. Before the material which is to be made up into a garment reaches the manufacturers, on its way from the mill to the cutting table, it passes in many cases, through the hands of five or six jobbers and each of these jobbers and middlemen who sell and resell these goods pile up handsome profits for themselves.

This is the worst sort of profiteering and this is the true reason which has caused the prices of ladies' garments to soar so high—so abnormally high that a large portion of the population cannot afford to buy new clothes. This, in turn, means shorter seasons and less employment for the workers. In fact, our workers suffer through this situation in a double way: they have less work and in addition have to face the terrible cost of living. The question arises: Is it really absolutely unavoidable that garments should cost as high as they cost to-day?

This situation must be made clear to the government to the end that steps be taken against this marauding. If there are not enough laws on the statute books to punish the profiteers in our trades, it is the duty of Congress to enact such laws, and we recommend that this Convention decide to urge Congress to act upon this matter with the greatest rapidity.

UNION OWNED SHOPS AND FACTORIES

The General Executive Board desires to advance a proposition which it has for a long time deemed to be of importance to our workers, and which it believes is ripe for enactment into practice at the present. We recommend that the International establish union-owned factories and retail stores. During his trip in Europe, President Schlesinger had the opportunity to familiarize himself with this problem. Wherever he came: to Germany, France, Holland and Austria, he found union-owned tailor shops, and found them to be the largest and the best in the industry. There is no reason why we can not do the same in the United States, and even on a larger and more attractive scale than in Europe. It can scarcely be denied that the idea of industrial and distributive co-operation has made greater strides in the United States during the past two years than it did before in an entire generation. For reasons which it is probably out of place to recite here but which can be principally ascribed to the madden-

ing rise in the cost of living and the growth of profiteering, the idea of checking the traffickers in the necessities of life through co-operation, has grown by leaps and bounds.

That it is feasible and practicable to organize and run co-operative shops in our industries, there can hardly be any doubt. Take for instance the cloak trade. New manufacturers are getting into this trade by the score every year; most of these begin their business with small sums of money and grow into flourishing plants in the course of a few years. Is there any reason why our unions could not be equally successful? We have the labor power for it, and we have the funds for the required investment. We can make the biggest success in this line if we only decide upon it.

The details of such a plan will have to be worked out. We hear everywhere to-day, that the workers must take part in the management of industries; conservative writers on labor topics admit that the workers possess the ability to undertake a part of factory management; radical writers are of the opinion that the time is not distant when the workers will take over the entire management of industries into their hands. The trend of events is admittedly in that direction. Why not step forth into the front ranks of this irresistible movement? Let us begin with business enterprises which will belong to us and will be managed by us. Our union-owned factories and stores will set an example in wage-fixing, and our products an example in price-fixing.

The most interesting feature about the latter phase of the co-operative movement in the United States is the getting together of the labor and the farm elements of the city and country workers on this proposition. Preliminary co-operative conventions of farmers and trade unionists have been held during the past year and active committees were elected to proceed with practical work. Recently, the International Congress of Farmers and Organized Labor on Co-operation was held at Chicago. Plans were formulated for the building of factories, grain elevators, the organization of banks and a number of other very practical co-operative propositions on a large scale.

It is apparent that a great co-operative movement is on its way in this country, a movement which will soon assume very tangible and practical forms. There is little doubt that the idea of co-operation will be received by this convention and by our locals with the same readiness and courage that they have been accustomed to accept any forward-looking and practical idea in the past.

OUR RELATIONS WITH EMPLOYERS' ASSOCIATIONS

The past two years have wrought no material change in our relations with the various associations of employers in the ladies' garment trades. In making this statement, we have in mind that in our

relations with the employers there has occurred no change of underlying principles which, from the very beginning of our dealings with employers' associations, have been the principles of collective bargaining and collective representation of the workers' interests through our organization.

As before, we have endeavored to exhaust every means for the peaceful solution of every problem and to invoke conciliation and arbitration before resorting to the final weapon—the strike. We are glad to say that in a majority of instances it was our good fortune to have been able to avoid strikes. In looking over the field, we can safely say that without exception the fight undertaken by us years ago for the principle of collective bargaining, has been won to-day everywhere. We have succeeded in convincing the employers of labor in our industry, even those who had shown in the past most bitter and uncompromising opposition, that insofar as labor in our industry is concerned, the International and its locals is the only logical and representative agency that can speak for it and represent its interests.

At the time of this writing, the International is under collective agreement arrangements with the following employers' associations:

New York Cloak, Suit and Skirt Manufacturers' Protective Association
New York American Cloak & Suit Manufacturers' Association
New York Ladies' Garment Jobbers Association
New York Association of Dress Manufacturers
New York Wholesale Dress Manufacturers' Association
New York Children's Dress Manufacturers' Association
New York Cotton Garment Manufacturers' Association
New York House Dress and Kimona Manufacturers' Association
New York Waterproof Garment Manufacturers' Association
New York Embroidery Manufacturers' Association
New York Bonnaz Embroidery Manufacturers' Association
Philadelphia Cloak & Suit Manufacturers' Association
Philadelphia Dress & Waist Manufacturers' Association
Boston Cloak & Suit Manufacturers' Association
Boston Dress & Waist Manufacturers' Association
Boston Waterproof Garment Manufacturers' Association
Chicago Cloak Manufacturers' Association
Chicago Northwest Cloak Manufacturers' Association
Chicago Skirt and Dress Association
Chicago United Ladies' Garment Manufacturers' Association
Cleveland Ladies' Garment Manufacturers' Association
San Francisco Cloak Manufacturers' Association
Los Angeles Cloak and Suit Manufacturers' Association
Baltimore Ladies' Garment Manufacturers' Association
Toronto Ladies' Garment Manufacturers' Association

A WORD OF APPRECIATION

The past two years have brought us in contact again, at the conference table and upon the field of battle, with a number of friends,

well-wishers and advisers who have by word or action given us aid, counsel and encouragement in the pursuit of our aims and the execution of our plans.

Our thanks are due President Samuel Gompers and Secretary Frank Morrison of the American Federation of Labor for the assistance they have rendered us whenever we called upon them on matters pertaining to our organization; to the Chicago Federation of Labor and to Brothers John J. Fitzpatrick and Edward E. Nockles for their ever-readiness to assist us in our difficulties; to all organizers of the American Federation of Labor, and especially to Brothers Hugh Frayne of New York City and Henry Hilfers of New Jersey; to the Central Labor Unions of Bridgeport, New Haven, Hartford and Danbury, Conn., and to the Essex Trade Council of Newark, N. J., for their aid in various activities in these cities, and particularly to Brother Ira M. Ornburn, Secretary-Treasurer of the Connecticut State Federation of Labor for his invaluable assistance during the corset strike in Bridgeport in 1919; and to the Central Labor Body of Toronto, Canada, which so loyally aided our workers in the cloak strike in that city during 1919.

Our cordial thanks are due likewise to our friends and brothers in the labor movement who have on every occasion aided our cause by the spoken and written word. We wish to express our deeply felt recognition for the staunch support given us by the Jewish Daily Forward and its editor, Abraham Cahan; and likewise by the New York Call and its managing editor, Charles W. Ervin. We wish to say in this connection that the labor editors of the majority of the newspapers in New York City and elsewhere, have given us, during the last two years, a fair chance to present our case before the public during the various conflicts we have had, in an unprejudiced manner, and have thus aided in advancing our just aims and purposes.

We deem it a matter of duty and pleasure to express our gratitude to the many gentlemen whose unselfish service on the various boards of arbitration have, during the past two years, contributed so much towards the solution of a number of industrial problems, and the arbitration of the demands presented by our workers to their employers; to Governor Alfred E. Smith for his public-spirited action in summoning both parties in the recent cloak controversy to a hearing at Albany, which culminated later in the peaceful adjustment of the situation; to the Special Labor Board appointed by Governor Smith for their helpfulness and generous instrumentality in arriving at a just and proper solution; to Judge Julian W. Mack, Chairman of the Board of Arbitration in the cloak and suit trades in Chicago, the waist and dress trades in New York and the Chairman of the Board of Referees in cloak and suit trades in Cleveland; to Major Samuel J. Rosensohn and John R. McLane, the other two members of the Board of Referees in the cloak and suit trade in Cleveland; to the Board of Arbitration in the waist and dress trade in Philadelphia; to Mr. Stanley King, the arbitrator in the waist and dress trade in

Boston; to Judges Fisher and Horner of Chicago for their public- New York City; to Dr. Henry Moskowitz who has never failed various conflicts in New York City, as well as Dr. E. J. Hopkins, former Chairman of the Board of Referees in the cloak and suit trades of Cleveland, and to Mr. Stanley Isaacs, who has given up much of his time and energy for the Cleveland situation in the capacity of Complaint Adjuster; and to Mr. A. Cohen, the Impartial Chairman in the cloak industry of Los Angeles.

CONCLUSION

Our report is at an end. We have endeavored to present to you a portrayal of events as they have passed before us, of situations that we have helped in creating and adjusting, subject to the mandates of the last Convention and the dictates of the circumstances of the hour.

The world in arms has during these two years been transformed into a world at peace, save upon the fields of Eastern Europe, where a new embattled democracy is fighting for its existence and bids fair to overcome every obstacle in its way. In this country the first after-war period with its uncertainties and misgivings, has passed. The working class, the organized labor movement all over the world came out of this war greater and stronger and with a clearer eye to the future, in spite of many setbacks and the rather dim vision of many of its exponents.

What the last two years would have been for the members of our organization if it were not for the strength of our Union, is difficult to contemplate. The iron ring of the super-profiteers which has gotten the population of the country by the throat, would have thrown the masses twenty years back, if not for the resistance which we offered to their aggression. We struck back at them with our demands for living wages and a forty-four hour week, and have succeeded in not merely retaining our standards of living, but in making them uniform throughout the country.

But more than that. We are thrilled with the confidence that our workers have grown to love their organization. It has become not merely a question of belonging to the Union; it is a question of our rank and file working for the Union, hoping for its welfare, with a readiness to give up all, to endure the greatest hardships for the preservation of its strength.

The past two years have opened up new horizons for the labor movement. The workers of the world have been brought closer together than ever before, and the vision of their emancipation was never as bright, as palpable and as much within their reach. We have grown to be numerically one of the biggest trade unions in the country. But simultaneously, the idealism, the wholeheartedness

and the sacred fire which is lighting our path, has broadened our program, has widened our view and has made us one of the advance column in the battle for the rights of men and women.

Twenty years ago we set out upon the arena of our endeavors armed with little more than determination to win a place in the sun for ourselves and our kin amidst the crushing industrial inequalities of the day. We can justly and proudly say that we have spanned the first lap of our march, with the sun of success gleaming its rays upon our path. To-day our hearts are stronger, and in the confidence of the endless resources of the strength of the working class we can safely say that the future is ours.

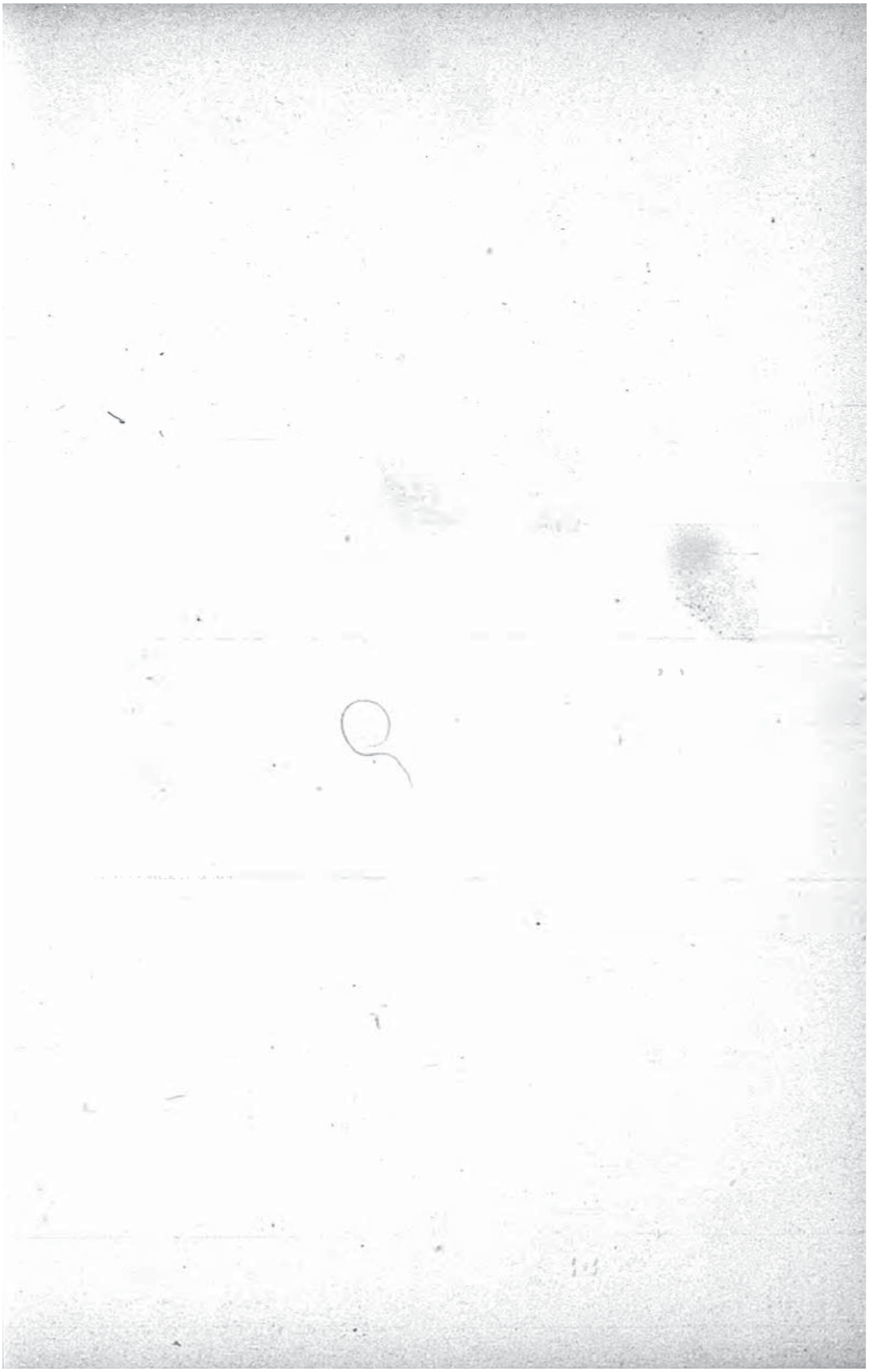
Delegates to the Convention, we bid you welcome!!

Benjamin Schlesinger, *President*

Abraham Baroff, *General Secretary-Treasurer*

Salvatore Ninfo
Harry Wander
Samuel Lefkovits
Sol. Seidman
Jacob Halpern
Morris Sigman
Hyman Schoolman
Meyer Perlstein
Samson Koldofsky
Fannia M. Cohn

Vice-Presidents



REPORT OF

PRESIDENT BENJAMIN SCHLESINGER

ON THE

INTERNATIONAL TAILORS' CONGRESS

HELD AT AMSTERDAM, HOLLAND

DECEMBER 11, 12, 1919

To the Delegates of the 15th Biennial Convention of the International Ladies' Garment Workers' Union.

GREETINGS:

I deem it a matter of duty and singular pleasure to lay before you a brief report of my trip to Europe undertaken on behalf of our International Union, lasting from November 29th, 1919, to March 2, 1920, to attend the Tailors' Organizations' Conference at Amsterdam, Holland, and for the study of labor and industrial conditions in the garment trades of Europe in general.

I shall dwell only in a few words upon the reasons which prompted my journey. The Tailors' Internationale, which was in existence since 1893 and with which our International has affiliated itself in 1912, was not heard of during all the years of the World War. The General Executive Board of our International Union at its quarterly meeting in Buffalo, N. Y., in October, 1919, took up the subject of the Internationale for discussion and decided to ask me to go to Europe for the purpose of getting in touch with the organizations which belonged to this Internationale and to bring about, if possible, the resurrection of this body.

On November 2nd, a few days after our Buffalo meeting, we received a cablegram from Brother Vanderheeg, president of the Holland Tailors' Union, inviting us to send delegates to an informal conference of representatives of the garment unions of several European countries at which the rebuilding of the Internationale would be discussed. It was a remarkable coincidence of the same trend of thought which animated our own organization and the organization of the Dutch tailors in striving to achieve the same purpose without the knowledge of each other's actions.

The Conference was to be held in Amsterdam, Holland, on December 11th. I left for Europe on the "Adriatic" on November 29th. My passport specified that I was to attend the Amsterdam Conference and to visit France and England. I wish to record, however, the invariable courtesy accorded me in the various offices of our Consuls abroad, in readily extending my visés to other European countries which I desired to visit in the interests of my journey.

I arrived at Southampton on December 9th, 1919, and proceeded from there to London and therefrom to Amsterdam to the Conference. Ten countries were represented at the Conference, namely: Germany, France, England, Belgium, Switzerland, Holland, Denmark, Sweden, Norway and the United States. It lasted for two days and

regardless of the fact that the number of delegates was small, the Conference accomplished tangible results. The debates were conducted in four languages and the attitude of the delegates towards one another was very friendly and comradelike.

The agenda of the Conference was as follows:

1. Organization of the conference.
2. Report of the Provisional Secretary.
3. Future plans for the International Secretariat.
4. Reports from various countries.
5. Work and wage systems.
6. Next congress.
7. Election of Provisional Committee.
8. Contributions to the International Secretariat.

The reports from the various countries on the labor and wage situations in our industries in Europe, have been a source of immense interest and information to me. They have opened before me, as it were, a book of first-hand knowledge, and I have done my best to benefit by them. In each country the workers of all the branches of the garment industry are organized into one national union with one administration. The number of organized workers in practically all of the European countries in our industry has been tremendously increased during the period of the War. In Germany, the Tailors' Union has at present a membership of 140,000, whereas in 1914 it had less than 50,000. The Jewish Tailors' Union of Poland, belonging to the Bund, has grown to about 25,000 members. The full-fledged tailor is still occupying the dominating position in the garment industry in Europe and most of the garments are still being made in the homes of the workers. The difficulties of controlling hours and wages under such circumstances are only too obvious.

Everywhere in Europe, the tailors' unions have collective agreements with employers' associations, and contracting and sub-contracting is in vogue all throughout Europe—even in the inside shops; in very few shops are the sewing machines operated by electricity. Piece work is prevalent everywhere, and while the unions recognize that week work is a better system of work, they don't consider it advisable to undertake the enactment of such an industrial reform until Europe will have come back to more stable conditions.

The following decisions were adopted:

1. That a general congress of garment workers be held in August, 1920, in the city of Copenhagen, Denmark, where definite industrial policies for the garment workers of the entire world shall be adopted. (To this general Congress will also be invited the Amalgamated Clothing Workers, United

Cloth Hat and Cap Makers' Union of North America, the Journeymen Tailors' Union, United Garment Workers of America and International Furriers' Union—all of America; the National Federation of Tailors recently organized in Poland, the London Ladies' Tailors' Trade Union, the United Garment Workers' Trade Union of Great Britain and as many other tailors' organizations as the Provisional Committee may deem necessary to invite.)

2. That a committee of five be instructed to prepare a comprehensive set of resolutions covering every point that may be brought up for the consideration of the Copenhagen Congress—these resolutions to be formulated in the spirit of the discussions at the Amsterdam conference.
3. That the Committee formulate rules of admission for tailors' unions into the Internationale insofar as these unions are affiliated with either the Christian, Socialist or Syndicalist movement, or are neutral.
4. That the conference adopt the principle of the resolution in favor of week work presented by the delegate of the International Ladies' Garment Workers' Union of America.
5. That Secretary Stühmer of the Internationale be instructed to levy a per capita contribution upon all affiliated organizations for the year of 1919, as fixed at the last congress at Vienna in 1914, at two centimes for each member annually, to be paid on the basis of the rate of exchange which prevailed at peace times.

The following were elected in that Provisional Committee:

Stühmer, from Germany,
Dumas, from France,
Arrup, from Denmark,
Vanderheeg, from Holland,
Flinn, from England.

The choosing of the personnel of this Committee, aside from their general fitness, was also determined by the fact that it would be necessary for the Provisional Committee to have several meetings between December, 1919, and August, 1920, for the purpose of deciding upon the preliminary work before the Copenhagen Congress, and it was necessary, therefore, to choose persons from countries situated near each other.

From Amsterdam I proceeded to London, Paris, Warsaw, Vienna and Berlin. Upon arriving in each of these cities I immediately got in touch with the garment workers' organizations. I have met the paid and unpaid officials as well as the rank and file of the garment workers' unions and have attended numerous meetings. I have also paid careful attention to the labor and Socialist movements in all these countries in general, and have met practically every prominent labor and Socialist leader in Europe with whom it has been my good fortune to discuss the current political and social situation on the continent. I was treated everywhere with utmost cordiality and in

STATEMENT OF RECEIPTS AND DISBURSEMENTS

May 1, 1918, to March 31, 1920

Balance—May 1, 1918		$ 53,536.26
Receipts		
Dues—Schedule No. 1	$428,890.90	
Constitution Books	6,084.15	
Cleveland Assessment	60,499.00	
General (Reconstruction) Assessment	51,865.00	
Old Assessments	475.00	
Sanatorium Assessments—Schedule No. 2	13,566.24	
Misc. Sanatorium Receipts—Schedule No. 2	1,804.06	
Steel Strike	68,841.57	
Waist Makers Local 25 Strike	60,152.93	
Initiation Fee Stamps	3,532.61	
Supplies	6,053.88	
Charter Fees	275.00	
Bond Premiums	929.21	
International War Relief	6,730.00	
Additional Per Capita	219.18	
Liberty Bond Sales (Cash and Installments)	29,013.00	
Received on Notes	65,000.00	
Received on Returned Loans	12,500.00	
Publication Department Receipts—Schedule No. 13	8,734.44	
Miscellaneous Income	24.75	
Total Receipts		$825,205.92
		$878,742.18
Disbursements		
Salary—President	$ 9,500.07	
Salary—Secretary	6,958.36	
Salaries—Office	12,726.83	
Rent—Office	5,040.00	
Printing	10,670.47	
Stationery & Office Supplies	1,616.39	
Telephones	853.32	
Telegrams	918.23	
Postage	913.50	
Cleaning, Water & Towels	233.27	
Expressage	647.95	
Books, Magazines & Sundries	316.65	
Petty Office Expense	99.36	
Furniture & Fixtures—General Office	1,551.15	
		$ 52,045.55
Organizers' Salaries	52,511.77	
Organizing Expense & R. R. Fare	29,209.91	
European Trip—B. Schlesinger (Railroad, Passage, Interpreters, Passport Exp. & Expenses)	1,863.41	
European Donations—Schedule 7A	1,350.00	
General Executive Board Meetings	8,712.20	
Advertisements	5,289.85	
Legal Fees & Expenses	13,036.20	
Misc. Expenses—Schedule No. 3	2,005.19	
Donations to Locals—Schedule No. 4	261,122.00	
		375,100.53
Dues to Organizations—Schedule No. 5	17,403.17	
A. F. of L. Convention Expense	3,286.17	
Convention Exp. 1918 Schedule No. 6	11,268.74	
		31,958.08

Miscl. Donations—Schedule No. 7.....	4,266.59		
Steel Strike	60,000.00		
		64,266.59	
Auditing Dept.—Schedule No. 8.....$	10,168.75		
Record Dept.—Schedule No. 9.....	17,551.72		
Educational Committees—			
Schedules 10 and 11.....	20,604.62		
Garment Worker Publication—			
Schedule No. 12.....	4,152.93		
Publication Dept.—Schedule No. 13.....	105,886.42		
		158,364.44	
Advance Salaries		245.00	
Deposit-Security		300.00	
Revolving Funds—Given		350.00	
Loans Made to Locals.....		31,103.47	
Liberty Bonds Purchased		30,300.00	
Bonds, New York Call.....		500.00	
Sanatorium Disbursements—Schedule No. 2.....		14,067.68	
Paid on Notes		65,000.00	
Paid on Loans		8,700.00	
International War Relief.....		7,856.60	
Accounts Payable—Old Bills		1,995.30	
Discount on Notes.....		736.17	
Bank Charges & Exchange.....		436.76	
Bond Premium		895.29	
Total Disbursements			$844,221.46
Balance March 31, 1920			$ 34,520.72

Balance certified by
M. CITRON,
Certified Public Accountant.

SCHEDULE No. 1

Dues Sales

	1918-1919		1919-1920	
	Stamps	Amount	Stamps	Amount
May	333,650	$ 13,346.00	381,694	$ 19,084.70
June	205,000	8,200.00	493,160	24,658.00
July	426,100	17,044.00	417,614	20,880.70
August	213,775	8,551.00	575,400	28,770.00
September	288,075	11,523.00	436,130	21,806.50
October	285,000	11,400.00	355,950	17,797.50
November	217,000	8,680.00	281,000	14,050.00
December	275,400	11,016.00	452,400	22,620.00
January	439,850	18,979.50	610,800	30,540.00
February	395,320	19,766.00	649,100	32,455.00
March	525,780	26,289.00	519,200	25,960.00
April	309,480	15,474.00		
Totals	3,914,430	$170,268.50	5,172,448	$258,622.40

SCHEDULE No. 2

Sanatorium Fund

Receipts

Assessments Received	$ 13,566.24	
Rent Received	600.00	
Balance—Union Sanatorium Fund.....	1,219.06	
Total Receipts		$ 15,385.30

stroke to demand and enforce better uniform working standards in our industry the world over through the same determined effort and the same legitimate means that we are employing in each individual country and each individual trade at present.

I am convinced that the garment workers of Europe and America will welcome and support heartily the International Secretariat; and the American garment workers, should and must take the lead in rebuilding it. I have seen the manifestations of the spirit of fraternity and confidence in the Garment Workers' Union of America in every city that I visited and each meeting that I addressed. The war has not, to any appreciable degree, affected the feeling of solidarity between the workers of the various countries of Europe. How vividly I recall the passionate appeal made to me at the meeting of garment workers which I addressed at Berlin, by one of the girls present: "Please, when you come back to the garment workers of America tell them that we had nothing to do with the causes of this war,—that it was brought on by the junkers and that we only paid the price!!"

This Internationale Secretariat will be of particular importance to the Jewish in the various countries of Europe. National hatreds are still very potent elements in Central and Middle Europe, and the affiliation of the Jewish Garment Workers of Poland with the International cannot help but serve to eliminate this antagonism to a certain degree.

On February 21st, I boarded the "Imperator" and arrived in New York on March 2nd.

I feel deeply gratified with the fact that I have been able, in the course of my short stay in Europe, to gather as much facts and data as I have, and to have accomplished the mission which I have been asked to perform. I sincerely believe that the contact which I have been able to form between our organization and the European organizations of garment workers will eventually prove of material and lasting benefit to all of us. The facts which I have gathered and published in our press will doubtless be of as much instructive value to you as they have been to me. I confidently hope that you will accept warmly and fraternally the hand of the garment workers of Europe which is stretched out to you across the ocean and that you will generously contribute to the building up of a powerful agency for the improvement of the life of the garment workers the world over.

Respectfully submitted,

Benj. Schlesinger.

FINANCIAL REPORT

International Ladies' Garment Workers' Union

MAY 1, 1918 TO MARCH 31, 1920



FIFTEETH BIENNIAL CONVENTION
May 3, 1920

Ashland Boulevard Auditorium

CHICAGO, ILLINOIS



TO THE DELEGATES OF THE FIFTEENTH CONVENTION OF THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION

GREETINGS:

Figures, it is said, speak for themselves, and in presenting this financial report to you I should have left all deductions and inferences to your own judgment and consideration. Nevertheless, I feel that a few terse remarks touching upon the most striking points of this report will cast pertinent light upon the material changes which have taken place during the past two years in our income and expenditures and the difficulties under which we have labored.

When the Boston Convention, two years ago, voted to increase the International per capita from four to five cents, it may have been thought to be a liberal increase towards the maintenance of the General Office. It must be remembered that this same convention which has added a cent to the per capita tax, has also decided to publish three weeklies, to widen the educational activities of the International, to establish a Record Department and all of these costly institutions were not provided with any financial backing whatever. The Publication Department, which is charged with the duty of publishing our three weeklies, is a very costly proposition, particularly in view of the present exorbitant price of paper. Notwithstanding all economy, it has cost us tens of thousands of dollars annually and the one cent per week which forms each member's subscription price to the publication as part of the per capita tax, covers only a small part of the expenses. It is safe to say that even two cents per week would not suffice to meet fully the expenses connected at present with the publication of our journals.

The Record Department, another institution of exceptional worth and value to our organization, a department which keeps us in perfect touch with and control of our membership, has been maintained at a cost of approximately $15,000, and the Educational Department, the cost of which has increased from $3,500 in 1918 to $10,000 in 1919 and to more than $10,000 in 1920, has added to the legitimate and ever-growing expense account of the organization. When considering that the value of the dollar is not more than one-half of what it was a couple of years ago, one can easily understand that our actual income, while amounting to a greater sum than in 1918, together with the one cent raise, was not only not increased, but was practically reduced to one-half since 1918.

When you examine the following pages, item after item, and observe the huge sums of money which we have contributed towards the financing of strikes and varied and wide-spread organization work, you will understand that it was really nothing short of a miracle that our General Office was able to go on with its tremendous work and achieve such splendid results.

Our Auditing Department, under the supervision of our general auditor, Mr. F. N. Wolf, has brought in a better and a more efficient system of bookkeeping in a number of our locals visited by him during the past two years, in practically every city of importance in the United States and Canada where we have locals, in addition to the regular audits of all the locals and Joint Boards in New York and adjacent cities.

I want to call attention to that particular part of the report of the General Executive Board which calls for the establishment of a Statistical Bureau. Such a bureau, if established, will doubtless cost money to maintain, probably as much as the Record Department costs at present. It would be, however, in the light of past experience, well worth while to have such a Bureau in our International Union. I would suggest, in view of the fact that the work of the Statistical Bureau and of the Record Department are of a kindred nature, that these two offices be merged into one, under the supervision of one director, and, it appears to me, that such a merging would result in saving of money and would also bring more coherence and co-ordination into this work. While at this point, I wish to express our sincere regret at the event of the resignation of Brother N. M. Minkow, director of the Record Department, who is leaving us to enter private business after a year and a half of able and efficient direction of that department.

The principal point which I wish to emphasize in closing is that whatever handicaps or obstacles there have presented themselves to us in the carrying out of the great projects and work deemed important for the welfare of our organization, they were all of a financial nature, and it is the prime duty of this Convention to follow out its own sincere and earnest desire to endow the International with a maximum of working facilities by increasing the International per capita to the amount requested by the General Executive Board.

Fraternally yours,

ABRAHAM BAROFF,
General Secretary-Treasurer.

BALANCE SHEET — April 1, 1920

ASSETS

Cash in Bank			$34,520.72
English Pounds 66 @ $4.00			264.00
Liberty Bonds			1,000.00
Revolving Funds:			
B. Schlesinger	$ 143.36		
A. Baroff	500.00		
M. Perlstein	100.00		
A. Snyder	50.00		
		793.36	
Deposit-Security			300.00
Loans Receivable:			
N. Y. Joint Board	46,744.08		
Workers' Union House—Local 25, Forest Park, Pa.	10,000.00		
Local 80	4,000.00		
Local 6	500.00		
Advance Salaries	245.00		
Advance to Joint Committee of New York Locals, March 12, 1920	3,339.47		
		64,828.55	
Accounts Receivable:			
Advertising			2,210.46
Supplies			5,256.71
Furniture & Fixtures			7,037.78
Investments:			
Unity House, Local 15	200.00		
Rand School Bond	100.00		
Brownsville Labor Lyceum	100.00		
N. Y. Call Bonds	500.00		
		900.00	
Sanatorium:			
Land & Buildings	13,000.00		
Farm Implements	157.50		
		13,157.50	
Total Assets			$130,269.08

LIABILITIES & SURPLUS

Loans Payable:			
Local 17	$ 1,000.00		
Jt. Bd. Chicago	2,000.00		
Jt. Bd. Furriers	4,000.00		
		$ 7,000.00	
International War Relief		7,371.95	
A. F. of L. Per Capita		5,250.00	
Total Liabilities			19,621.95
Surplus			110,647.13
Total Liabilities & Surplus			$130,269.08

Statements compiled by
F. NATHAN WOLF,
General Auditor.

a remarkable fraternal spirit. Everywhere I went, the workers, as well as their leaders, have invariably asked me to convey to the members of our International this brotherly spirit of unity.

I do not believe that it is necessary for me to dwell in this report upon the data and information that I gathered about the garment trades and the conditions of its workers in the various countries that I visited. The series of articles that I have written for the "Gerechtigkeit," "Justice," "Guistizia," the "New York Forward" and the "New York Call" cover every phase of my journey. I trust that these letters and articles were extensively read and that I have succeeded in sharing my impressions with the readers insofar as I was able to convey them. I will, therefore, confine myself to a number of poignant and outstanding facts, which I believe are of more direct interest to you as delegates to this Convention and the legislative body for our International.

There are inherent difficulties lying in the way of the introduction of week work in European countries; the small shop and home work are only a few of these obstacles. It is, nevertheless, certain that the obvious advantages of the week work system are bound to convert the garment workers of Europe into just as staunch supporters of this system as their American brothers and sisters have become. In principle, they are already committed to this reform, and it is only a question of time until it will have been carried into effect. As regards wages, notwithstanding the fact that they have been raised 200 and 300 per cent, it can hardly be said that they are to any degree satisfactory in any of the countries in Europe, particularly at present when the cost of living is so intolerably high everywhere on the continent. The production of the European tailors cannot be compared with the intensity and productivity of the American garment workers. It is safe to assume that an American worker makes five garments to each garment made by a garment worker in Europe during the same period of time.

An outstanding feature of trade union activity in Europe is the co-operative movement which works hand in hand with the trade union movement. Almost everywhere the garment workers' unions in Europe have maintained and are maintaining factories and are directly participating in the very strongly developed co-operative movement in general. It is one of the effective checks upon the staggering cost of living which the workers of Europe possess, and it is an enterprise which should receive our closest attention when we come to discuss our own plans for the welfare of our International. The great advance made by the co-operative movement throughout

the world is a genuine manifestation of the soundness of this movement, of its educational value and of its material benefit to the workers.

I have already touched on the fact that in Europe all garment workers and all tailors belong to the same organization. Coming from a country where these trades are divided into separate organizations, it naturally occurred to me to give this matter considerable attention and personal study. This investigation has not in the least impaired my belief in separate industrial organizations for the principal divisions of the garment industry. I am, however, equally convinced that a closer alliance in one form or another between these divisions in the garment trades of America is highly desirable.

Generally speaking, the labor movement of Europe has left upon me the indelible impression of virility and strength, notwithstanding the indescribable horrors of the fearful catastrophe that the unhappy peoples of that continent have passed, and are still passing through now. This strength and power lies mainly in the fact that the economic and the political organizations of the workers in Europe go hand in hand and are found fighting together upon every field and front.

In coming back to the concrete recommendation of the Amsterdam Conference for the holding of a Congress at Copenhagen, I can say that I give my hearty approval to this proposal. We, the ladies' garment workers of America, are greatly interested in the establishment of a permanent and influential international tailors' Secretariat. We are interested to-day as never before that the working conditions of the garment workers in Europe and every other part of the world are raised to a higher level and that their standards be not lower than our own. Sooner or later masses of European workers will again begin to immigrate into this country,—among these thousands of tailors, men and women. We are vitally interested that they should come to our shores and into our industry as members of organized labor, as such who may not threaten our standards of work and living. But aside from that, and perhaps above all, we feel that it is our great and sacred duty to lift up, at this particular moment, the hand of our brothers and sisters in Europe and strengthen their position by every means available. We are members of one and the same great working class. Our interests are no less identical now than what they were before the War. There is no reason why the next few years should not see the formation of such an effective international body of garment workers which will be able at one

Disbursements

Land and Buildings ($500 paid by Union Sanatorium Ass'n.)	$ 12,500.00	
Interest	166.33	
Farm Implements	157.50	
Surveys and Maps	230.00	
Taxes	263.53	
Legal Fees	351.70	
Printing—Stamps and Receipts	278.00	
Committees—Fare and Expenses	120.62	
Total Disbursements		14,067.68
Balance		$ 1,317.62

SCHEDULE No. 3

Miscellaneous Expenses

Translating Constitution	$ 63.00	
Insurance	16.08	
American Labor Year Books	208.70	
Plan—Bureau of Statistics	50.00	
Photos	260.63	
Settlement of Death Benefit Claim of Sol Shusterman	200.00	
Subscriptions	24.00	
Mass Meeting to Protest Against Poland Massacres	108.20	
Farewell Dinner to Schlesinger	114.00	
N. G. Check	8.00	
Books & Files for Appeal Committee	29.70	
Wage Booklets	5.00	
Gifts as decided by Convention 1918	747.88	
Auditing—General Office Books	170.00	
Total		$ 2,005.19

SCHEDULE No. 4

Donations to Locals

Local 6—New Jersey	$ 100.00
Local 15—Phila. Waistmakers (out of town)	2,700.00
Local 25—Ladies' Waistmakers, N. Y.	148,000.00
Local 36—Boston Ladies' Tailors	350.00
Local 41—N. Y. Wrapper & Kimono	5,500.00
Local 44—N. Y. Corset Workers	526.00
Local 46—N. Y. Petticoat Workers	22,600.00
Local 52—Los Angeles Ladies' Garment Workers	2,000.00
Local 54—Chicago Raincoat Makers	500.00
Local 62—N. Y. White Goods Workers	5,000.00
Local 68—Hartford Garment Workers	2,000.00
Local 75—Worcester Cloakmakers	475.00
Local 77—Waterbury	50.00
Local 90—N. Y. Dressmakers	250.00
Local 91—Schenectady Waistmakers	415.00
Local 96—New Haven Garment Workers	1,606.00

Local 100—Chicago Waist & White Goods W'kers	200.00	
Local 104—Chicago Ladies' Tailors	400.00	
Local 108—N. Y. Neckwear Workers	100.00	
Local 114—Racine Raincoat Makers	100.00	
Local 117—New Brunswick White Goods Workers	990.00	
Local 121—Vineland Waistmakers	350.00	
Local 123—Paterson Garment Workers	100.00	
Cumberland	350.00	
Montreal	60.00	
Jt. Bd. Phila. Skirt Strike	1,500.00	
Philadelphia Ladies' Tailors	500.00	
Toronto	24,500.00	
Cleveland	39,900.00	
Total		$261,122.00

SCHEDULE No. 5

Dues to Organizations

A. F. of L. Per Capita	$ 16,914.05	
Canadian Trade Congress	429.12	
National Women's Trade Union League	10.00	
Hebrew Sheltering Society	50.00	
		$ 17,403.17

SCHEDULE No. 6

Convention Expenses, 1918

Printing	$ 3,522.87	
Advertisements	104.18	
Translations	126.00	
Balance Hall Rent	421.00	
Credential Committee Expenses	168.50	
Red Cross Donation—Convention Decision	500.00	
To Other Organizations—Convention Decision	500.00	
Reporting Service	491.75	
Badges and Fobs	303.04	
Expressage and Mailing Convention Proceedings	151.71	
Contributions to Local Delegates	919.20	
Salaries	193.00	
Contribution Boston Convention Committee	1,400.00	
Railroad, Hotel and Expense G. E. B. and Clerical Help	1,869.00	
Railroad, Hotel and Expense for Guests Invited to Convention 1918	306.75	
Meeting Rooms and Expense of Committees	168.50	
Telegrams, Telephones, Messenger Service—Convention 1918	123.24	
Total		$ 11,268.74

SCHEDULE No. 7

Miscellaneous Donations

American Freedom Committee	$ 25.00	
Central Bodies Conference	200.00	
Chicago Federation of Labor	100.00	
Freie Arbeiter Stimme Anniversary	100.00	
Friends of Freedom for India	100.00	
Guild for Jewish Blind	2.00	
Hebrew Actors Fund	100.00	

Indiana State Federation of Labor	100.00	
Jewish People Relief Comm.	16.50	
Jewish Workmen's Gazette	150.00	
Journeyman Tailors' Union of America	300.00	
Lessin Jubilee Committee	23.20	
London-Hillquit Camp'gn Trade Union Conf'rence	200.00	
Los Angeles Sanit. Relief Comm.	150.00	
Marx Celebration—Balance	3.00	
Messenger Publishing Co.	100.00	
Miscellaneous Donations	57.30	
S. P. "Million Dollar Fund"	100.00	
Milwaukee Socialists	1,000.00	
National Association for Promotion of Unions Amongst Negroes	100.00	
National Socialist Party	500.00	
National War Relief Comm.	5.00	
Naturalization Aid League	200.00	
Representative Government Fund	2,042.30	
Soldiers' Monument	10.00	
"The Jewish World," Chicago	100.00	
United Drug Clerks	5.00	
Unity House, New York-Gift	111.00	
Women's Trade Union League	100.00	
Total Donations		$ 6,000.30
Received from Locals for:		
Representative Government Fund	$ 1,158.71	
Milwaukee Socialists	575.00	
		1,733.71
		$ 4,266.59

SCHEDULE 7A

European Donations

Poland Tailors' Union	$ 800.00	
Lehbensfragen	200.00	
United Hebrew Trades (Poland)	200.00	
Donation to Strikers of Jewish Community 2,000 marks, children schools 1,700 marks, and other small donations in Warsaw	50.00	
Vienna Fund to Organize Jewish Workers	100.00	
Total		$ 1,350.00

SCHEDULE No. 8

Auditing Department

Salaries	$ 8,871.62	
Traveling Expense	1,256.95	
Supplies	40.18	
Total		$ 10,168.75

SCHEDULE No. 9

Record Department

November 1, 1918, to March 31, 1920

Salaries	$ 11,212.68	
Printing	1,370.35	
Stationery and Office Expense	217.30	
Guides	381.53	
Postage	60.00	
Rent	1,200.00	
Rental of Typewriter	48.00	
Telephones	360.00	
Advertising	23.76	
Linoleum—for office	138.38	
Total Expenses		$ 15,012.00
Furniture and Fixtures		2,539.72
Total Disbursements		$ 17,551.72

SCHEDULE No. 10

Educational Committee

May 1, 1918, to Sept. 30, 1919

Salaries	$ 3,234.60	
Lectures	2,385.03	
Gym Director	87.20	
Brownsville Unity Center	158.00	
Concerts	619.50	
Janitor Services	142.20	
Moving Pictures	66.00	
Advertisements	791.07	
Printing	870.82	
Postage	229.29	
Supplies	53.88	
Telephones	204.08	
Rental Typewriters	127.00	
A. F. of L. Convention Expense	148.42	
Traveling Expense	178.80	
Permits	28.00	
Rent	105.00	
Miscellaneous Expense	203.11	
Partitions and Linoleum	185.50	
Total Expenses		$ 9,817.50
Furniture and Fixtures		169.75
Total Disbursements Educational Committee, May 1, 1918, to Sept. 30, 1919		$ 9,987.25

SCHEDULE No. 11

Educational Committee

October 1, 1919, to March 31, 1920

Salaries	$ 4,073.28	
Lectures	2,373.84	
Supervision	141.86	
Concerts	357.50	
Janitor Services	170.45	
Advertisements	376.04	
Printing	727.45	
Postage	185.50	
Supplies and Stationery	279.86	
Telephones	200.00	
Rental Typewriters	25.00	
Luncheon to Miss Bondfield	95.00	
Expense with French and Belgian Delegates	13.00	
Traveling Expense	147.50	
Permit	12.00	
Rent	210.00	
Signs	22.50	
Reporting Lectures	546.38	
Miscellaneous Expenses	442.05	
Text Books	79.71	
Total Expenses		$ 10,478.92
Income from Tickets		74.05
Net Expenses		$ 10,404.87
Furniture and Fixtures		212.50
Total Disbursements Educational Committee— October 1, 1919, to March 31, 1920		$ 10,617.37

SCHEDULE No. 12

Garment Worker

May 1 to December 31, 1918

Printing and Binding	$ 2,926.09	
Mailing	277.80	
Contributions	149.00	
Editor's Salary	1,240.00	
Sundries	21.89	
Total Expense		$ 4,614.78
Receipts		461.85
Net Disbursements		$ 4,152.93

SCHEDULE No. 13

Publication Department

January 1, 1919, to March 31, 1920

Receipts and Income

Stamps Sold, 6,540,178 @ 1c		$ 65,401.78	
Advertisements Received	$ 8,706.79		
Advertisements Due	2,210.46		
		10,917.25	
Subscriptions		20.75	
Bound Volumes Sold		4.00	
Miscellaneous Income		2.90	
Total Receipts and Income			$ 76,346.68

Disbursements

Salaries:			
Manager and Staff	$ 9,958.21		
Editors	12,125.60		
Contributors	4,388.50		
Advertising	1,441.15		
		$ 27,913.46	
Gerechtigkeit:			
Printing	$ 37,547.38		
Postage	3,320.44		
Composition	4,204.00		
Inserting	820.36		
		45,892.18	
Justice:			
Printing	$ 13,512.39		
Postage	870.49		
Composition	1,942.78		
		16,325.66	
Guistizia—Printing		8,610.28	
Rent	$ 1,050.00		
Stencils (includes Original Outfit)	1,884.95		
Cutting Stencils	540.40		
Supplies	290.67		
Printing and Stationery	268.13		
Postage Returns	131.91		
Postage	78.00		
Rental Typewriter	48.00		
Advertising	169.00		
Telephones	175.00		
Binding 1919 Issues	150.45		
Table of Contents	50.00		
Index for Yearbook	40.00		
Drawings	35.00		
Fare to Washington for Permit	23.00		
Proof of New Post Mailing	30.00		
Miscellaneous Expense	274.53		
		5,239.04	
Total Expenses			103,980.62
Furniture and Fixtures			1,905.80
Total Disbursements			$105,886.42

SCHEDULE No. 15

Cleveland Campaign

Organizing Expenses (including Organizers' salaries)	$ 14,694.79	
Railroad Fare	820.32	
Strike Expenses (including Strike Benefit)	44,922.35	
Total		$ 60,437.46

OUR FINANCE AND AUDIT COMMITTEE

In accordance with the Constitution of the I. L. G. W. U., a Finance Committee, consisting of Vice-Presidents Amdur, Wander and Cohn, was appointed to examine all the disbursements of the General Office. This Committee performed its duties conscientiously, and we can report that it finds that the expenses of the International were at all times made in a satisfactory and legitimate manner.

HARRY WANDER,
Chairman.

FANNIA M. COHN,
Secretary.

REPORT AND PROCEEDINGS

OF THE

FIFTEENTH CONVENTION OF THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION

First Day—Monday Morning Session.

May 3, 1920, 10:00 a. m.

The 15th Biennial Convention was opened by President Benjamin Schlesinger, at the Ashland Boulevard Auditorium, Chicago, Ill., May 3, 1920, at 10:00 a. m.

The opening of the convention was preceded by a parade of the several thousand members of the locals of the International Union in the City of Chicago, led by two bands. The paraders filed into the great Carmen's Hall and filled it to overflowing to the strain of inspiring music. The ovation and the reception that followed were of a striking and remarkable nature. After the applause had subsided, President Schlesinger formally opened the convention.

The first speaker to greet the convention was Mr. Harry B. Miller, Prosecuting Attorney of the City of Chicago.

He regretted the fact that Mayor Thompson could not be present, and he bespoke in his behalf a hearty welcome to the delegates. He stated that this was the biggest assemblage of workers he had ever had the pleasure of addressing. He declared that the only solution to the present unrest in this country was the amicable adjustment of all disputes between the employer and the laborer, in common conference. He concluded by welcoming the delegates to the hospitality of the city.

Pres. Schlesinger: This Convention marks the 20th year of the existence of the International Ladies' Garment Workers' Union. Although a cloakmaker and a member of the Union, I have not had the good fortune to be a delegate at the first or second conventions of our International, but I was a delegate to the 3rd convention, which was held in 1902 in New York. Knowing the history of our organization, I believe I am not exaggerating by saying that our entire membership in 1902 did not exceed one-half of the number that we find in this hall in the City of Chicago. During the eighteen years that have passed we have gained a reputation for our organization in the industrial world as well as in the labor world. A great many people think a good deal of us and are glad to associate with us.

I want to introduce to you now one of the most prominent men in the labor movement in this country, the president of the Illinois State Federation of Labor, one who has helped us whenever he was called upon to do so, our friend and brother, John M. Walker.

Mr. Walker addressed the convention as follows:

Chairman, Brothers and Sisters: I am sure it is an honor that anyone would feel proud of to have the opportunity of speaking before you and it gives me a great deal of pleasure to see the men and women who work in the needle trades to have organized their movement in such a way that they present a splendid example to the labor organizations of this country.

I was invited here today to discuss the co-operative movement, but the whole problem is so bound up with every phase of the struggle that we cannot intelligently discuss the high cost of living without discussing the low wages, the long hours, the general misery of the working class, the lack of opportunities, etc. Because every one of these is inseparably connected. With the labor movement, too, is connected inseparably the question of political action. The workers have got to have an organization themselves, a political organization to deal with those questions as a part of its work and it is just as important as any activity they can engage in a Union way. Any man who is financed by the exploiters of labor must obey their wishes no matter what he may say to you and he cannot serve both masters. He has got to betray one or the other.

With reference to the co-operative movement, we have found out that it is just as important to have an organization so that when you get higher wages, you will have an opportunity to buy your food at a price which does not make such higher wages meaningless. Furthermore, when you own the industry, you are in entire control of the hours of labor, the production and management and the worker himself. I say to you that this will solve the industrial problem permanently. We can bring it about peaceably and quickly, and help to better the miserable conditions under which the worker is suffering at the present time. (Applause.)

The next speaker to greet the Convention was Otto Branstetter, National Secretary of the Socialist Party, who spoke as follows:

It is with pleasure that I extend the greetings of the National Executive Committee of the Socialist Party to you, a labor union which is heading the march of labor in the United States to political and industrial freedom. This is a great time in which to hold a labor convention, because you are confronted face to face with the most momentous problems we were ever called upon to solve. There is a concerted movement on the part of the powers that be to destroy the labor movement in the United States. In Kansas they have passed a law prohibiting strikes and making it a legal offence to start or participate in any strike. The great coal and steel strikes were crushed not by the employers alone, but by the Administration and the workers. The only true course is that of industrial and political activity, working together on the one hand, through the union, and on the other through a political party. The way to progress and out of the present conditions is for the workers to own the industries and to control the industries. And the test you should apply to political parties is whether they are for or against private ownership. If for private ownership, they stand for a continuation of the present struggle. If for government ownership, they stand for progress and the way out of this present turmoil.

Mr. Oscar Nelson, First Vice-President of the Chicago Federation of Labor, was next introduced. He spoke as follows:

As the Vice-President of our Central Labor Body here, I was asked to substitute Brother Fitzpatrick. In behalf of him and his associates, who conducted the recent fight in the steel strike, I extend to the delegates and the membership of this International Union his personal thanks and the thanks of all associated with him for the splendid financial and moral assistance that your organization rendered to the workers during that strike. (Applause.)

We are particularly and unusually happy to have with us this 15th Convention of the International Ladies' Garment Workers' Union. We know something of the history of the struggle to build up this Union in this particular industry. Those who have been delegates to our Chicago Federation of Labor for some years back remember the time when Brother Schlesinger was local business agent. We remember the fight that Brother Schlesinger had put up in the capacity of a local business agent. And during the last six years in his position as International President we have had the pleasure of numerous visits of Brother Schlesinger whenever he has been conducting fights in the ladies' garment shops in the City of Chicago. And we don't know of any other organization that has excelled the Ladies' Garment Workers in their ability to put up a real trade union fight for the upbuilding of an industrial organization.

So I know that were Brother Fitzpatrick here today, he would not only have extended a formal congratulation, but that he would voice the congratulations of all of the wage earners associated with the Chicago Federation of Labor on the splendid success you have had in increasing your membership, and particularly on the success that you have obtained in bringing about better working conditions within your industry.

I want to say to you that in the work undertaken by our Chicago Federation of Labor to organize the unorganized, that during our struggle to bring about an organization in the packing house industry, and during our struggle to build up an organization in the steel industry, that the local organizations of the Ladies' Garment Workers in the City of Chicago have always been on the job, ready with their donations, ready with their assistance in every way to lend a helping hand, so that the men and women in other industries might enjoy the same benefits and the same success that has come to your organization.

I don't want to take any further time, except to again repeat that we extend sincerely the congratulations of all of the affiliated organizations to you, the delegates to this 15th biennial convention. We bid you welcome. We wish to this convention every possible degree of success. (Great applause.)

The next speaker to be introduced was Brother Edward E. Nockels, Secretary of the Chicago Federation of Labor, who extended the greetings of the Chicago Federation of Labor, and wished the delegates a successful convention.

Secretary Nockels was followed by Robert M. Buck, Editor of the "New Majority," a labor weekly of Chicago. He spoke as follows:

This organization was one of the few which came forward with a generous stand and great enthusiasm and liberality at the time the steel strikers were in their struggle. For twelve long weeks those workers stayed out on strike in their battle with the steel trust, without the opportunity of holding even a small meeting where they could get together to commune with each other and to listen to words of encouragement from their leaders.

And then came the coal miners' strike. And before the coal workers had a chance to organize their strike, Mr. Palmer, the Attorney General (hisses) and his Honor, Judge Anderson of Indianapolis, tied up the hands of the mine workers' organization, with an illegal and unconstitutional writ of

injunction, so that they could not lead that strike. And still the mine workers went out on strike.

And then has come that wonderfully inspiring demonstration of labor in the United States—the present railroad strike. (Great applause.) What happened there? Why, buncombed, humiliated, brow-beaten by their Government, by Congress, by everybody, the rank and file of the yard men in the great railroad centers of the United States got to the point where it was intolerable for them to remain at work, and without leaders they all walked out. (Great applause.)

There are other things like that that have happened. For instance, the attention of the great labor organizations has been turned to other things than merely struggling for wages and hours. The Railroad Workers have tried to put forward the Plumb Plan, and have thus taken a lead in statesmanship in the United States. Then there are the mine workers in their struggle for the nationalization of the mines. So, the mind of the labor movement is getting onto those great public questions, without the solution of which the labor problems cannot be solved.

In the United States of America, as well as in Europe, the rank and file is beginning to mark time and get upon its feet, ready to start to march. And when that happens, we won't have any more difficulty with independent labor politics or anything of the sort, because when the workers once unite and begin to march, they will have control of industry which we have to have before we can get any kind of freedom. Political freedom we cannot have until we have industrial freedom, and that we cannot get until the workers control industry, and that we cannot get until the rank and file begin to think and act.

Mr. Clarence S. Darrow was the next speaker.

I am glad to be with you today. I want to congratulate you on the great work you have done. If it had not been for the strength of the labor unions in the United States, it would have been impossible for the workingmen to have lived in any sort of comfort during the past year and a half.

To accomplish what it should, however, it needs not only the power of industrial action, but political action as well. I do not pretend to know whether the time is ripe for political action, but I only hope that the time will come when the working people will take interest in political action.

The labor union of America has not kept pace with the labor union of Europe. We haven't undertaken to build more substantially. But it is time that we should undertake some sort of political organizations which will bring to the working class the progress and the living standards of a more humane life.

You ladies' garment workers have built up your industrial organization. There has never been a better time than during the past four years. But you are idealists and now you must think of the thousands of others who cannot do what you have done. You must remember that your gains have been made at a terrible sacrifice. That was done at a time when labor was scarce. But in order that this process of rising wages and prices may end, we have got to prepare to meet an entirely different situation. I see before me an industrial panic in America greater than we have ever had, and we must meet this situation industrially and politically. In this country the laboring man's voice should be heard not only at the factory, but at the polls. We ought to forget our own party allegiances and be ready to follow any party or any movement which promises the best results for the greatest number of our fellow men.

We have looked to Europe and seen in Russia a great movement for the man who works. (Applause.) I protest against this country, born in revolution against tyranny, laying the least thing in the way of the aspirations of the new Russia. None of our soldiers should be there. Our statesmen are not able to pass upon the wisdom of the rule of Russia. It is not for the American people to say whether they are right or wrong, but it is for the American Government to inquire one thing: Who is in control, and to recognize those who are in control.

I fancy that 90 per cent of the people of the United States wish Russia well and would like them to succeed. In their heart they protest against their Government misrepresenting them and seeking to throw anything in their path.

I hope you people will seriously discuss this question of political freedom, and see what you can do to solve these problems which are many and serious, and take your part in the reorganization of the world.

Mr. Louis Schaeffer of the Jewish Daily Forward of Chicago, extended congratulations to the convention on behalf of the great labor daily which he represented, and pledged them its support.

Mr. Peter Sissman, attorney for the Chicago locals of the International, and a one-time cloak maker, was next introduced. In speaking he recalled the fact that he was at one time an active member of the Union, and remembered the time when there was no limit to the working day—when the normal working day was from six in the morning until seven at night with no limit for overtime.

He concluded by saying that to achieve

the greatest amount of progress, production should be made as efficient as possible, all improvements necessary introduced, the work hours shortened, human energy conserved as much as possible and as many as possible be engaged in industry.

Chairman: In behalf of the International Union I want to thank the Chicago delegation for the hearty reception that we have had.

We are all strangers in this city, except myself, who has lived in Chicago for a number of years—and if it were not for the kind reception that you have given them and the hospitable way in which you have received them, I am certain that they would not feel at home as they do feel at the present hour.

I also want to thank in behalf of each and every delegate here the rank and file of the membership in Chicago for the great turn-out and the great showing that they have made. It was a great inspiration—something which every one of us will remember for many years to come. This has been the biggest reception that we have had at a convention since our inception. I want to thank you all for making it as impressive as it has been. (Great applause.)

We have all listened with a sense of deep satisfaction to the kind and friendly words of greeting extended to us by the representative of the City Government, the representatives of the organized labor movement and progressive elements of the City of Chicago—a welcome that came from the very heart, so typical of the broad hospitality of the men and women of the West. In the name of our International Union I thank them heartily for this cordial reception and welcome.

We are glad that our convention meets in Chicago. Aside from the wonderful facilities which Chicago offers in the way of accommodating a convention, great halls, hotels and splendid railway facilities, the choice of this city for our biennial gathering was prompted by other very weighty considerations. The selection of Chicago is, in a way, a concrete recognition by us of the fact that the West is becoming more and more important as a producing center of the women's garment industry. It is also a strong emphasis of our feeling of high satisfaction that this growth and development is accompanied, at the same time, by a thoroughgoing Unionization of the shops, by the introduction of Union standards and the complete victory for the principle of collective bargaining.

Chicago is one of the wonder cities of the world. Completely destroyed about fifty years ago, it has risen from its ashes to take up a position of commanding industrial and commercial might which finds no parallel in human history. To us, as representatives of a great labor organization, Chicago is doubly interesting and important as the premier labor union city in the country. The labor movement of the City of Chicago occupies a place of distinction and front rank; it is virile and endowed with an ever-growing conscience of its strength and it is led by men whose sterling sincerity of purpose and ability has won for them the admiration and affection of every worker in the country.

Our last convention met at a time when we were in the midst of the great World War. We were told, at that time, that after the war will end there will be a beginning, that a new democracy will sweep away the old barriers of hatred and new relations based upon mutual interest instead of fear and force will come into being. Today, however, instead of a greater liberty as a reward for the sacrifices and a greater confidence and faith in the masses of the people, we are confronted with a reaction which threatens to take away all the rights and liberties which we have enjoyed since the foundation of this Republic. Silenced and forgotten is the voice of the new democracy, while the voice of a Palmer is heard with authority throughout the land.

Our coming here is not a tourist's trip. Our delegates will, nevertheless, during their two weeks' stay in Chicago, be eager to see the city, its landmarks and show places. As one who has lived and worked in Chicago for many years, I would suggest that you delegates do not stop merely to observe Chicago's parks, palaces and boulevards. There is a Chicago of tall buildings, big stores and beautiful roads. But there is another Chicago—the city of toil, slums and drab existence. As against the splendor of its driveways there is the squalor of the stockyards, the cheerless stretches of dwellings that pass for homes—that contrast of present-day life which is just as striking in this center of production for profit as it is in all industrial centers East, West, South and North—that contrast of grave inequalities which the labor movement of this country is straining its efforts to overcome and remove.

And yet there is still another Chicago, a Chicago of inspiring humanitarian activity, of beehives of learning and research, with its nationally famous Hull House, its universities, libraries and museums. I hope that our delegates will not miss this rare opportunity to visit these places and to enrich their impressions with the warmth and the light that these great institutions are shedding upon the masses of this city.

We are convening today at Chicago for a very serious purpose. We have come here to legislate, in an industrial sense, for one hundred and fifty workers upon whom no less than a million people depend for their

existence, and who form the backbone of one of the principal industries of the country. We have come here to strengthen our position, to learn by our experience and to lay out plans and ways for the next two years. It is a serious and earnest task, and the warm welcome extended to us by our friends and well-wishers in this will serve as a wonderful stimulus for our endeavors, will lighten our hearts and will make that common bond which unites us with the workers of Chicago and of the State of Illinois, even stronger and closer.

I thank you again most heartily, in the name of our great membership, for the cheer and encouragement which your presence and words have given to us.

General Secretary Baroff read the following cablegrams and telegrams:

Paris, France, May 2, 1920.

B. Schlesinger,
President Ladies' Garment Workers' Union,
31 Union Square, New York.

We are happy to send you good wishes to your biennial congress. Best congratulations upon 20th anniversary of your organization.

Fraternally yours,
French Federation of Garment Workers.
Pierre Dumas,
General Secretary.

Berlin, Germany, April 30, 1920.

To the International Ladies' Garment Workers' Union,
Chicago, Ill.

Dear Comrades:

We have had the honor to greet and receive your President, Comrade Schlesinger, with us in Berlin, and have listened with deep interest to his recital of the growth of your organization as well as the accomplishments of your Union in regard to wages and working conditions for the workers of your industry. Your organization is doubtless a model union of the ladies' garment industry the world over, both in number of members and in spirit and in accomplishment. The abolition of the contracting system and home work rank among your chief gains for the workers of your industry.

Our Union, though having existed for a long time, dates its real progress from the date of the recent revolution, which has brought freer relations and conditions in a political and economic sense. Our women workers were so poorly paid and were so indifferent to organization in general that no matter how hard we tried in the past, we could not enroll them into our organization. It was only the staggering cost of living and of all necessities which have brought them in the tens of thousands after the breakdown of the old autocracy of Germany, to seek protection within our ranks. Our organized workers have always regarded themselves as citizens of the world and have retained friendly relations with America for years past, and these relations have not, we are fortunate to assert, been disturbed by the murderous slaughter of nations which has recently taken place.

We hope that the working class of all the countries will be able to prevent in the future such a catastrophe and that no bloody strife will ever break asunder the friendly relations of the workers of our country with yours.

We hope also that your organization will be represented at the next International Tailors Congress at Copenhagen, and wish to remain,

Yours with heartiest greetings,
Heinrich Stuhmer,
General Secretary of the Union of Tailors and Tailoresses of Germany.

New York, N. Y., May 3, 1920.

I. L. G. W. U. Convention,
Chicago, Ill.

Chairman and Delegates: I am happy to send you my heartiest greetings to your Fifteenth Annual Convention and congratulations upon the wonderful progress and success the International Ladies' Garment Workers' Union have made. I feel confident that as the years roll on you will become stronger and more powerful in your work and actual accomplishments for the principles and ideals that we all hope to realize, and that is a better world to live in which we might have equality for all. Again accept my congratulations and I wish you success in all your future undertakings.

Rubin Guskin,
Chairman, United Hebrew Trades of New York.

Upon motion, duly seconded and carried, the convention adjourned, to meet Tuesday, May 4, 1920, at 9:30 a. m.

SECOND DAY—TUESDAY MORNING SESSION.

May 4, 1920, 9:30 a. m.

The second session was called to order by President Benj. Schlesinger at 9:30 a. m.

Secretary Baroff read the following telegrams, which were greeted with hearty applause:

New York, N. Y. May 3, 1920.

Fifteenth Convention of the International Ladies Garment Workers Union,
Chicago, Ill.:

Greetings, may your deliberations be crowned with success.

I. Reichelson,
Member Local 35.

Philadelphia, Penn., May 3, 1920.

International Ladies Garment Workers Union, Convention:

May your Fifteenth Biennial Convention be guided by the spirit of progress and light, and may your effort be of benefit to the working class.

Mrs. R. Litvackoff,
Member of Local 15, Phila.

Philadelphia, Penn., May 3, 1920.

Abraham Baroff:

Greetings to the Convention. Heartiest congratulations on your Twentieth Anniversary and sincerest wishes for your continued success.

F. Nathan Wolf,
General Auditor.

New York, N. Y., May 4, 1920.

Chairman, 15th Convention,
I. L. G. W. U., Carmen's Hall, Chicago:

Italian Chamber of Labor sends valiant International Garment Workers Union, expression of solidarity and comradeship, pledging itself anew to fight side by side with it till final emancipation of workers is achieved.

Arturo Giovannitti, Secy.

New York, N. Y., May 4, 1920.

The Officers and Delegates
15th Biennial Convention of the
Int'l. L. G. W. U.:

Dear Sisters and Brothers.—We congratulate and wish you best success in your efforts. May your aspirations mark you in the annals of history as the champions for the freedom for the working class.

Officers, Skirt and Dress Division Joint Board Cloakmakers Union, N. Y.

New York, N. Y., May 4, 1920.

Fifteenth Convention
I. L. G. W. U., Chicago, Ill.:

Greetings.—May your future be crowned with further victories as great in their results as in your aims.

N. Hanes, and the Office Staff.

New York, N. Y., May 4, 1920.

Benjamin Schlesinger:

The Fifteenth Convention of the International Ladies' Garment Workers' Union is a radiant, glowing light in the cloud of reaction and persecution that enveloped our country. May your deliberations prove a benefit to our toilers and the whole of mankind.

Fraternally yours,
White Goods Workers' Union,
Local 62, William Davis,
Manager.

Philadelphia, Penn., May 3, 1920.

International Ladies' Garment Workers' Convention:

Brother Schlesinger, we extend the heartiest and sincere congratulations to the Fifteenth Biennial Convention. Accept our thanks for the aid you have given us in our general strike and the victory we had. May your road always be clear to victory and success.

Ladies Tailors,
M. Maslop, Secy.

Philadelphia, Penn., May 3, 1920.

International Ladies' Garment Workers' Convention:

Greetings.—Our best wishes for success in your important work.

Workers of Radibou's Shop,
Members of Locals 2, 53 and 69,
M. Segal, Chairman.

Cleveland, Ohio, May 3, 1920.

International L. G. W. U.,
Carmen's Hall, Chicago, Ill.:

Greetings.—Wish the delegates of Fifteenth Convention, greatest success in all its undertakings.

Workers of The Sunshine Cloak Co.

Boston, Mass., May 4, 1920.

Mr. A. Baroff:
International Convention, Ashland Blvd., Auditorium, Chicago, Ills.:

Greetings to the delegates of the Fifteenth Biennial Convention. May your efforts in behalf of the workers be crowned with success.

Skirt Makers' Union, Local 24.

New York, N. Y., May 4, 1920.

15th Biennial Convention, Chicago:

Wishing you success and the adoption of week work in our industry.

Workers of Fishman and Nathanson.

Boston, Mass., May 4, 1920.

International L. G. W. U., Chicago, Ill.:

The Waterproof Garment Workers' Union of Boston, Mass., sends you its hearty greetings at this present time. It is the duty of organized labor to stand united in its fight against privilege, greed and reaction.

Fraternally yours,
Executive Board, Local No. 7.

New York, N. Y., May 3, 1920.

Baroff, Gen. Sec'y. of the I. L. G. W. U.:

The Cloak and Suit Operators Union, Local No. 1, lifts its voice once more to greet the International Ladies' Garment Workers' Union, at its 15th Biennial Convention in Chicago. Once more we welcome the occasion to express our gratitude for the role you have so successfully played in the great gains in the past. We rejoice at the opportunity of renewing the bonds of affiliation and solidarity which have made such gains possible. The future calls clearly for a greater strength and smoothness of those bonds. We hope the convention will find devotion and means to accomplish this. Let this convention eliminate all internal conflict and all friction between the existing locals now and for all times with full trust in your leadership and confidence, we assure you of our everlasting support in the attainment of the workers' common good. Long live the International Ladies' Garment Workers' Union. Long live the solidarity of workers.

Samuel J. Ringer,
Sec'y., Local 1.

Montreal, Que., May 3, 1920.

A. Baroff:

Montreal joint board wishes you success. May your deliberations advance our cause and make our lot easier, our future brighter.

J. Shubert.

Philadelphia, Penn., May 3, 1920.

Fifteenth Convention of the International Ladies' Garment Workers' Union:

Greetings.—Heartiest congratulations from the Philadelphia Cloakmakers. May all your achievements be guided by one spirit, the betterment of conditions of those who toil.

Joint Board of Philadelphia,
Locals 2, 53, 69,
M. Sandler, Sec'y.

Philadelphia, Penn., May 3, 1920.

International Ladies' Garment Workers' Convention:

Greetings.—Our heartiest and deepest congratulations to your Fifteenth Biennial Convention. May your deliberations be crowned with success. Our members are depending upon you for the best results for the trade in general. Knowing that you will use your best efforts, we, therefore, wish you best of success and results as to outcome of the convention.

I. Neibauer, Secretary.

Philadelphia, Penn., May 3, 1920.

International Ladies' Garment Workers' Convention:

Accept our congratulations to the Fifteenth Convention. May unity and harmony prevail in our ranks and through united action under your leadership, march from victory to victory.

M. Polski,
Chairman of Borenstein's Shop.

Philadelphia, Penn., May 2, 1920.
International Ladies' Garment Workers' Convention:
The Pressers' Executive Board of the Cloak Makers' Union, Local No. 2 of the City of Brotherly Love, extends the heartiest congratulations to the Fifteenth Biennial Convention of our beloved international. 40 hours is our next slogan and with the powerful help of our International, the victory is ours.
Pressers' Branch, Local 2,
Philadelphia,
S. Rutterberg, Sec'y.

Philadelphia, Penn., May 3, 1920.
International Ladies' Garment Workers' Convention:
Success for the future work of our international.
Skirt Makers' Branch, Local 2.

Montreal, May 3, 1920.
A. Baroff:
Local 61, congratulates you upon your achievements in the past and wishes that your plans for the improvement of our condition in the future be crowned with success.
I. Goodis.

Montreal, May 3, 1920.
A. Baroff:
Accept our heartiest congratulations. We anxiously await your co-operation in organizing the unorganized in our industries and thereby assure our existence in the future.
Miss Klitzner, Secretary.

Montreal, May 3, 1920.
A. Baroff:
Local 19 sends you their heartiest congratulations. May your attempt to unite all needle trades into one powerful organization, be crowned with success.
J. Schubert.

New York, N. Y., May 3, 1920.
Delegates, International Garment Workers' Union:
Congratulations and best wishes to the delegates of the Fifteenth Biennial Convention and Twentieth Anniversary of our International. May your deliberations lead to the establishment of such an economic system where labor will not need unions to protect, but the state will be conducted for labor and by labor.
Morris Jacobinsky.

New York, N. Y., May 3, 1920.
Benjamin Schlesinger:
Greetings.—Congratulations on the splendid showing of the I. L. G. W. U. upon its Fifteenth Biennial Convention. May your deliberations result in the emancipation of the working class.
Executive Board, Local 50,
Beatrice Gulker,
Sec'y. of Executive Board.

Philadelphia, Penn., May 3, 1920.
International Ladies' Garment Workers:
Accept our heartiest congratulations to your Fifteenth Biennial Convention. We wish you success in your effort to liberate the working people and teach the spirit of brotherly love.
Executive Board Local 69,
A. Schwartz, Sec'y.

Philadelphia, Penn., May 3, 1920.
International Ladies Garment Workers:
Accept our heartiest congratulations to the Fifteenth Biennial Convention, and many thanks to executive officers for brilliant work done in past. Awaiting establishment of a 40 hour week in our whole trade.
Workers of Bettelheim's,
R. Rosen, Chairman.

Newark, N. J., May 3, 1920.
International Ladies' Garment Workers' Union:
Accept our heartiest congratulations and best wishes for a successful convention. May your deliberations bring more happiness to the members of our International.
Cloak and Skirt Makers' Union,
Local 21, Newark, New Jersey.

New York, N. Y., May 3, 1920.
International Garment Workers',
15th Biennial Convention:
Greetings.—May you gather with spirit and determination that looks to the betterment of the living conditions of those whom you represent. We do hope that this convention will occupy a prominent place in the history of trade unionism and will make us the strongest and proudest organization the world over.
Executive Board,
Italian Dress and Waistmakers' Union,
Local 89.

New York, N. Y., May 3, 1920.
International Ladies' Garment Workers' Union:
Greetings to the convention of our great I. L. G. W. Union. May your endeavors for the betterment and complete emancipation of the working class be crowned with success.
Bonnaz Embroiderers' Union,
Local 66, I. L. G. W. U.

Chicago, Ill., May 2, 1920.
Mr. A. Baroff:
Heartiest greetings to the delegates of the 15th Biennial Convention of the I. L. G. W. U. for your wonderful achievements and to the members of The International Ladies' Garment Workers' Union. May your future efforts be crowned with success.
Workers of Arbetman Bros. and
Blair's Shop.

Chicago, Ill., May 3, 1920.
International Ladies' Garment Workers' Union:
Congratulations upon your great work in the past. May your future work reach even a higher goal.
United Hebrew Trades.

New York, N. Y., May 3, 1920.
A. Baroff:
To the officers and delegates of the I. L. G. W. U. Please accept my sincere congratulations on the occasion of the International Jubilee Convention. May your present gathering serve to gain additional victories for our evergrowing membership and the working class in general. Regret my inability to be with you.
Herman Grossman.

Chicago, Ill., May 3, 1920.
A. Baroff, Convention, I. L. G. W. U.:
We are sending our heartiest congratulations to our delegates, especially to our President Schlesinger. Long live our international. Long live our president.
Executive Board, Local 18,
M. Borenstein,
I. Geller.

Scranton, Penn., May 3, 1920.
International Ladies' Garment Workers' Union:
Congratulations to the delegates of the 15th Convention. Wishing you harmony and success for amalgamation. Sorry we could not send a delegate as we are only a new local.
Ladies' Garment Workers' Union,
Local 125, Nathan Wiesman, Prest.

New York, N. Y., May 3, 1920.
Convention, Int'l. L. G. W. U.:
We congratulate you heartily upon your convention. May all your efforts for the progress of your organization be successful.
Jewish People's Relief Committee,
L. Garelick, Sec'y.

Philadelphia, Penn., May 3, 1920.
Convention, I. L. G. W. U.:
President, Secretary and Fellow Delegates, I heartily greet you, all brothers and sisters in convention. May your deliberations be guided by wisdom and thought and bring about successful results to the great legion of members loyally devoted to our international. I am with you as ever,
A. Silver.

Philadelphia, Penn., May 3, 1920.
Convention, I. L. G. W. U.:
To the Officers and Delegates of the Fifteenth Biennial Convention. Accept my heartiest congratulations. May your deliberations be crowned with success. Deeply regret I cannot be with you. Long live our international union.
M. Amdur.

Convention, I. L. G. W. U.:
Greetings.—Heartiest congratulations to you, our sister organization, and best wishes for a successful convention. Your achievement of the past bespeaks the most eloquent message that can be delivered in your behalf. May you be successful in all your endeavors and may all your efforts be crowned with glory.
Chicago Joint Board,
Amalgamated Clothing Workers of America.

Philadelphia, Penn., May 3, 1920.
Benjamin Schlesinger:
Heartiest congratulations upon your successful work in the past and may your deliberations for the future, bring peace and harmony to all our members.
Executive Board, Local 15.

New York, N. Y., May 3, 1920.
Convention, International Ladies' Garment Workers' Union:
We greet the Fifteenth Convention with love and joy. May your deliberations unite the needle trades of the country and the world over. May your gathering be full of spirit and lead to the establishment of the co-operative system for the emancipation of our workers in general. May your determination for the betterment of the working class be an incentive for the complete triumph of the laboring class. We promise to carry on and on the banner of our local which follows the one you lead, the flag of our international.
Italian Cloak and Suit Makers' Union,
Local 48, Edward Molisani, Chairman.

Cleveland, O., May 3, 1920.
International Ladies' Garment Workers' Convention:
We wish you the greatest success in your work for the welfare of the workers.
Employes of the J. Anisfield Co.,
Cleveland, Ohio.

Philadelphia, Penn., May 3, 1920.
Benj. Schlesinger, Convention Hall,
Chicago, Ill.:
Greetings and best wishes for progress and success at your convention.
A. Hirsch,
Manager, Cutters' Branch of Local 15.

Chicago, Ill., May 3, 1920.
A. Baroff:
A cheerful welcome to the delegates of the 15th Biennial Convention of the I. L. G. W. U. May your future efforts to uplift conditions in the needle industry of the world be crowned with success.
Workers of Percival B. Palmer's Shop.

Philadelphia, Penn., May 3, 1920.
Benjamin Schlesinger:
Greetings and congratulations to your Fifteenth Convention. May your deliberations result in making our mighty international, one of the mightiest, and may we join our strength with those of our other sisters and brothers in the needle industry and thus make one great international.
Complaint Clerk, Local 15.
Ada Rosenfelt,

New York, N. Y., May 2, 1920.
International Ladies' Garment Workers' Union, Ashland Blvd. Auditorium,
Chicago, Ill.:
Greetings.—Your accomplishments in the past were wonderfully effective and fruitful. Forge ahead on the rocky road of progress more vigorously and more untiringly in the future for the emancipation of the workers of the world.
Executive Board, Local 20.

New York, N. Y., May 3, 1920.
B. Schlesinger:
My sincere regards to you as chief executive of the organization and my heartfelt wishes for the success of the convention in promoting the interests of the working class.
Editor, "Justizia."
R. Rende,

New York, N. Y., May 3, 1920.
Benjamin Schlesinger:
Best wishes to you, Brother President and Delegates. I will not pray that your deliberations may be wise as was done heretofore. My only wish is that your wise decisions

which you will surely reach, be executed after this convention in as successful a manner as your earnest efforts to serve our cause deserves.

Morris Jacobinsky.

Philadelphia, Penn., May 3, 1920.
Benjamin Schlesinger:
Congratulations and greetings to the Fifteenth Biennial Convention. May your deliberations result in strengthening the labor movement as a whole and the international.
Sec'y, Local 15.
Hyman Caplan,

New York, N. Y., May 3, 1920.
Convention, I. L. G. W. U.:
We greet the Fifteenth Convention with love and joy. May your deliberation unite the needle trades of the country and the world over. May your gathering be full of spirit and lead to the establishment of the co-operative system for the emancipation of our membership in general. May your determination for the betterment of those whom you represent and the working class in general, be an incentive for the complete triumph of the laboring class. We promise, however, that we shall carry on and on the banner of our local which follows the one you lead, the flag of our international.
Italian Cloak and Suit Makers' Union, Local 48, Edward Molisani, Chairman.

Philadelphia, Penn., May 3, 1920.
Benjamin Schlesinger:
Accept our greetings and congratulations to the Fifteenth Biennial Convention. May all your deliberations be crowned with success and among your plans may the co-operative movement be one of the most successful.
Unity Cafeteria Girls, Local 15.

New York, N. Y., May 3, 1920.
To the I. L. G. W. U. Convention:
The Retail Ladies' Garment Salespeople's Union, Local 131, a new member in the family, extend their best wishes and hope that your work will be successful for the workers of our industry.
Executive Committee, Celia Goodhart, Sec'y.

Chicago, Ill., May 3, 1920.
International Ladies' Garment Workers' Union:
Delegates to the Fifteenth Biennial Convention, Greetings:
May your efforts in laying plans to combat the profit-seeking employers of all the needle trades be crowned with success.
Local 100, I. L. G. W. U.

New York, N. Y., May 3, 1920.
15th Biennial Convention,
I. L. G. W. U., Chicago:
We have full confidence that the splendid work of our international which has brought much happiness among thousands of workers which will continue forever.
Workers of L. Pollack.

Chicago, Ill., May 3, 1920.
A. Baroff,
Convention, I. L. G. W. U., Chicago, Ill.:
We are full of joy in having the honor of the convention in Chicago. We express our best congratulations and hope that you will do the best as you did up till present.
Respectfully,
Executive Board, Local 5,
Louis Gold, Sec'y.

Philadelphia, Penn., May 3, 1920.
International Ladies' Garment Workers' Convention:
Congratulations from Local 53 to the Fifteenth Biennial Convention. We sincerely wish you success for all future undertakings.
M. Marks, Chairman, Local 53, Philadelphia.

Philadelphia, Penn., May 3, 1920.
International Ladies' Garment Workers' Convention:
To the Fifteenth Convention of the International Ladies' Garment Workers' Union. We wish you the greatest success in your future work for the welfare of the workers.
Members of Local 2, Workers of Cramer's,
B. Fein, Chairman.

New York, N. Y., May 3, 1920.
International Ladies' Garment Workers' Union:
Greetings.—Hearty congratulations to the 15th Biennial Convention on the remarkable success of the international and the great achievements thereof. Accept best wishes for future endeavor and may this union soon be welded into one international of the working men of the world. Three cheers for the International Ladies' Garment Workers' Union, three cheers for progress and unionism.
Cloak Finishers' Union, Local 9,
J. M. Rosenblatt, Acting Mgr.

Philadelphia, Penn., May 3, 1920.
International Ladies' Garment Workers' Convention:
Local 2, Local 53 and Local 69, Executive Boards, send greetings to the Fifteenth Convention of the international. May your deliberations be crowned with success for the future work of the international.
I. Neibauer, Sec'y.

New York, N. Y., May 4, 1920.
Fifteenth Biennial Convention,
I. L. G. W. U., Chicago, Ill.
On behalf of the members of the Ladies' Tailors' Alteration and Special Order Union Local 80, we wish to congratulate the 15th Biennial Convention of the achievements of our International in the past. May wise counsel and good judgment in your present deliberations lead our gigantic organization to bigger success for the interest of the toiling class.
Executive Board,
Ladies' Tailors' Alteration and Special Order Union Local 80,
Harry Hilfman,
Secretary.

Brooklyn, N. Y., May 3, 1920.
Convention, I. L. G. W. U.,
Chicago, Ill.

To the Officers and Delegates assembled Greetings: Accept my best wishes and congratulations to the Fifteenth Convention of our International Union. May your deliberations bring about results that wage slavery may be forgotten. Ten years ago at the Boston Convention a strong foundation was laid for this gigantic structure. Though you kept on building this structure successfully for these long years, there is, however, much more to be accomplished to complete it. I am sorry am not with you in person, for the first time in our International Conventions, but rest assured am with you in spirit, and if I am only spared will not neglect to participate in the twenty-fifth anniversary of our International Union. I sincerely wish you a very successful convention, including taking full advantage of the hospitality of the City of Chicago.

Fraternally yours,
A. Rosenberg,
Ex-President.

New York, N. Y., May 3, 1920.

B. Schlesinger,
International Convention,
Carmen's Hall, Chicago, Ill.

Cutters' Union, No. 10, congratulates the delegates to the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union. May your deliberations be crowned with success.

Yours for a 40-hour week.
Executive Board,
Amalgamated Ladies' Garment Cutters' Union, Local No 10.
Joseph Fish, Chairman.
Israel Lewin, Sec'y.

New York, May 3, 1920.

Fifteenth Biennial Convention,
Ladies' Garment Workers' Union,
Chicago, Ill.

President and Delegates: Accept my heartiest congratulations and best wishes. May your efforts at this convention lead to the emancipation of the workers in our industry and the wage workers in general.

M. Kushner,
Member Local No. 9.

New York, N. Y., May 3, 1920.

Fifteenth Biennial Convention,
International Ladies' Garment Workers' Union, Chicago, Ill.

Three cheers for oragnized labor. Long live our International Union!

Workers of Singer Bros. and Day.

New York, N. Y., May 3, 1920.

Fifteenth Biennial Convention,
International Ladies' Garment Workers' Union, Chicago, Ill.

Congratulations to officers and delegates for establishing week work in our industry and also the 44-hour week. We also want to thank the officers who have helped us in our case by reinstating us as members of the Union.

Workers of Max Rubel,
Harry Berman,
Chairman.

Seattle, Wash., May 3, 1920.
International Ladies' Garment Workers' Union Convention,
Chicago, Ill.

Local 28 of Seattle congratulates opening of Convention. We wish that this Convention will bring further success for the workers and a 40-hour week.

Charles Cooper, Sec'y.

New York, May 3, 1920.

Fifteenth Annual Convention, International Ladies' Garment Workers' Union,
Chicago, Ill.

Officers and Delegates, Greetings: Accept our heartiest wishes and many thanks for the establishment of week-work and forty-four hour week. May your deliberation at this convention lead you to the success for the further achievement in behalf of the workers in our industry.

Office Staff, Uptown Office,
American Association Division.

New York, May 3, 1920.

International Ladies' Garment Workers' Union, Fifteenth Convention, Chicago, Ill.

We always stand with our International Union.

Workers of Bell Cloak Co.,
Sam Quintman,
Chairman.

Cincinnati, O., May 4, 1920.

Abraham Baroff,
Carmen's Hall, Chicago, Ill.

To the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union:

We sincerely wish you the best of success in your effort in making our International among the strongest in the country. Our members are depending upon you for the best results for the trade in general, knowing that you will use your best efforts. We wish you, therefore, the best of success as to the outcome of the convention.

Cloakmakers' Union, Local No. 63,
Jos. Gutterman, Secy.

Brooklyn, N. Y., May 4, 1920.

Fifteenth Convention of the I. L. G. W. U.,
Chicago, Ill.

The Cloak Makers' branch of the Jewish Socialist Federation extends to you its heartiest greetings and wishes you success in all your future undertakings.

L. Potter, Sec'y

New York, N. Y., May 3, 1920.

15th Biennial Convention Int'l. Ladies' Garment Workers' Union:

Congratulations. May you ever continue to be the pride of the American labor movement.

Workers of Getskay and Dann,
H. Greenberg, Shop Chairman.

Brooklyn, N. Y., May 4, 1920.

15th Biennial Convention, Chicago, Ill.:

May all your undertakings be crowned with success.

Workers of A. Beller & Co.,
I. Black, Shop Chairman.

New York, N. Y., May 3, 1920.
Convention International Ladies' Garment Workers' Union:
My heartiest greetings to the delegates assembled at your Fifteenth Convention. May the constructive spirit of June 22, 1900, prevail at your twentieth anniversary and guide you in all your deliberations in behalf of our great international union.
Chas. Jacobson, Ex-Vice President.

New York, N. Y., May 3, 1920.
15th Biennial Convention, I. L. G. W. U.:
Greetings—We extend the heartiest congratulations and best wishes for success to our 15th Biennial Convention. May unity and harmony prevail in our ranks and thought and united action under your leadership.
The Employees of R. Sadowsky,
M. Gobel, Chairman.

Boston, Mass., May 3, 1920.
Convention International Ladies' Garment Workers' Union, Chicago, Ill.:
Hearty congratulations of all the Waist, Dress and Petticoat Workers of Boston. May the spirit of wise counsel and solidarity guide all your deliberations in behalf of the working class.
Ladies' Waistmakers' Union, Local 49,
Judith Friedman, Sec'y-Treasurer.

New York, N. Y., May 3, 1920.
Convention International Ladies' Garment Workers' Union, Chicago, Ill.:
Congratulations to the twentieth anniversary. Let the spirit of true brotherhood and class conscious solidarity prevail. Three cheers for the growth of our International.
L. Finkelstein,
Editorial Dept., "Justice."

New York, N. Y., May 3, 1920.
15th Biennial Convention, Chicago, Ill.:
Our best wishes to officers and delegates. May unity and harmony guide you in all your deliberations.
Workers of D. Crystal & Co.,
Chairman, Max Gura.

Chicago, Ill., May 3, 1920.
B. Schlesinger, I. L. G. W. U. Convention, Chicago, Ill.:
Chairman and Fellow Delegates, Greetings—My heartiest welcome to all. The parade was an excellent spectacle of strength and loyalty. The enthusiasm in the hall expressed the love to the leaders and trust in the delegates. This should give you enough strength in dealing with the complicated problem with which you are confronted at this particular convention. The morning was glorious and suited the occasion. With best wishes for the Medical Department of the Cloak Makers' Union of Chicago,
Dr. Max Gethner.

New York, N. Y., May 3, 1920.
Convention International Ladies' Garment Workers' Union, Chicago, Ill.:
Sincerest congratulations to your fifteenth convention. May your twentieth anniversary lay the foundation for an epoch-making co-operative movement and tighten the strings of brotherhood in all branches of the needle industry. Let the results of your future victories be as great as is the justice of your aims.
Elias Lieberman,
Manager, Justice.

New York, N. Y., May 4, 1920.
The Officers and Delegates of the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union, Chicago, Ill.:
Sisters and brothers, with profound joy we acclaim the Fifteenth Biennial Convention and Twentieth Jubilee of our International. Let your sincere good will and comradely spirit illumine the path toward sound achievements.
Morris J. Grobifker, Sec'y. Board of Officials of the Joint Board Cloak, Suit and Reefer Makers' Union of New York.

New York, N. Y., May 3, 1920.
Convention International L. G. W. U., Carmen's Hall, Chicago, Ill.:
Greetings and heartiest congratulations to the officers and delegates of the 15th Biennial Convention. May your deliberations lift our members to higher planes. Let the spirit of true brotherhood and class conscious solidarity prevail. May this convention of the greatest progressive labor organization in the world be the most epoch-making in its history. Let its achievements of economic, political and educational work be the most striking in the history of the labor movement and may its lot be cast with those who stand for the social reconstruction of the world and for a universal brotherhood and comradeship and the self determination of all opressed nationalities of the world.
Max M. Essenfeld, Local 25.

St. Louis, Mo., May 3, 1920.
I. L. G. W. U. Convention, Chicago, Ill.:
Accept our heartiest and best wishes to the Fifteenth Convention of International Ladies' Garment Workers' Union.
Cloak Makers' Union of St. Louis, Mo.

New York, N. Y., May 3, 1920.
Convention I. L. G. W. U., Chicago, Ill.:
We, the workers of Nathan Shuss and Co., wish to express our heartiest congratulations to the 15th Biennial Convention of International Ladies' Garment Workers' Unions. Wishing you success in all your deliberations, we beg all Eastern and Western delegates to support President Schlesinger's idea of building co-operative garment shops to such an extent it will be brought into realization in the near future.
S. Granovsky,
Chairman of Shops.

Cleveland, Ohio, May 3, 1920.
Int'l. Ladies' Garment Workers, Chicago, Ill.
Greeting, heartiest congratulations to the opening of the convention. Wishing your success in your work.
Workers of the Prince-Wolf Factory.

Cincinnati, O.
Mr. A. Baroff, Chicago, Ill.:
Greeting to all delegates assembled. Sorry cannot be to the opening of convention. Am settling the shop of Bishop Stern and Stein. Will be Chicago Tuesday morning.
M. Perlstein.

Boston, Mass., May 3, 1920.
A. Baroff, International Convention, Chicago, Ill.:
Heartiest welcome to the delegates of the Fifteenth Biennial Convention. May your work be crowned with success. Long life to our International Ladies' Garment Workers' Union.
Joint Board of Boston.

New York, N. Y., May 3, 1920.
15th Convention, Chicago, Ill.:
Hearty congratulations and greetings to the Fifteenth Convention of the International Ladies' Garment Workers' Union from the pressers of Reisman, Rothman and Bieber.

New York, N. Y., May 4, 1920.
I. L. G. W. U. Convention, Chicago, Ill.:
Greetings. Accept my heartiest congratulations and may your deliberations bring happiness to the thousands of our members whom you represent.
Harry Miller, Member Local 23.

New York, N. Y., May 3, 1920.
Fifteenth Convention of the Int'l. Ladies' Garment Workers:
Greetings. Accept our heartiest wishes to your Fifteenth Biennial Convention. We hope that the convention will bring forth more prominent the proposed idea of one great big federation of all the needle industries in America in order to form a strong and effective organization for the betterment of the workers who are employed in the men's and ladies' garment industries.
N. Y. Joint Board,
A. C. W. of A. P. Monat,
Sec'y-Treasurer.

New York, N. Y., May 3, 1920.
Benjamin Schlesinger, International Ladies' Garment Workers, Chicago, Ill.:
Greetings. My congratulations and heartiest wishes to the officers and delegates of the Fifteenth Convention of our International. I also greet the International upon its Twentieth Anniversary and wish you success in your future work for our members.
J. R. Rubin, Manager Protective Division, Joint Board of the Cloak, Skirt and Reefer Makers' Union.

New York, N. Y., May 3, 1920.
A. Baroff, Sec'y., 15th Biennial Convention, International Ladies' Garment Workers' Union, Chicago, Ill.:
Accept the hearty congratulations for your wonderful achievements in the past and our best wishes that all your future undertakings meet with success.
Cloak Buttonhole Makers' Union, Local 64,
J. Huebschman, Sec'y.

New York, N. Y., May 3, 1920.
International Ladies' Garment Workers' Convention, Chicago, Ill.:
To the Fifteenth Convention of the International Ladies' Garment Workers' Union—Cheer and hearty felicitations. The Workers' Army is massed in darkness. A vanguard is needed. A banner must be raised. Veterans of the International Ladies' Garment Workers' Union, Summon your old time valour, forward in the vanguard, raise the banner, lead the marching toilers onward to victory.
Executive Board, Local No. 35.

Chicago, Ill., May 3, 1920.
International Ladies' Garment Workers' Union Convention, Chicago, Ill.:
Greetings, Delegates to your 15th Biennial Convention from all Jewish Socialists of Chicago. We always feel that your activities correspond with ours. We always hope that closer and closer relationships between your union and our cause will be created. This convention will surely deepen the class consciousness of your members to understand the great struggle for ultimate emancipation and establishment of Socialism.
City Central Committee Jewish Socialist Branches,
Morris Backall, Secretary-Organizer.

New York, N. Y., May 4, 1920.
Fifteenth Convention, I. L. G. W. U., Chicago, Ill.:
Our heartiest greetings to all the delegates. May your deliberations be crowned with success. Your accomplishments of the past are surely worth rejoicing over. Let your supreme goal of the future be complete emancipation of the working class.
Embroidery Workers' Union, Local 6,
M. Weiss, Manager.

New York, N. Y., May 3, 1920.
15th Biennial Convention, International Ladies' Garment Workers' Union, Chicago, Ill.:
May your present assembly develop a fundamental basis for unionism, success and righteousness to all.
Workers of Al. Goldstone,
Isidore Cohen, Chairman.

Philadelphia, Pa., May 4, 1920.
I. L. G. W. A. Convention, Chicago, Ill.:
Congratulations. Great success to our annual convention of the I. L. G. W. U.
Employees Weissburg Shop.

Chicago, Ill., 3:19 p. m., May 3, 1920.
International Ladies' Garment Workers Convention, Ashland Auditorium, Ashland Blvd., Chicago, Ill.:
General executive board of United Cloth, Hat and Cap Makers in session in Chicago extends hearty congratulations and fraternal greetings to officers and delegates of your organization, fully confident that your deliberations will continue to further progress of your organization and the labor movement and will help to further strengthen the ties of solidarity in the needle industry and organized labor in general.
M. Zuckerman, General Secretary.

New York, N. Y.
Benj. Schlesinger, President International Ladies' Garment Workers' Convention, Ashland Blvd. Auditorium, Chicago, Ill.:
On the eve of the great event of your fifteenth convention I send on behalf of International Fur Workers' Union and all organized fur workers, greetings and best wishes for the great movement. May your deliberations bring more and more happiness, sunshine and love to the men and women that toil and depend for their livlihood on the ladies' garment industries everywhere.
Organized fur workers owe great deal of their existence and success to your organization and they will never forget and always remember to thank your organization. Accept our blessings that you may go on and on with your noble work and activities for our movement. Your success is our success.
Morris Kaufman,
President Int'l. Fur Workers' Union.

New York, N. Y., May 3.
The Officers and Delegates of the Fifteenth Biennial Convention of the International Ladies' Garment Union, Convention Hall, Ashland Blvd. Auditorium, Chicago, Ill.:

Mr. President and Delegates—On behalf of Joint Board of the Cloak, Skirt and Reefer Makers' Union of Greater New York accept my warmest congratulations and heartiest wishes to Fifteenth Biennial Convention and to the Twentieth Jubilee of our beloved International. May this convention of our International, which is ranking among most wonderful labor organizations in the world and is the pride of advance thinking working men, solve the jurisdictional questions. Among all workers in general and the cloak operators of New York in particular may the great accomplishments of the past be a source of inspiration to the future so that we may shortly realize the final emancipation of wage slavery.

Morris J. Grobifker,
Acting Sec'y Joint Board Cloak, Skirt and Reefer Makers' Union.

Montreal, May 3, 1920.

A. Baroff:

The French section composed of the French-speaking element of all locals of Montreal extend their hearty greetings to the Fifteenth Convention of International Ladies' Garment Workers' Union. May your deliberations pave the way to a better and brighter life for all wage earners.

Miss J. Goulet.

Philadelphia, Pa., May 3.

A. Baroff, International Ladies' Garment Workers' Union, Carmen's Hall, Ashland Park Blvd., Chicago, Ill.:

Please accept our greetings and best of wishes to this, your Fifteenth Biennial Convention. May you be even more fortunate in your march of progress than in the past and may your achievements in years to come be as successful as heretofore. All Philadelphia members of your organizations, numbering almost half of total Jewish organized workmen, zealously work alongside of all friends of labor and lovers of freedom for a labor institute which will be the center of culture and progress. Such building may cost over a million dollars and will be the pride of the labor world. Realizing the magnitude of such undertaking we must have support of all Internationals, particularly yours. Always first responding to great enterprises entire Philadelphia labor and radical community urge you to subscribe ten thousand dollars to this fund, payable in two years, first installment during this drive starting, end this month. We appeal to you to grant our request. The great help this institute will be to your Philadelphia movements shall be your reward.

Executive Committee, Philadelphia Labor Institute.

New York, N. Y., May 3, 1920.

International Convention, Chicago, Ill.:

The Executive Board of the United Designers of Ladies' Wear of Local 45 send with profound delight and best wishes their congratulations to this assembly. We hope and trust that this convention will continue the great work of leading to the path of real brotherhood and joy.

M. Linkoff, Secretary.

Boston, Mass, May 4, 1920.

A. Baroff, International Convention, Chicago, Ill.:

Regret we cannot be represented. May your deliberations bring improvement to our members.

Pressers' Union, Local Twelve.

Philadelphia, Pa., May 9, 1920.

International Ladies' Garment Workers' Convention:

Success in your work Awaiting a 40 hour week work and a limit of time in the future.

Cloakmakers' Branch Local 2, Philadelphia.
I. Neibauer, Secretary.

Montreal, May 3, 1920.

A. Baroff:

Heartiest congratulations to the Fifteenth Convention of the International. May all your decisions be crowned with best results in the interests of all toilers.

J. Levy, Sec'y of Local 13.

Pres. Schlesinger: The Secretary has read over 100 telegrams. It is a little tiresome, but possibly you will agree with me that it is a fitting expression of feeling on the part of our locals and members, as well as of those who are in sympathy with our movement. To me it was a very great delight to have so many organizations, so many workers, the so called rank and file, congratulate the International on its 15th Biennial Convention. I am quite certain that you feel as I do that we have every reason to congratulate the International on the work it has done.

President Schlesinger then introduced Miss Agnes Nestor of the Women's Trade Union League, who, he said, had been chosen two years ago by President Wilson to serve on a committee to investigate conditions among the workers in Europe.

Miss Nestor extended hearty greetings to the International on behalf of the Women's Trade Union League. She stated that the International was a guide and inspiration to other unions in that they had standardized their work to such an extent that it was easier for the other unions to do the same in the trades which they represented. "Your success has been an encouragement to thousands of other trades to go on and do what you have done." She stated that they now had a splendid opportunity to think and act beyond the mere question of wages and hours. "Of course we want shorter hours. Of course we want more wages or better working conditions, but somehow we have come to the point of thinking beyond these aims. We are thinking of how we can best use our powers as consumers. We are thinking of how we can best use our powers as voters. We are going to work together. We are going to mass our strength and we have great strength, if we can only mass it together. Think of the power we have through our own purchasing power. Think of the power we have if we only vote together. You are going to make plans that will be helpful not only to you yourselves but to the entire labor movement and we are all watching to see what the International is going to con-

tribute to the workers as a whole, in the way of suggestion, ideals and inspiration. I know that you are going to see that we have a better and fuller life and that you will get more out of it than merely putting your strength into your work, sewing, sewing all the time and receiving pay so that you may be able to do the same thing over again. We want a fuller life. We want it to mean more than working from a certain hour to another hour. We want to have the better things in life and surely there is none that deserve it more than we do.

Another thing in which you have been helpful is in your educational work and we have watched with a great deal of interest what you have been accomplishing in New York City. You are already going beyond hours of labor and wages. And for this alone, alongside of the many other things you have done, we feel that your contribution to the cause of the workers has been great."

She stated that the workers in Chicago felt a close kinship to the workers in New York because of the assistance they have received from Miss Fannia Cohn and Miss Mollie Lipschitz.

In conclusion she extended to the women delegates an invitation from the Women's Trade Union League to a bus ride and a luncheon in order that they might become better acquainted with the women workers of Chicago. The invitation was greeted with tumultuous cheers and applause.

The next speaker to address the delegates was Louis J. Engdahl, Secretary of the Cook County Socialist Party.

He congratulated the International on its wonderful progress, and thanked the members for the hearty co-operation and aid given the Socialist Party, and the New York Call in particular.

He said in part:

"We are struggling in this country both industrially and politically. The labor movement is in the melting pot here in the United States. Its weaknesses are many, but it shows that it has considerable strength also. It is growing and becoming more powerful. I always feel that the great weakness of the labor movement of this country is shown by the fact that today hundreds of the best spokesmen of American labor are yet lodged in the bastiles of America. And as I understand your President in his report to your organization has demanded or has asked that you take a stand for immediate amnesty for political prisoners, so I ask of you that you stand together, united, and as one who is facing a 20 years' sentence in prison, I think I have a right to do so. I ask that you stand unanimous on a firm decision, demanding the release of all the political and class war prisoners– (Tremendous and prolonged applause.)

You belong to the needle trades. As I understand it, one of your ambitions and one of your ideals is to organize a great world wide federation of workers in the needle trades, and if you don't hurry up I am afraid that you will have to include in that great world wide organization some of the best of our political prisoners, because you know many of the political prisoners are working at the needle trade. Our comrade, Kate Richards O'Hare, and others are working at the machine turning out overalls, and when they wanted to degrade Debs, as they thought, in Atlanta, they put him in a tailor's shop down in that great federal Bastile. So I say possibly it would be well to organize a local within the federal prisons of this country. (Laughter.) I found down in Jefferson City that the overalls that were made in that prison somehow or other succeeded in getting a union label on them. (Laughter.) And they sold the overalls made in the prisons at Jefferson City as union overalls.

Now our comrades are going to stay in prison, unless the workers of this country industrially and politically unite and keep them out! That is the only power that is going to release them.

I know that you realize—all of you—that the working class struggle has not been ended, until we establish in this country a real labor republic, where labor rules 100 per cent, where labor is the sole power to dictate the conditions and the hours and the remuneration that they are to receive from their labor; until they receive all that they produce, until the profit taker has been eliminated, and until the worker is the dictator of his own destiny.

I know that you will continue your struggle until we have our labor government here as part of the great world wide federation of labor republics that will restore peace to the world, that will wipe out industrial strife, that will give civilization a chance to make real progress for the first time in human history. (Prolonged applause.)

Chairman: The Credentials Committee is now ready to report.

Mr. J. Braslaw, the Chairman of the Committee, thereupon rendered the following report:

To the Officers and Delegates of the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union:

Greetings: The Credential Committee has examined the credentials of 253 delegates. The committee is unanimously of the opinion that this is the largest representation in the history of the International

Union, which is an achievement to be proud of and upon which the International should be congratulated.

While your committee has received some protests and has interviewed a number of locals with respect to their financial standing, nevertheless, the locals are, on the whole, in good standing and the delegates are a reflection of the standing earned by the International Union in the labor movement. The following credentials have been examined and the committee recommends the seating of the representatives bearing these credentials of the locals of the International:

LOCAL No. 1—Ladies' & Misses' Cloak & Suit Operators (New York).
Saul Metz, Jacob Warshafsky, Philip Kaplowitz, Benjamin Schlesinger, Benjamin Moser, Joseph Weinstein, Max Zuckerman, David Levenson, Israel Feinberg, Alex Student, Perez Kottler, Samuel Sapin.

LOCAL No. 2—Cloak & Skirtmakers' Union (Philadelphia).
Barnett Karp, Louis Bulkin, A. S. Margulis.

LOCAL No. 3—Cloak, Suit, Piece Tailors & Sample Makers (New York).
S. Lefkovits, Isidore Reich, Simon Pitchersky, Otto Rick, Karl Schatzberg.

LOCAL No. 4—Amalgamated Ladies' Garmen Workers (Baltimore).
Joseph Schneider.

LOCAL No. 5—Cloak & Skirtmakers' Union (Chicago).
M. Margolies, B. Fogel, Mr. Steinberg, O. H. Nudelman, S. Goldfiels, H. Ruffer.

LOCAL No. 6—Embroidery Workers' Union (New York).
Carl Grabher, Philip Soldner, Conrad Muetze, Morris Safier.

LOCAL No. 7—Waterproof Garment Workers' Union (Boston).
David M. Perlmutter, Hyman Weiner Fred Monoson.

LOCAL No. 9—Cloak & Suit Tailors' Union (New York).
Jacob Halpern, Harry Fischer, S. Bender, Ida Baxt, Louis Hyman, Max Schwartz, A. Babitz, Joseph Kesten, Harry Schuster, Louis Heitt.

LOCAL No. 10—Amalgamated Ladies' Garment Cutters (New York).
Louis Lipschitz, John C. Ryan, Sam B. Shenker, Meyer Scharp, Harry Berlin, Sam Perlmutter, Max Gorenstein Sidney Rothenberg, David Dubinsky.

LOCAL No. 11—Cloak & Shirtmakers' Union, of Brownsville, N. Y.
Bennie Lapidus, Morris Brass, Harry Brodsky, Nathan Sackstein, William Barcan, Jacob Press.

LOCAL No. 13—Cloak & Skirtmakers' Union, of Montreal, Can.
Maurice Amos, Maurice Feigelson, P. Martee.

LOCAL No. 14—Cloakmakers' Union (Toronto).
Nathan Berkowitz, Hyman Kruger, H Reingold, H. Konicoff .

LOCAL No. 17—Children Cloak & Reefer makers' Union (New York).
Louis Golub, Daniel Nisnewitz, Jacob Heller, Abraham Belson, Abraham Goldin, Louis Lipsky, Abraham Berkowitz.

LOCAL No. 18—Cloak & Skirt Pressers' Union (Chicago).
J. Siegel, A. Rudin, Samuel Eisenberg.

LOCAL No. 19—Cloak & Suit Cutters' Union (Montreal).
Sam Taylor.

LOCAL No. 20—Waterproof Garment Workers' Union (New York).
Simon Robinson, Louis Wexler, Sam Freedman, Sol Oleesky.

LOCAL No. 21—Cloak & Skirtmakers' Union (Newark, N. J.).
Max Bruck.

LOCAL No. 23—Skirt & Cloth Dressmakers' Union (New York).
Max Brodfield, Sam Bellenson, S Fremed, Sam Prisamt, Sam Gold, Louis Pinkofsky, Louis Gordon, Harry Wander, Sam Etkin.

LOCAL No. 24—Skirt and Dressmakers Union (Boston).
Isaac Posen, Herman Baker, Israel Sirotha.

LOCAL No. 25—Waist & Dressmakers' Union (New York).
A. Baroff, Julius Hochman, Mollie Friedman, Sarah Shapiro, Max Gusman, Isidor Scheinholtz, Israel Horowitz, Nora Levene, Louis Cohen, Nathan Schachter, Isidore Waselefsky, I. Unker.

LOCAL No. 26—Ladies' Cloak Operators' Union (Cleveland).
Sam Finkel, Sam Reider, Abe Katofsky.

LOCAL No. 27—Ladie' Garment Operators' Union (Cleveland).
John Porus, Harry Bakst.

LOCAL No. 29—Women Garment Makers' Union (Cleveland).
Ella Kelske, Estelle Kucera, Helen Schmidt, Carrie Gallagher, Ethel Ayon.

LOCAL No. 30—Cutters' Local of Cincinnati, Ohio.
S. Schechtman.

LOCAL No. 34—Corset Cutters' Union (Bridgeport).
George Drew, Harrison H. Baker.

LOCAL No. 35—Cloak, Skirt and Dress Pressers' Union (New York).
Max Carolinsky, H. Levine, Louis Langer, M. Sigman, J. Gold, H. Lubinsky, H. Moskovitz, I. Hendelman, H. Berenstein, Joseph Breslaw, Ch. Aronsky.

LOCAL No. 37—Ladies' Garment Pressers Union (Cleveland).
Julius Garalnick, Philip Koch, Jacob Stolmack.

LOCAL No. 42—Ladies' Garment Cutters' Union (Cleveland).
Loyd W. Hamilton, Charles Kreindler Joel Levine.

LOCAL No. 45—United Garment Designers of Ladies' Wear (New York).
Pietro Cane, Max Stockman.

LOCAL No. 46—Petticoat Workers' Union (New York).
Fannie Sazer, Henry Zucker.

LOCAL No. 48—Italian Cloak, Suit & Skirtmakers (New York) .
Giovanni Lo Russo, Charles Carotenuto, Paolo Mancuso, Salvatore Ninfo, Pasquale Nicita, Antonio Cottone, Pasquale Muccigrossi, Giovanni Di Giacomo, Basilio Desti.

LOCAL No. 49—Ladies' Waistmakers' Union (Boston).
Bessie Margoline, Joseph Rosenblatt, Belle Shapiro, Samuel Jacobson.

LOCAL No. 50—Misses' & Children's Dressmakers (New York).
Harry Greenberg, Gussie Cohen, Morris Sirota, Abe Bromberg.

LOCAL No. 52—Ladies' Garment Workers' Union (Los Angeles).
Sol Seidman.

LOCAL No. 53—Cloak & Skirt Cutters' Union (Philadelphia).
Harry Tennenbaum, Simon Davidson.

LOCAL No. 54—Raincoat Makers (Chicago).
Mendy Fineberg, Julius Ginsburg.

LOCAL No. 56—Cloakmakers' Union (Boston).
W. Ginsburg, Abraham Schneider, Louis Greenberg, A. Tsudiker.

LOCAL No. 61—Cloak & Suit Pressers (Montreal).
I. Sapolsky.

LOCAL No. 63—United Cloakmakers' Union of Cincinnati.
Charles Green, Anna Tensi, Morris Essig.

LOCAL No. 64—Cloak Buttonhole Makers' Union (New York).
Harry Dessel, Max Libow.

LOCAL No. 66—Bonnaz Singer & Hand Embroiderers (New York).
Joseph Mintz, Emil Auerbach, Nathan Riesel.

LOCAL No. 67—Toledo Cloak & Skirt Makers (Toledo).
J. Fishler, Louis Friend.

LOCAL No. 69—Cloak & Skirt Finishers' Union (Philadelphia).
Rose Lidman.

LOCAL No. 70—Skirt & Dressmakers (Toronto).
H. Salutin, Morris Strom.

LOCAL No. 72—Waist, Dress & White Goods Workers (Baltimore).
Mary Poole.

LOCAL No. 78—Cloak & Skirtmakers (St. Louis).
Ben Gilbert, Jos. Dien, Harry Bluson.

LOCAL No. 80—Ladies' Tailors, Alteration & Special Order (New York).
Morris Goodman, Frank Magnavita Isidor Jacobs, Gdalia Schuchman.

LOCAL No. 81—Cloak & Suit Cutters' Union (Chicago).
Sam Lederman, Max Stern, I. Davidson.

LOCAL No. 82—Examiners, Begraders & Bushlers (New York).
M. J. Ashpis, Leon Rosenblatt, Louis Stein, Morris Greiffer.

LOCAL No. 83—Cloak, Skirtmakers and Dress Cutters (Toronto).
John Spomi.

LOCAL No. 84—Amalgamated Ladies' Garment Cutters (Toledo).
Louis Coplan.

LOCAL No. 87—Raincoat Makers (Trenton, N. J.).
Fannia M. Cohn.

LOCAL No. 89—Italian Dress & Waistmakers (New York).
Luigi Ontonini, Gurrinni La Vita, Carmelo, Yandoli, Salvatore, Milazzo, Gurrinni Cabiati.

LOCAL No. 92—Skirt & Dress Pressers' Union (Toronto).
Ab. Korzner, M. Reingold.

LOCAL No. 94—Ladies' & Sample Tailors (Cleveland).
Milton Light, Jacob Rubin.

LOCAL No. 98—United Cloak & Skirt Pressers (Cincinnati).
Saul Reittman.

LOCAL No. 101—Costume Ladies' Tailors (Baltimore).
Abraham Snyder.

LOCAL No. 102—Raincoat Makers (Montreal).
Sol Goldberg, Solomon Magid.

LOCAL No. 103—Ladies' Waist & Dressmakers (Los Angeles).
Sol Seidman.

LOCAL No. 104—Ladies' Tailors (Chicago).
Martin Kurzleb, J. Greenberg, Simon Spinadel.

LOCAL No. 111—Raincoat Makers (Cleveland).
Ben Friedman, H. Bender.

LOCAL No. 114—Rubber & Raincoat Workers (Racine, Wis.).
Frank Fodor, Gertrude Klinger.

LOCAL No. 122—Bonnaz Embroidery Workers (Chicago).
B. Iglowitz.

LOCAL No. 130—Ladies' Garment Clerks' Union (New York).
Hugh Livingston.

JOINT BOARDS

Maud Foley	Baltimore
I. Chiarchiara	New York
George Rubin	Philadelphia
S. Koldofsky	Toronto
Meyer Perlstein	Cleveland
H. Schoolman	Chicago
Jacob Lanch	Montreal
Frank B. Rupp	Toledo
Abraham Grossman	Boston
Sam Shevelenco	Cincinnati

The following is a list of the total number of delegates in each individual trade all over the country:

Cloakmakers	155
Waist, Dress, Children's Dress, White Goods and House Dress Workers	55
Embroidery Workers	8
Raincoat Makers	14
Ladies' Tailors	9
Corset Workers	2
Joint Board Delegates	10
Total	253

The committee finds, upon examination of the financial records, that certain locals have not paid the assessments which have been levied by the International Ladies' Garment Workers' Union, in full. In most instances committees representing the respective locals appeared before us and in others we received information from the General Secretary as to the financial condition of these unions. The committee recommends as follows:

LOCAL No. 15—Philadelphia Waistmakers' Union—Owes the International $1,000 Cleveland Assessment and $1,269 General Reconstruction Assessment. The committee is informed that Local No. 15 will pay this amount by June 1, 1920. The committee, accordingly, recommends the seating of Delegates Clara Weiss, Herman Bernstein, Israel Litvakoff, Minnie Belafsky, David Sliffkin, Samuel Hindin and Elias Reisberg.

LOCAL No. 4—Baltimore Cloakmakers' Union—Owes the International $434 Defense Fund and $109.20 1916 Assessment. The committee representing the local with respect to this matter, stated that they have no knowledge of these items. The Credential Committee decided that this amount is to be paid within sixty days after the Convention and recommends the seating of Delegate Joseph Schneider.

LOCAL No. 41—New York Wrapper & Kimono Workers—Owes the International $100 Cleveland Assessment, $1,269 General Reconstruction Assessment and $337 Legal Defense. The committee decided that the local pay $500 at once on these accounts and the balance be paid within six months following the present Convention. The Credential Committee recommends the seating of Delegates Julius Goldstein and Sarah Spanier.

LOCAL No. 54—Chicago Raincoat Makers' Union—Owes the International a balance of $132 on the General Reconstruction Assessment. A committee representing this local was instructed to pay this balance within sixty days following the Convention. The committee further recommends that Delegates Mendy Feinberg and Julius Ginsburg be seated.

LOCAL No. 58—New York Waist & Dress Buttonhole Makers' Union—A representative appearing before the Credential Committee with respect to the $109 Cleveland and the $276 Reconstruction Assessments which the local owes the International, informed the committee that their finances do not permit them to meet this amount at the present time. The committee finds that the amounts due the International are a number of years old. The committee recommends, therefore, that the delegates be seated and that the incoming General Executive Board investigate the financial situation of this local with a view to reorganizing it on a self-supporting basis. Delegates, Jacob Lerman and J. Uran.

LOCAL No. 62—New York White Goods Workers' Union—Owes a balance of $3,087 on the General Reconstruction Assessment and $426 on the Legal Defense Fund. The committee representing this local with respect to this matter stated that due to the recent strikes their funds had to be used for that purpose. Upon the instructions of the Credential Committee, Local No. 62 paid $1,000 on the amount due and promised to pay the balance monthly beginning with the close of the Convention. The Credential Committee recommends the seating of Delegates Morris Zietz, Mollie Lifshitz, Gertrude Movshovitz, Anna Shapiro, Mary Goff and Beckie Shube.

LOCAL No. 75—Cloakmakers' Union of Worcester, Mass.—Owes a balance of $55.50

on the General Reconstruction Assessment. Due to the fact that their treasury was depleted they requested that they be granted an extension of time in order to meet this balance. The committee, therefore, recommends that the delegates be seated on the condition that they pay the money within ninety days after the close of the Convention. The following is the delegate: Jacob White.

LOCAL No. 90—New York Private Custom Dressmakers—Owes $634.50 Reconstruction and $423 Cleveland Assessment. A representative of this local stated that they had a number of big strikes and are still conducting one at the present time. They are in need of funds for this strike and they asked an extension of time in order to meet the amount due. The committee recommends seating the delegates on their promise to pay the amount due within six months from the day of the Convention. The delegates are Bella Metz and Harry Silberman.

LOCAL No. 100—Waist, Dress & White Good Workers of Chicago—Owes a balance of $375 on the General Reconstruction Assessment. A committee of this local stated that they are aware of the amount charged against them, that some time prior to the Convention they had forwarded to the International part of the money and that the balance will be paid immediately following the close of the Convention. The Credential Committee recommends the seating of Delegates Mollie Yanowitz, A. Betchuk, Max Brodsky, Sam Morgenstein and H. Kaufman.

Upon motion duly made and seconded, the first part of the report was unanimously adopted.

Chairman: Those delegates whose names have been called are duly seated as delegates to this convention.

Bro. Braslaw continued his report as follows:

RECOMMENDATIONS.

In the course of the investigation of the financial standing of the various locals preparatory to recommending the seating of the delegates of a number of locals, the Credential Committee was unable to arrive at a proper understanding due to the prevalent system of determining the basis of assessment by the International Union. The system is one that determines the membership of a Local Union according to the dues stamps sold during a certain period.

The Committee found that at some periods a number of the locals bought stamps in excess of their membership, which increased the average. The International Union, accordingly, when it came to the payment of an assessment, charged the Local Union on the basis of this increased average.

In view of the above facts, your committee recommends that this matter be referred to the General Office and that all locals complaining of being charged with more than what their actual memberships are, be instructed to pay the assessments according to the number of members on record in the Record Department of the International Office.

Your committee further recommends that in the future the International shall base the representation of a Local Union to conventions and shall levy assessments according to the number of members entered in its Record Department.

Delegate Bernstein: I move to amend that this recommendation be referred to the Law Committee.

Secretary Baroff: I move that the first part of this recommendation be referred to the General Executive Board and that the second part be referred to the Law Committee.

The motion by Secretary Baroff was carried.

Mr. Braslaw resumed his report as follows:

The Credential Committee finds that quite a number of locals have failed to pay the sanatorium assessment. The various committees representing these delinquent locals state that they have collected this assessment and that they are using part of it in support of their tubercular members. They further state that they are waiting for final action by the convention with respect to the sanatorium. The committee has seated the delegates against whom the sanatorium assessment is charged, and it recommends that unless other conclusions will be reached by this convention in reference to the building of a sanatorium, the delinquent locals be ordered to pay the assessment within six months after the adjournment of this convention.

Upon motion duly made and seconded, this recommendation was unanimously adopted.

PROTESTS RECEIVED BY THE CREDENTIAL COMMITTEE.

LOCAL No. 17—New York Reefermakers' Union—

The Credential Committee received a protest made by George Picker of this local against Delegate Goldin of the same local In short, the substance of the protest was to the effect that Brother Goldin acted in a manner unbecoming a member of the Union. The Credential Committee finds that the evidence submitted is inconclusive; that Brother Goldin was honored by the workers of the shop and by his Local Union for good work. The committee, accordingly, recom

mends the seating of Brother Goldin. Recommendation was unanimously carried.

LOCAL No. 26—Cleveland Cloak and Skirt makers—

The committee received a protest against the seating of Brother Brody, delegate representing Local No. 26 of Cleveland. Brother Brody was charged with being guilty of conduct unbecoming a union member, during his membership in a Buffalo Local in 1914. After a careful investigation of the facts, the committee came to the conclusion that the statements of the complainant were unfounded and untrue. The committee, therefore, recommends the seating of the delegate.

Recommendation was unanimously carried.

LOCAL No. 66—Bonnaz, Singer & Hand Embroiderers—

J. Schoolman, member of Local No. 66, protested to the committee against the action of his local, stating that he was regularly elected as a delegate to the convention. He claims that his local is depriving him of his seat unjustly. Upon investigating the case the committee found that Brother Schoolman was under a suspended sentence for two years, during which time he is barred from holding either paid or unpaid office in his organization. The committee, therefore, rejected the protest of Brother Schoolman.

Recommendation was unanimously carried.

LOCAL No. 80—Ladies' Tailors and Alteration Workers—

The Credential Committee received a protest from Brother Chazanov against his local, stating that he was elected delegate to the convention, but his local refused him his credential on the ground that he is an officer of the Union and could not leave his office. A committee of Local No. 80 stated the objections against Brother Chazanov's leaving the office at this time. The Credential Committee finds that the decision of the local was not in accordance with Article 2, Section 5 of our Constitution, and recommends that Brother Chazanov be seated as a delegate to the convention.

Recommendation was unanimously carried.

LOCAL No. 25—New York Waist and Dress makers—

The committee received a protest against the seating of Brother Benjamin Witashkin on the grounds that he was ineligible according to Article 2, Section 5 of our Constitution to act as delegate. Brother Witashkin failed to appear in defense and, therefore, the committee decided that Witashkin be not seated.

A committee representing Local No. 25 appeared before the Credential Committee and requested that it unseat two of their paid officers on the ground that their Executive Board had decided that only five officers receiving the highest number of votes as delegates to the convention be seated. The elected delegates objected to this and claimed their seats on the ground of being duly elected in strict accordance with the International Constitution.

The Credential Committee, after taking into consideration the fact that the delegates were properly elected, rejected the request of Local No. 25 and recommends that the delegates be seated.

Recommendation was unanimously carried.

LOCAL No. 100—Waist, Dress and White Goods Workers of Chicago—

A protest was received by the Credential Committee against the seating of delegates of Local No. 100 on the ground that they were not elected according to the constitution. The committee representing Local No. 100 stated that due to the lack of time and misunderstanding, they were unable to have an election by ballot. The Credential Committee recommends that the delegates be seated.

Recommendation was unanimously carried.

LOCAL No. 9—Cloak Finishers' Union—

A protest was brought against the seating of Brother Sam Amshelofsky, delegate from Local No. 9. The committee appearing as witness in this case stated that he is guilty of conduct unbecoming a member of the Union and that he has abused the Union. Delegate Amshelofsky denied the charges made against him. Since Brother Weiss, the complainant, did not appear in person, and charges were not properly framed, the committee was unable to obtain proper evidence in the case. The committee, therefore, recommends that the delegate be seated and the incoming General Executive Board be instructed to investigate this controversy in the local in which Mr. Amshelofsky is involved.

Recommendation was unanimously carried.

LOCAL No. 130—Ladies' Garment Clerks' Union—

We received a protest against the seating of Brother Diamond, delegate of Local No. 130, stating that he was not employed in the industry at the time he joined the Union. The committee found the facts in the case to be correct according to Article 2, Section 5 of our Constitution and recom-

mends, therefore, that Brother Diamond should not be seated.

Recommendation was unanimously carried.

LOCAL No. 20—New York Raincoat Makers' Union—

The Credential Committee received a protest against the seating of Brother Sacks by Brothers Freedman, secretary of the local, Wexler, manager of the local, and Walitsky, representing a Special Investigation Committee of the local. It appears, from statements by the three brothers, that Brother Sacks charged them with misuse of their offices; that they have misappropriated moneys and that they had conducted a strike in Staten Island for their personal gain. A special Investigation Committee was elected (under the direction of the International, with Vice-President Lefkovits as impartial chairman) to investigate these charges. A lengthy report was submitted in which the charges were not substantiated, and Brothers Freedman and Wexler were exonerated. The election of delegates to the convention took place during the investigation of these charges.

The three members who appeared in protest against Brother Sacks did so on the ground that Brother Sacks was guilty of unjustly besmirching their characters, that he was guilty of slandering and that the charges made against them were unfounded. They, therefore, requested the committee not to seat Delegate Sacks, adding that Brother Sacks is guilty of an attempt to disrupt the organization and that an Investigation Committee had decided, accordingly, that he should not hold office for a period of two years. Brother Sacks, in self-defense, repeated the charges he had made originally and denied being guilty of an attempt to disrupt the Union, submitting no evidence to the committee of the statements he made.

The committee decided, therefore, that Brother Sacks shall not be seated.

This ends the report of the Credential Committee.

Fraternally submitted,

Jos. Breslaw, Chairman;
Mollie Friedman, Secretary;
H. Bernstein,
Samuel B. Schenker,
I. Chiarchiari,
Isaac Posen,
Samuel Reider.

Moved that the privilege of the floor be granted to Brother Sachs. Motion was seconded by delegate Heller and unanimously carried.

Brother Sacks: Brother Chairman and Delegates: You have heard the charges made that I deliberately wanted to destroy the organization, attempted to besmirch the characters of our officers and that I was sentenced by the members not to hold office for the next two years.

First, I will state, that I have made an appeal to the International and expect to hear a favorable reply within a few days. On April 20th, a mass meeting was held and then the recommendation of the committee that the report brought against the officers was unfounded was accepted. No reverse recommendations were reported then. This was on Tuesday. On Thursday we had a special executive meeting, where the matter was taken up, and I received a letter from the Investigation Committee to come before them on Thursday, six o'clock, and when I came there, I was told that there were no charges against me yet.

On Saturday, the 24th, I sent in my appeal on behalf of myself and the other four, and when I came home that night I found another letter from the same committee, which read as follows:

"April 26, 1920.

Dear Sir.

You are hereby notified to appear before the Special Investigation Committee, which will meet on Monday, April 25th, 1920, in the office of the Union, at 6:00 p. m., to answer charges brought against you."

I came before the committee and asked them for a bill of particulars. The reason I asked them for a bill of particulars was because I asked them several times for the minutes of the trial and I was always told that it was not ready. The chairman of that committee, Brother Eichorn, asked me whether I had any more statements to make and I said I had. He then told me that the bill of particulars would be sent me; but when I asked him whether fifteen days could be given me to prepare my defense he stated that the matter would be taken up by the committee, and that I would be informed. This was on Monday morning.

Wednesday was the 28th. I came there and was informed that there was a letter from the International. I found that the same day I had to appear before the Credential Committee. I appeared there and you heard the defense I made against their objection to me. On Thursday, the 29th, there was a meeting and the secretary got up and said that the report of the Special Investigation Committee would be given together with the report of the delegates of the convention. On Friday morning I had no means to go to Chicago, and members

of my local put the money together to pay my expenses to send me here to defend myself.

I claim that I never mentioned anything in the testimony in regard to the officers directly. I never made statements of this character that the officers took money from the bosses and I am not going to stand the responsibility of having my remarks interpreted in a way I did not mean. I am responsible only for what I actually said. It is not a question for the present time only, but it is a question of taking a man who has gone through great sacrifices to uphold and build the organization—to take such a man and bring charges against him shortly before the convention, so that he will not have time to answer them. It is hard for me to stand here to defend myself before people who do not know me, but I know that many of you know the character of Sacks and that it is not of such a nature as to undertake the break of any organization, especially one which he himself had built up.

I appeal against the decision of the committee.

Delegate Wexler: The reason that the charges were brought against Sacks is as follows: Ten days before the convention we brought charges against Brother Sacks and asked that he be not permitted to attend the convention, and Vice-President Lefkovits told us that this was a matter for the Credential Committee to decide, that is why we waited up to the present time. In regard to the question of paying for Sacks' expenses, the General Office was well informed of the fact that his expenses are being paid by five men.

Now as to the charges:

Charge No. 1: This group of five, headed by Brother Sacks, has always tried to obstruct the work of our local. We have a large territory to cover—seventy to one hundred square miles, in New York, Connecticut and New Jersey, and our out-of-town shops are the largest proposition we have to contend against. When it came to the question of settling with the contractors, I moved that the Executive Board go on record to ask the manufacturers and contractors to put up a security of three to five hundred dollars each. This group fought bitterly against me, and I had to go above the Executive Board and demand the sanction of such a proposition from our Union. The members, knowing the character of the manufacturers, passed this motion by a tremendous majority, and these men went about saying that I went above the heads of the Executive Committee.

Charge No. 2: The officers of our local had to serve a term of thirty days in prison for contempt of court or violation of an injunction. During the time that they were in prison the members showed a wonderful spirit. We could not eat the food of the prison and every day they sent us food. The contractors came up there, and while we were in prison we were able to get for our men a $5 flat increase. The contractors also brought us food and they went about saying that the contractors were bribing the officers.

These people took the most inopportune time, at a time when the Union was facing an injunction and being sued for $25,000 when three of our members were being given two to four years' imprisonment, when the manufacturers were combined behind that injunction to see that the Union breaks up; at that inopportune time this group of people went out on the "market" and made all sorts of misstatements and ridiculous accusations.

Charge No. 3 is that the strike on Staten Island has cost $37,000. From January 1, 1919, to December 31, 1919, we have gone through thirty or thirty-three individual strikes, and on July 23d, a general strike, which amounted to $13,700 (including $5,000 benefits to our members). If these people are allowed on the floor of a convention, which is the highest legislative body representing 150,000 people, then I say that every dark force will have a right to come to the convention and say that they have been illegally unseated for some reason or other, and then get seated.

Mr. Lefkovits: As the Chairman of the Trial Committee, I may say that the accused members had the full opportunity to state whatever they had to say. In my opinion, the committee acted legally, constitutionally and according to their opinion, right. The report of the committee was given to a special membership meeting at which I also presided. The membership by an overwhelming majority—I can safely say ten to one—decided to accept the recommendation of the special investigation committee. That means that the charges were not substantiated, and according to the Constitution, Article 9, Section 7, immediately these people charged these officers and were unable to substantiate the charges are subject to trial by the same committee that found the charges not substantiated.

Article 16 of our Constitution says that the decisions of the Executive Trial Board or Appeal Board shall go into effect immediately until reversed by a higher body. Therefore the decision of Local 20 is a legal decision and the recommendation of the Credentials Committee not to seat Brother Sacks should be adopted.

Delegate Hyman said he favored the seat-

ing of Sacks, stating that in his opinion the strike was not properly conducted by the Union, which led to the arrest and imprisonment of some of the members.

Delegate Heller: I am not interested in hearing such a defense as made by Brother Hyman. Until this decision will be reversed by a higher body, the delegates to this convention must be guided by this decision. In the question of a monetary fine, the constitution provides that before an appeal is granted, the fine must be paid. And therefore I say that the Committee on Credentials could not render any other decision except two: Either they could recommend that the Investigation Committee of the local was impartial, that the vice-president who presided at the investigation had personal motives in rendering such a decision, and therefore Brother Wexler and the others should be sent home and Brother Sacks should remain here; and the second decision is that the committee was impartial, that the vice-president had no personal motives, that the International officers back of the local acted in their proper, constitutional rights and that there is no place for Sacks in this convention.

As the case stands today Brother Sacks has injured his organization by making these charges before he had the substantial evidence to prove his case, and therefore, delegates support the report of the Credentials Committee.

Delegate Feinberg was the next speaker. He stated that to expel Sacks would destroy the right of the members to criticize their officers. He stated that while the Credentials Committee might be acting constitutionally, that they had not been given both sides of the case. He expressed his conviction that Sacks was an absolutely honest and upright man, and that if he were denied a seat in the convention it would be a terrible disgrace to a man of his fine character.

Del. Gorenstein: The case was investigated. A special committee was appointed by the membership. This committee met. They had a chairman—a vice-president of the International—an impartial man. This case was brought back to a meeting of the membership and the decision of the committee was practically unanimously adopted, with the exception of that group which voted against it. Therefore I say, accept the recommendation of the Credentials Committee.

Delegate Litvakof, of Local 15, favored the seating of Brother Sacks, stating that he also at one time was the victim of a conspiracy, and that not to seat Brother Sacks would mean the suppression of honest criticism.

Miss Molly Freidman, the Secretary of the Credentials Committee, summed up for the Committee. She stated that she personally was absolutely impartial. She brought out the fact that Brother Sacks, in response to the charges made against him, had no reply to make, but simply stated that he appealed against the decision of the Executive Board. She stated that the Trial Committee was not appointed by the Executive Board, but that the members themselves had elected the committee. She concluded as follows:

"We don't condemn the officers of Local 20, but we want once and for all to lay down a rule that a man even when he believes he is acting for the good of the organization, shall be responsible for his statements. We don't condemn Sacks, but we want to reprimand him. To say that Sacks should get out of Local 20 is nonsense. Every man can make good if he has the organization at heart. The Credentials Committee did not act partially. We acted only upon the facts presented to us—facts that were proved, and Sacks did not deny that he was guilty of slander and making misstatements.

And therefore I would recommend that the report be adopted, and I would urge the delegates to feel as we do, that Brother Sacks did not act properly." (Applause.)

Question was called for. The motion to adopt the report of the Credentials Committee was put to a vote, and it was adopted, 131 for and 45 against

Bro. Breslaw: Since we are through with the report, I move that the report as amended be adopted.

(Unanimously carried.)

Chairman: I want to extend to the Credentials Committee the thanks of the convention for their work, and I declare this convention open and ready for business.

Upon motion duly made and seconded, the convention adjourned at 1:00 p. m. to reconvene at 2:30 p. m.

SECOND DAY—TUESDAY AFTERNOON SESSION.

May 4, 1920, 2:30 p. m.

The third session was opened by President Benj. Schlesinger at 2:30 p. m.

Secretary Baroff read the following telegrams:

Chicago, Ill., May 4, 1920.

Int'l Ladies' Garment Workers:

Greetings. Accept our heartiest congratulations. May all your efforts be crowned with success.

Employees of Campen Bros.,
Frieda Katz, Chairlady.

Cleveland, O., May 4, 1920.
Int'l Ladies' Garment Workers, Chicago, Ill.:
The garment workers of Cleveland are proud of the fact that they can send congratulations to the fifteenth biennial convention.
Esther Schweitzer, Secretary.

Cleveland, O., May 4, 1920.
Int'l Ladies' Garment Workers, Chicago, Ill.:
Accept the heartiest greetings of Local Twenty-six and Thirty-seven. May the fifteenth convention of our great international pave the way of labor to industrial emancipation.
A. Solomon, Chairman.

Cleveland, O., May 4, 1920.
Int'l Ladies' Garment Workers, Chicago, Ill.:
We greet the delegates of the fifteenth biennial convention and wish you to carry out the planned work of the convention successfully for the welfare of all the members of our organization and for the great principle it stands for.
Employees of the Keller-Kohn Co.,
G. Latter, Acting Chairman.

Cleveland, O., May 4, 1920.
Int'l Garment Workers, Chicago, Ill.:
Greetings. I personally wish to congratulate the officers and delegates of the fifteenth biennial convention.
A. Solomon.

New York City, May 4, 1920.
Int'l Ladies' Garment Workers:
Congratulations from the workers of Amsterdam and Sachs to your fifteenth biennial convention.
M. Silver, Chairman.

Toronto, May 4, 1920.
Int'l Ladies' Garment Workers, Chicago, Ill.:
Greetings. Carry on your good work. Success for future undertakings. Yours forever.
Local 83, Toronto

Cleveland, O., May 4, 1920.
Int'l Ladies' Garment Workers:
Greetings. Brothers Schlesinger and delegates accept our heartiest congratulations on behalf of the joint board of Cleveland. Wishing you success in all your undertakings, we most sincerely hope and trust that this fifteenth biennial convention will be an epoch in the history of our great international.
A. Solomon, Chairman.

Cleveland, O., May 4, 1920.
Int'l Ladies' Garment Workers:
The workers of the S. C. Klein Co. send their best wishes to the delegates and officers of the fifteenth biennial convention of our International.
A. Solomon, Chairman.

Boston, Mass., May 4, 1920.
Int'l Ladies' Garment Workers, Chicago, Ill.:
Brotherly greetings and heartiest wishes for success. After fifteenth convention may your deliberation inspire the membership of the international to unity, harmony and industrial victory. We hope all resolutions will meet your fair judgment and approval.
Max Wyner, for all the Dress Pressers of Boston.

Toronto, May 4, 1920.
International Ladies' Garment Workers:
Greetings; wishing you success in all your undertakings in the future.
Local 92, Toronto.

Toronto, May 4, 1920.
Int'l Ladies' Garment Workers:
Greetings. Please extend our heartiest congratulations to our brothers at convention for the good work done up to now. Wishing you success in all future undertakings.
Joint Board, Toronto.

Toronto, May 4, 1920.
Int'l Ladies' Garment Workers:
Greetings; wishing you success in your future undertakings as well as in your co-operative movement.
Local 70.

Toronto, May 4, 1920.
Int'l Ladies' Garment Workers:
Greetings; we all join hands in wishing you success for your work undertaken in the future.
Local 14, Toronto.

Paterson, N. J., May 4, 1920.
Int'l Ladies' Garment Workers:
We congratulate the fifteenth convention and hope that your work for the rank and file shall be crowned with greatest success and harmony.
Local 123, Esther Simons, Sec'y, Paterson, N. J.

New York City, May 4, 1920.
I. L. G. W. U. Convention, Chicago, Ill.:
Delegates: Accept our heartiest congratulations to your fifteenth convention. May all your deliberations be crowned with success.
Hebrew American Typographical Union,
Local 83, S. Schoenfeld, Pres.
D. Goldman, Corresponding Sec'y

New York City, May 4, 1920.
Benjamin Schlesinger, Chicago, Ill.:
Accept my heartiest congratulations and good wishes. May your deliberations be fruitful of good results to your membership.
M. Stamper.

Cleveland, O., May 4, 1920.
Int'l Ladies' Garment Workers, Chicago, Ill.:
We greet the delegates of the fifteenth biennial convention. We wish you to carry out the planned work of the convention successfully for the welfare of all the members of our organization and for the great principle it stands.
Employees of the Pollack-Selman Co.,
S. Krause, Chairman.

Boston, Mass., May 4, 1920.
Fifteenth Biennial Convention, Chicago, Ill.:
Our best wishes to officers and delegates. May unity and harmony guide you in all your deliberations.
Amalgamated Ladies' Garment Cutters' Union, Local 72.

New York City, May 4, 1920.
Pres. Schlesinger, and Delegates, Carmen's Hall, Chicago, Ill.:
We, the employees of the shop of T. Klipstein, 115 West 30th St., N. Y. City, wish you

great success in your work. We feel happy that the International is going to be the second International body of the American Federation of Labor.

M. M. Maycvsky, Shop Chairman.

New York City, May 4, 1920.

I. L. G. W. U., Carmen's Hall, Chicago, Ill.:

The board of directors of the Hebrew Sheltering and Immigrant Aid Society of America extends to your delegates in convention assembled every success in your deliberations. The society appreciates the assistance you have always rendered to the cause of immigration and expresses the hope that you will continue in the future your generous cooperation.

John L. Bernstein, President, Leon S. Moiseieff, Honorary Secy.

New York City, May 4, 1920.

Fifteenth Biennial Convention, Chicago, Ill.:

May your deliberations be of such a nature as to promote the interests of each and every member of our international and bring the emancipation to the working class in general. Fraternally yours.

I. Rubinbaum.

New York City, May 4, 1920.

I. L. G. W. U., Chicago, Ill.:

Greetings; accept our congratulations to the 15th biennial convention. May unity and harmony prevail in our ranks and may your future work be crowned with victories as great in their results as in their aims.

Executive Board, Local 23.

New York City, May 4, 1920.

15th Biennial Convention, Chicago, Ill.:

Progress of your work in the past has proven to us what we may expect in the future.

Workers of M. R. Silverman.

Chicago, May 4, 1920.

A. Baroff, Sec'y, Convention, Chicago, Ill.:

Kindly express, on our behalf, to the delegates at the convention our sincerest and best wishes for a great brotherhood under the International and our ardent wish that we may be granted the honor of being affiliated under a charter of the International L. G. W. U. As ever, yours.

Chicago Cloak and Suit Makers Foremen's Union.

New York City, May 4, 1920.

B. Schlesinger, Convention Hall, Chicago, Ill.:

Fifteenth Convention of the International: We congratulate our delegates on the success of the great work in the past and we wish them success in the future.

Workers of Bergman-Cohn,
M. Novak, M. Sobelman, R. Siegel.

Brooklyn, N. Y., May 4, 1920.

Chairman Convention I. L. G. W. U., Carmen's Hall, Chicago, Ill.:

The workers of Williamsburg have at last bought ground for a labor lyceum. The workers of the Williamsburg section are in great need of such an institution and in view of the many members of the International, both Jewish and Italian, who reside in the district and who will benefit by it, I appeal to you in the name of the organization to extend to us your financial assistance. We hope that the International which has always been so broad-minded and considerate of the needs of labor will not fail to help us in this great and useful undertaking.

Williamsburg Labor Lyceum Ass'n, B. C. Vladeck, Pres.

New York, May 4, 1920.

International L. G. W. U., Chicago, Ill.:

We wish you success and hope that you will be guided in your task by the spirit of progress and solidarity.

Executive Board, Local No. 58,
J. Uran, Manager.

New York City, May 4, 1920.

I. L. G. W. U., Chicago, Ill.:

Accept our congratulations for the past accomplishments of the Ladies' Garment Workers' Union and wishes to successfully to continue this good and inspiring work for the ultimate economic and political freedom of the world. We hope that among the many ways and plans adopted for the next two years you will also remember the Naturalization Aid League of New York. Greetings to President Schlesinger and all delegates.

Naturalization Aid League,
E. H. Jeshurin, Manager.

Philadelphia, Pa., May 4, 1920.

I. L. G. W. U., Convention Hall, Chicago, Ill.:

We, the Philadelphia Joint Board of the Amalgamated Clothing Workers hope that you will decide to have, in the future, one union in the needle industry.

Philadelphia Joint Board.

Cleveland, O., May 4, 1920.

Int'l Ladies' Garment Workers, Chicago, Ill.:

In the name of the workers of the Korach shop, we wish you success in your work.

Esther Schweitzer, Chairlady.

Cleveland, O., May 4, 1920.

Int'l Ladies' Garment Workers, Chicago, Ill.:

Our International has been the pride of the working class. May it continue its wonderful work and may all its undertakings be crowned with the success it so justly deserves.

Employees of the Fried-Biederman Co.,
N. Solomon, Chairman.

Newark, N. J., May 4, 1920.

I. L. G. W. U. Convention, Chicago, Ill.:

The 20th annual convention of the workmen's circle sends its brotherly greetings to the workers of the International. May all your deliberations tend towards the betterment of the class you represent and all your work be crowned with success.

Joseph Baskin, General Sec'y, Amsterdam Hall, 83 16th Avenue, Newark, N. J.

New York City, May 4, 1920.

I. L. G. W. U. Convention:

The twentieth anniversary of the International L. G. W. U. will be a double holiday to the Reefer Makers' Union, Local Seventeen; in June, 1920, our local will reach its fifteenth birthday. This day will be celebrated by our membership as the day of our emancipation. Needless to say that our entire membership is heartily grateful to the International for the unstinted support given

to us throughout our existence. Naturally in our great day we feel that the International must be with us and give us an opportunity of expressing our joy and gratitude in the presence of representatives from the International. We, therefore, ask you to honor us by electing a committee from this convention to participate in our celebration of the fifteen years of our existence. With thanks for your past guidance and assistance and with best wishes to you all our membership remains expecting you with us.

Harry Sarner, Vice President Reefer Makers' Union.

Upon motion being duly made and seconded, it was unanimously decided to refer the above to the Resolutions Committee.

The first speaker to address the delegates during the afternoon session was Algernon Lee, Director of the Rand School of Social Science.

He felicitated the members on the 20th anniversary of their Union and congratulated them on the splendid work that they have accomplished not only for themselves but for the working class as a whole. He reminded them of the time when they had to work long hours for low wages; that on top of all this they had to stand for the insults and abuse of their employers. "More than wages, more than the forty-four hour week, more than a stabilizing of the industry, the International has raised the workers from the ranks of helpless victims and almost slaves, to men and women who stand on their feet and feel and think and can look every man in the eye and count themselves equal to any of their fellow creatures." He reminded them that all this was not given them, but was obtained by long and hard struggles, and in this struggle their greatest aid was the education which the workers, their organizers and their leaders had been able to obtain in such institutions as the Rand School and their own educational institutions, conducted by the International.

He pointed out that during the past year the Rand School was under an unusual heavy deficit because of the persecution which they had to undergo; and that because of this he was compelled to make an appeal to the International to assist them as generously as they could. He further asked that the members consider the means by which the Rand School could best serve the International in the splendid work it is doing,—in the way of attendance at their classes and calling attention of its out-of-town membership to the many correspondence courses which the school affords. He finished by thanking the members for the aid which they had so generously given in the past and wishing them every success in their future dealings.

The next speaker to be introduced was J. Mills, representing the Auxiliary Committee of the "Bund," and the Jewish Socialist Federation of America.

He described the work of the Bund in Poland amongst the Jewish workers. He depicted the terrible conditions of the workers in Poland as being far worse today than under the regime of the Czars in Russia, and appealed to the delegates for financial as well as moral aid on behalf of their Jewish fellow workers in Poland.

Mr. Samuel Globerman, representing the schools established by the Workmen's Circle, was introduced next. Brother Globerman brought out the fact that the Workmen's Circle were also celebrating its 20th anniversary at a convention at Newark, N. J. He described briefly the inspiring progress of the Workmen's Circle schools in Chicago, and stressed the importance of labor looking after the education of the children, to counteract the influence of capitalistic teaching. On this point he said: "The capitalist, the state, the church—they are all competing to capture the child's mind. Why should we overlook this great important matter?"

He concluded by saying "The Educational Committee of the Workmen's Circle is greeting you all, and we hope that within several years there will not be a town, there will not be a city in the United States where a modern school for children will not be established, to teach the ideals of liberty. (Hearty applause.)

Ossip Wolinsky, representing the Kropotkin Publication Society next addressed the delegates. He described the work of the Kropotkin Society, and mentioned the fact that their principal undertaking now was the translating into Jewish of "The History of the Trade Union Movement in England" by Sidney Webb, so that the members of the International might benefit thereby. He concluded by asking the delegates to make some contribution to the Society.

Chairman: We have a few more guests, some of whom have traveled all the way from New York to Chicago, and others who are residents of this city, but for today, we will consider the list of speakers as concluded and proceed with other business.

President Schlesinger then warned the delegates to get down to business, and not let the important business wait until the last day, as had been the case during the former two conventions, when everything had to be rushed through.

He informed the delegates that under the rules, resolutions could be presented until the third day of the convention, but that an additional day would be allowed as the first day is never counted. This gave the delegates until Thursday afternoon to pre-

sent resolutions. He also cautioned the permanent convention committees, after they had been appointed, to work overtime if necessary, in order to consider thoroughly, and pass upon the various resolutions presented to them. He finally suggested that the rest of the afternoon be spent by the delegates in listening to the principal chapters of the report of the General Executive Board.

This suggestion was unanimously approved.

President Schlesinger thereupon read the report of the General Executive Board, which had already been printed and mailed to the various delegates in advance of the convention.

At the conclusion of the report, President Schlesinger was given an ovation.

Chairman: The chair desires to announce the various committees and the delegates appointed on those committees:

Sergeants-at-Arms

	Local
O. H. Nudelman	5
Alex Student	'1
Bastillo Desti	48

Committee on Rules and Regulations

Fannia M. Cohn, Chairman.

	Local
Carl Grabbner	6
L. Hyatt	9
Meyer Sharp	10
H. Brodsky	11
Clara Weiss	15
N. Shachter	25
Estelle Kutchera	29
H. Moskowitz	35
S. Finkel	37
M. Sterin	81
G. Cabiatti	89
Max Brodsky	100
J. Greenberg	104
B. Friedman	111

Committee on Officer' Reports

I. Feinberg, Chairman.

	Local
S. Pitchersky	3
B. Fogel	5
M. Gorenstein	10
E. Reisberg	15
M. Gussman	25
Louis Gordon	23
L. Langer	35
S. Jacobson	49
H. Greenberg	50
L. Greenberg	56
N. Reiser	66
L. Friend	67

Committee on Resolutions.

Morris Sigman, Chairman.

	Local
P. Kottler	1
Carl Shatzberg	3
M. Amos	13
J. Heller	17
Ph. Koch	37
J. Hochman	25
Mary Goff	62
John Spaun	83
L. Antonini	89
Bella Metz	90
A. Grosman	Boston Joint Board
S. Shevelenco	Cincinnati Joint Board

Committee on Organization.

M. Perlstein, Chairman.

	Local
Jos. Schneider	4
Conrad Mutze	6
Jos. Kestin	9
Louis Wexler	20
I. Hourwich	25
Ethel Ayon	29
A. Schechtman	30
Chas. Kreindler	42
Sarah Spanier	41
E. Auerbach	66
J. White	75
S. Reitman	98
A. Betchak	100
Frank Foder	114

Committee on Law.

S. Ninfo, Chairman.

	Local
M. Margolies	5
J. C. Ryan	10
A. Bercovits	17
J. Siegel	18
S. Prisant	23
S. Leibowitz	25
M. Sirota	50
Simon Davidson	53
W. Ginsburg	56
M. Ashpitz	82
A. Kirzner	92
J. Rubin	94
J. Lanch	Montreal Joint Board

Committee on Adjustment.

Sol Seidman, Chairman.

	Local
Jacob Warshawsky	1
S/ Goldfiiss	5
Ida Baxt	9
S. Rothenberg	10
W. Barcan	11
H. Kruger	14
D. Nisnewitz	17
M. Brodfield	23
J. Hendelman	35
Morris Essig	63
Mollie Yanowitz	100
Frank B. Rupp	Toledo Joint Board

Committee on Education.

H. Wander, Chairman.

	Local
B. Moser	1
D. Perlmutter	7
A. Babits	9
S. Perlmutter	10
M. Brass	11
L. Lipsky	17
S. Hindin	15
S. Friedman	20
I. Scheinholtz	25
H. Lubinsky	35
Chas. Carotenuto	48
Bessie Margolin	49
Mollie Lifshitz	62
B. Chazanoff	80

Committee on War Sufferers

S. Koldofsky, Chairman.

	Local
H. Zuckerman	1
H. Schuster	9
L. Lifshitz	10
Minnie Belawsky	15
A. Rudin	18
S. Beilenson	23
Nora Levin	25
F. Bernstein	35
J. Goldstein	41
M. Sayetz	62
M. Strom	70
M. Goodman	80
M. Greifer	82
G. Rubin	Philadelphia Joint Board

Committee on Benefits and Sanatorium.

H. Schoolman, Chairman

	Local
S. Sapin	1
A. S. Margulis	2
Harry Fisher	9
David Dubinsky	10
Jacob Press	11
P. Martel	13
S. Gold	23
I. Wasilefsky	25
A. Katowsky	26
M. Karolinsky	35
P. Muccigrasso	48
H. Dessel	64
Rose Lidman	69
L. Caplan	84

Committee on Relations With National and International Garment Workers' Unions

S. Lefkovits, Chairman

	Local
S. Metz	1
M. Steinberg	5
L. Hyman	9
H. Berlin	10
H. Konikoff	14
S. Robinson	20
John Porus	27
H. Zucker	46
J. Ginsburg	54
Chas. Green	63
B. Gilbert	78
S. Liderman	81

Committee on Union Label and Union Owned Factories and Stores

J. Halpern, Chairman

	Local
Ph. Kaplowitz	1
B. Karp	2
Fred Monoson	7
A. Goldin	17
Max Bruck	21
S. Pinkowsky	23
Herman Becker	24
Max Stockman	45
Jos. Rosenblatt	49
F. Magnavita	80
C. Yondolli	89
H. Silberman	90
A. Schneider	101
S. Goldberg	102

Upon motion duly made and seconded, the appointment of these committees was unanimously ratified by the convention.

Delegate Metz: On a privileged motion, I move that this convention send a telegram of greetings to Eugene Victor Debs and Kate Richards O'Hare. (Tremendous applause.)

This motion was seconded and unanimously adopted amidst great applause.

Chairman: We have received an invitation from one of the Jewish theatres here in the form of a letter:

"May 4, 1920.

Mr. B. Schlesinger,
Pres., International Ladies' Garment Workers' Union,
Ashland Auditorium,
Chicago, Ill.

Dear Sir:

I take great pleasure in extending an invitation through you to all of your delegates to be the guests of the Empire Theatre, on Friday night, May 7th, when we will present B. Botwinick's play, 'Baelke Marinette.'

Hoping you will do me the honor and accept this invitation, I remain,

Yours very truly,
Empire Theatre,
H. Zuckerberg,
Manager.

P. S.—I am enclosing herewith 300 tickets."

It was moved and carried that a vote of thanks be given Mr. Zuckerberg, manager of the Empire Theatre, for his hospitality.

Upon motion duly made and carried, it was decided to adjourn and to reconvene Wednesday, May 5, 1920, at 9:30 a. m.

THIRD DAY—WEDNESDAY MORNING SESSION.

May 5, 1920.

The fourth session was called to order by President Benj. Schlesinger at 9:30 A. M.

Pres. Schlesinger announced that at the conclusion of the morning session, photographs would be taken of the delegates.

Secretary Baroff then read the following telegrams:

New York, May 4, 1920.

Benjamin Schlesinger, Pres. International Ladies' Garment Workers of America, Chicago, Ill.:

In behalf of the many unfortunates who are being taken care of by the aid association for ex-patients of the Denver Sanitarium, we send you our heartfelt good wishes and thanks of gratefulness for the many acts of kindness shown by the different locals of your great International. May the International be the leading spirit in the vanguard of a better and more beautiful economic system where consumption will not be known. Wishing you success in all your undertakings we remain fraternally yours,

Hyman Fineberg, Eastern Manager.
Philip Abbe, Field Secretary.

New York, N. Y., May 4, 1920.

Fifteenth Annual Convention of the International Ladies' Garment Workers, Chicago, Ill.:

Mr. President and Delegates, accept my hearty congratulations and best wishes for a great and splendid work at this assemblage. Fraternally and sincerely,

Isaac Cavell,
Vice-Pres. Joint Board.

Philadelphia, Pa., May 4, 1920.

Convention, Carmen's Hall, Chicago, Ill.:

Benjamin Schlesinger, President, hearty congratulations to our International on its Fifteenth Biennial Convention. We hope that through your efforts at this convention you will bring the ideal of one union in the entire Needle Trades nearer to its realization. Yours for emancipation.

Employees of Sarner and Schlesinger, Local 15.

Cincinnati, O., May 4, 1920.

Abraham Baroff, Carmen's Hall, Chicago, Ill.:

We express acknowledgment and admiration for the unparalleled achievements our International has attained for its members. With full hopes of confident promises for a better future in the needle industries we send to you our best wishes and congratulations, and now when the fate of thousands of workers is being determined we hope that our future constructive work will help us to bring success in all our undertakings.

Cloak Operators of Bischof, Sterne & Stein.
Committee: Joe Gutterman, Morris Shorr, Sol Pritz, Jack Krakower.

New York, N. Y., May 4, 1920.

I. L. G. W. U., Chicago, Ill.:

Greetings—Accept my heartiest congratulations to the Fifteenth Convention. May unity and harmony prevail in your ranks and through united action under your leadership march from victory to victory.

Harry Vollowick,
Member Local No. 3.

Baltimore, Md., May 4, 1920.

B. Schlesinger, Convention Hall, Chicago, Ill.:

Mr. President—Best wishes to you and delegates to the 20th anniversary. May your efforts and ideals be realized and trust that the request of the Cutters Local 110 be granted. Hoping that Baltimore will get a vice-president on the next general board.

C. D. Schutz, President Local 110.

New York, N. Y., May 4, 1920.

Convention of the Int'l. Garment Workers' Union, Chicago, Ill.:

We congratulate you and wish you success in your work. Our committee from New York, S. Polacoff and others from Chicago, will visit your convention and we hope they will be welcome.

Federation of Ukrainian Jews of America.
Joseph Barondes,
A. I. Shiplacoff,
Jacob P. Adler.

New York, N. Y., May 4, 1920.

Officers and Delegates to the Fifteenth Convention, I. L. G. W. U., Convention Hall, Chicago, Ill.:

Our heartiest congratulations to our glorious International for its past activities as we cheerfully look forward to a fruitful convention. We are heart and soul with you for the co-operative plan.

Employees of the Juvenile Mfg. Cloak Co., 329 East 29th St., New York City.

Brooklyn, N. Y., May 4, 1920.

A. Baroff, Secretary, Carmen's Hall, Chicago, Ill.:

Greetings—Our heartiest congratulations to the officers and delegates of the Fifteenth Biennial Convention. May your deliberations be crowned with success, unity and harmony, be our motto and the emancipation of the working class your goal. Long live our International Ladies' Garment Workers' Union.

Executive Board, Cloak and Skirt Makers' Union, Local 11.

Cincinnati, O., May 4, 1920.

Abraham Baroff, Carmen's Hall, Chicago, Ill.:

Congratulations to the Fifteenth Biennial Convention. Wishing you success and the adoption of a forty hour week.

Cloak Makers' Union Local No. 63, Ladies' Branch.

New York City, May 4, 1920.

International Ladies' Garment Workers' Convention, Chicago, Ill.:

On behalf of the thousands Italian Waist and Dressmakers in New York City, members of our organization, we beg to extend to you our cordial and fraternal expression of loyalty and sincere devotion. The International Union may always count on our unflinching and ever ready support. We remain true to the International idea of brotherhood and unity of action.

Executive Board Italian Waist and Dressmakers' Union Local No. 89.

Chairman: We want to request the delegates who have resolutions to present to see to it that they are made out in duplicate: one copy to go to the printer and the other to be kept as a matter of record in case the first copy goes astray.

President Schlesinger read the report of

his visit to Europe which was greeted with hearty applause. He then introduced Mrs. Lucy Robbins, of the Amnesty Committee of the American Federation of Labor who spoke as follows:

"Chairman and Delegates: I want to express my appreciation to the International for the splendid work they have done in behalf of the cause for which I am working. It is to you that we owe a deep debt of gratitude for the help you gave us from the very inception of the movement. When I was first appointed to do this work it is to the International that I went for counsel, and although President Schlesinger was in California at the time, I was materially aided by General Secretary Baroff, Bro. Sigman, Bro. Langer and many others. The first money that came to us was from the Joint Board of the Cloakmakers of New York. The very office from which our work is being conducted is given to us by one of your locals, Local No. 17, Reefermakers' Union. When the Jewish Actors' Union donated a theater to us some time ago it was through Mr. Nisnowitz and Mr. Metz that the theater was packed. So you see, we have much to be grateful for the help you have given us.

But a great deal of work had to be done to further our purpose. We knew that it was not by resolutions or good wishes alone that we could attain our end. Hard work and persistent effort were the means, and only means, to bring about the amnesty of political prisoners and the repeal of the Espionage Act. In order to do this, we used every possible instrument. First, we formed Citizen Amnesty Committees throughout the entire United States in which men and women of great prominence participated. Among these were Mr. Basil Manly, who was formerly chairman of the War Labor Board, Mrs. Champ Clark, Miss La Follette, Frederick C. Howe, who was close to persons higher up, who could do things that we could not afford to do and who would appeal to a great class of people that we could not get at. In addition to that, we got unions and locals and other organizations to send telegrams or resolutions to their senators and congressmen, as these would have a great deal more influence than any appeal from a specially organized body. The senators and congressmen could not very well afford to iguore requests from their own constituents, especially when they came thirty and forty a day. In this way, we are making them feel the power of the labor movement.

All this costs a great deal of money. Thousands of pamphlets have to be printed, letters written, and notices sent out from time to time. I know that the International is always liberal with its donations everywhere, especially in a cause of this kind, a sacred cause, for the men and women who are in jail and deprived of their freedom, of the light, of their family that you might have a better day and a better world to live in. Therefore I know you will do your utmost and do it liberally, so that we can carry on the good work for the release of political prisoners and the repeal of the war-time laws; so that you will be able to protect your own organization and establish the right of free speech and of a free press. (Tumultuous applause.)

Moved and carried that the above request be referred to the proper committee.

Brother D. Zuckerman, Secretary of the People's Relief Committee, was introduced next. He stated that he had not come to ask for money, as the report of President Schlesinger contained a recommendation to that effect. But he came to thank the International on behalf of the People's Relief Committee for the splendid help it had given in the past. He also expressed the deep gratitude of the Jewish workers in Europe for the aid rendered them, and stressed the importance not only of raising money, but the even more important problem of distributing it equitably through cooperation and organization.

Meyer Gillis, also representing the People's Relief, next addressed the convention. He expressed the hope that the time would soon come when it would not be necessary to appeal for aid. He stated that while the $175,000 given by the International two years ago was not impressive as compared with the 35 million dollars that had been raised, that the Jewish workers on the other side appreciated it more as coming from their brother workers in America. He concluded by urging that in the future labor should have a special committee appointed to see that the money it contributes is handled and distributed by that committee.

President Schlesinger next introduced Charles W. Ervin, Editor of the New York Call, who was given an ovation.

Bro. Ervin briefly recounted the splendid progress made by the International. "I remember the time in seasonal occupations when you worked 16 and 18 hours a day. I remember when in the best of times you got hardly enough money to be able to buy food, and I have lived to see the day, not when an aroused public conscience gave you that, not when a fair boss gave you that, but when organized industrial power on the part of the needle trades got you what you have today!" (Tremendous applause.)

In speaking of Russia, he said: "Now don't think for a moment that I don't know how important world events have been in the last five years—that I don't know that out of the war has come the wonderful

working class Republic of Soviet Russia—that I don't feel a tremendous inspiration from that fact, and that you ought not to feel a tremendous inspiration from that fact. But the kind of inspiration you should feel is this—not that you can do anything for Soviet Russia, but use your influence for the working class of the world that they shall keep their hands off. The best answer that you can make to Soviet Russia is to show Russia that the working class of this country knows how to take care of itself." (Great applause.)

Ervin next described the important function of the New York Call in creating public opinion favorable to the Unions and in educating the workers, and asked that the International contribute in the proportion that they felt the Call was a factor in their behalf. He vividly described the persecution the Call had been suffering both during and since the war. You have the Forward for the Jewish readers. It is not necessary for me to dwell on the Forward at all. You know that without the Forward you would be ten years behind from where you are now in organization! (Applause.) You also know that the Forward was a foreign language paper and was not called on to do the things that the Call was called upon to do during the war and that we had to bear the brunt of the persecutions. The struggle has cost us in dollars and cents, $190,000 in 28 months because our paper has not had its second class mailing privileges and because it has been penalized.

He concluded as follows: "You are now looked upon as one of the leaders in the militant, intelligent, fighting army of the workers, and everything you do here in the next two weeks must be done with the knowledge that the other workers look upon you in that light. So that you have a tremendous responsibility to face. So I address in this closing, the parliament of the needle trades—the Parliament—that is the word to use. Just as true as that statement is, just as sure will come the day when the working class of the world shall join together in the Parliament of the working class of the world, because they have taken the world for those who have built it in all its glory. (Great applause.)

Pres. Schlesinger then introduced Harry Kelly of the Ferrer Modern School of Stelton, N. J., who began his address by pointing out the importance of education to the working class and showed how much easier the struggle for emancipation would be if the workers were intelligent and conscious of their needs and their strength. "But," he added, "not education alone is essential. It is important that the education be in the hands of the workers themselves." He showed how in the recent strike the children of the workers came home and related the fact that the teachers were poisoning the minds of the children against the strikers. The future of the workers depends on getting control of the schools and having the children taught from the earliest age, not necessarily principles against which they were not mature to defend themselves, but under true libertarian ideals under which a child could develop himself in a free atmosphere uncontrolled by ideas which the teachers are paid to teach.

"The Modern School is an experiment in this sort of education. Five years ago we went to Stelton, N. J., with hardly enough funds to bring us into the town and started a school in a barn. I do not like to describe the sufferings through which we had to go. The children were given an education in which the individuality of each was recognized and developed in the truest and freest spirit. We had no funds to continue their high school education so we sent them to the New Brunswick High School three miles away. And the principal of the High School knew well the sort of children that were being sent to him, but in three years' time they have made such an excellent reputation for themselves that this representative of a capitalistic system permits our boys and girls to enter without an examination and invites us to send along all we have. This, then has been the result of our experiment and it is now our aim to spread this all over the United States in order that the workers should control their own educational system and what is being taught to their children."

He then congratulated the International on the fact that they were the first Union to recognize the importance of education by instituting classes of their own and requested the members, if interested in the work of the Modern School to contribute as generously as possible.

The next speaker was Mr. Louis Lochner, business manager of The Federated Press, who told of the work his organization was doing for the labor press of the country. He showed how in the early days it was necessary for each labor journal either to obtain its news from the kept press associations, news that was garbled to suit their purposes, or to maintain at a tremendous cost correspondents all over the country. To obviate the necessity for this expense, the Federated Press was organized and now labor news is being sent to fifty-six different labor newspapers throughout the United States at a very low cost. Instead of each newspaper maintaining correspondents of their own, and multiplying the cost to labor by fifty-six, it was necessary now to have only one set of correspondents for the entire labor press.

His request was embodied in the following letter; and in conclusion asked the com-

mittee in charge to recommend to the editors of Justice the importance of using the service of the Federated Press:

The Federated Press,
156 W. Washington Street.

Chicago, May 4, 1926.

To the International Ladies' Garment Workers' Union of America, in Convention Assembled:

Greetings—On behalf of the Executive Board of The Federated Press, the undersigned officers invite the International Ladies' Garment Workers of America to participate in the bond issue now being floated by The Federated Press.

The Federated Press, as many of your members know, is an incorporated co-operative association of working class editors for the dissemination of the truth in your news. It is committed to no faction or "ism" within the labor movement, but aims impartially and objectively to report all matters of interest to the workers.

Though our service began only last January with but eight actual paying members, we now speak daily through over fifty working-class newspapers. These include Socialist, Labor Party, Communist, Non-partisan League and A. F. of L. papers, as well as the organs of independent Unions.

Gradually we are building up a network of correspondents in industrial centers, among which Seattle, Butte, Boston, Detroit, Cleveland, Milwaukee, Vancouver and Ottawa may be mentioned as already organized.

We are also getting in touch rapidly with competent correspondents in foreign countries; thus, England, the Australian continent, Austro-Hungary, Poland, Russia and Germany are either arranged for, or in process of negotiation.

In our Washington Bureau, Paul Hanna, known to all I. L. G. W. of A. members through the "New York Call," is in charge.

While there is every prospect that by November or December 1, this year, The Federated Press will be self supporting, we must find some way of tiding us over until that time. The bond issue is designed to meet this emergency. We are confidently looking to the International Ladies' Garment Workers of America, as an organization in the forefront of the working-class movement, and as an organization that on all other questions confronting labor has taken a statesmanlike attitude, to head the subscription list.

The support that organized labor will give us during the next six months will determine whether The Federated Press shall become a news distributing agency that will give the workers unadulterated news on terms that will compare favorably with the large existing capitalistic news agencies, or whether it will merely be a small by-product of the labor movement, doing a useful work within narrow lines, but not realizing the tremendous opportunity that is before it.

With Fraternal Greetings, we are
Signed E. J. Costella,
Managing Editor.
Louis P. Lochner,
Business Manager.

Chairman: Before introducing the next speaker, the Secretary will read a letter which just arrived from the Secretary of the United Ladies' Tailors Trade Union of London, England, to this convention. (Hearty applause.)

Secretary Baroff thereupon read the following letter:

London, April 19, 1926.

B. Schlesinger, Esq., President, International Ladies' Garment Union, 31 Union Square, New York:

Dear Friend: Our heartfelt greetings and our best wishes for success of the second annual convention that you are now holding.

Never before was there a greater need for the unity of Labour than at present!

Our so-called benefactors became totally insolvent. They promised us garden cities, but gave us huge cemeteries instead. They also promised us model dwellings and gave us countless graves where the remains of the bravest of the brave are now lying and rotting. The poor compensation for the dead became the wage of the living; despair replaced hope; bereavement replaced happiness. They have kindled a hellish fire of antagonism which consumed the common ground that we, once upon a time, stood upon, and thereby they have destroyed our common will. We are separated; we are weakened in consequence.

And never before has the need for unity of Labour been greater than it is at present! So let your Convention be the means of uniting, of consolidating, of intensifying determination; let the soil you toil be fertile; let the seeds you sow be wholesome and may the harvest you reap exceed your expectations.

This is our fervent wish to you for your Fifteenth Convention.

Our request to you is that at the next International Conference of the Tailoring Trade that you may be instrumental in influencing that conference to widen its doors for all Trade Unions that cater for the Tailoring Trade and not confine itself to one particular Union exclusive of others, and should you think it desirable, a resolution to that effect at your Convention would carry with it great weight.

On behalf of the United Ladies' Tailors Trade Union, I remain,

Yours in unity,
J. Rosen, Chairman.

Chairman: And now, I have great pleasure in introducing to you—and this will be the last speaker this morning, because we really have had a great many, although they were all very interesting and there is no doubt that the convention will act on every request that has been brought to this convention this morning. I have the pleasure to introduce to you one of the best speakers of the country. He is the one that defended the Socialists in the city of New York in the recent ouster proceedings by the Sweet gang at Albany.

I have known Comrade Stedman for about 26 or 27 years. As you know I was originally a Chicagoan and after I had been here only a short time I could not help but meet him, because he was already at that time very active in the labor and Socialist movement. I am confident that you will all be glad to meet him and to get to know him, personally. I take great pleasure in introducing to you Comrade Seymour Stedman.

Mr. Stedman was given a generous ovation.

Address By Seymour Stedman.

Chairman and Delegates: I know why you are applauding. You are saying to yourselves, the chairman has announced me as the last speaker (laughter). Furthermore, you are congratulating yourselves. You are thinking perhaps he is coming for another touch, and if so, he is the last toucher. (Laughter.) Because you cannot be at all certain that with your reputation for generosity you will not have a brigade charging upon your treasury later in the day or perhaps the day after tomorrow. I understand that you are going to take a day off. I suppose that the reason is to fortify yourselves against continuous attacks. (Laughter.)

I know that most of you are about as familiar with the movement and perhaps many of you much more so than I am, although we have all worked long together. One speaker said that he was once working along with the garment workers. Everyone in the working class movement is working with each other. They do not all keep step and they do not all play exactly together, but after all, whether they are the extreme radicals or even the conservatives, they are moving according to their lights and, in the last analysis, are against the system which prevails at the present time.

The trade unionist who feels that a slight advance is all that can be asked for, and all that can be gained, is still performing some service, because a reduction of hours, the improvement of a factory or better equipment for the saving of life, all tend to raise the standard of life and the revolutionary proletariat must of necessity in a highly developed capitalistic country become an intellectual proletariat. You may take the lands, you may subdivide estates, but when it comes to the collective operation of large complicated industry, it requires a much higher development and adaptation to a superior form of industrial life.

There are a great many too at the present time who feel by reason of the tremendous changes in Europe, we are destined here in the United States, within a few days, to travel a similar road, if not one filled with chaos, at least one filled with tremendous and fundamental changes. I want to say to those who may live in New York and Chicago, those who may live at least in a portion of New York City and those in Chicago that you entirely misjudge the psychology of the United States and the people in the United States if you travel very far along with conceptions of that kind.

The United States today is ultra conservative. In the State of New York they sentenced to prison three men who issued a petition saying to the President: "Let our people go." It had a picture of a man chained to the bars with his wrists manacled, and the prosecuting attorney claimed that this held the Government of the United States up to contumely and disrepute because if the United States imprisons men and treats them harshly they will not like the United States and therefore it undermines the Constitution and they were convicted and sentenced. And he said: "In this document it says: 'Let our people go.' Therefore the gentlemen who held this meeting or proposed to hold it emphasized that the persons in prison are 'our people,' pointing out a class distinction. This class means ultimately to bring the Constitution into contumation and disrepute." That was the argument made.

A few days ago a man was convicted for violating the Espionage Act in Minneapolis, Minn., for an offence committed in a speech made in July, 1917. That is an example of conservatism that prevails generally throughout the United States. You have a protest in the labor unions of the United States but in no sense is it radical, fundamental and constructive and no one who is familiar with the growth and development of the unions has any reason to hope or any reason to believe that that change in a constructive way will take place within the next immediate month or year.

When I was in one of the eastern towns, I think it was Syracuse, I ran across the fact that the garment workers were being opposed by the building trades organization and that the secretary of the central labor body had given out information to the effect that the secretary of the garment workers in that town was a foreigner—that he was a Bolshevik—and with the result, I was informed, that the latter was arrested for the purpose of deportation. In other words, a large proportion in the general trade union movement, with which you are familiar at the present time, not only recognizes the fact and believes that they should occupy the position of a commodity in modern society but they are confirmed in that opinion and their broadest outlook is simply for a modification of the conditions under which they work—an increase of wage, a possible shortening of hours, all of which is taxed on as it increases upon the workers who must ultimately pay it.

That is one group. And then we have on the other side another group who is equally as erroneous—those who believe that with the rising sun a great upheaval will take place, that shorter hours amount to nothing, that better wages amount to nothing; that you have nothing to gain except to prepare for the great climax at which point the whole capitalistic system will dissolve into nothing and we shall reconstruct so-

ciety as the leaders of that form of government.

Neither of these situations, neither of these two models of reasoning really meet the requirements industrially and politically which prevail in the United States. You have, on the one hand, a great conservative element. What you must teach in every labor organization today is collective effort and constant gain of shorter hours, better wages and the increase of the intellectual, financial and associated strength of the men and women in the industries. But after all your fight as unionists is a fight to secure a greater grip upon the wealth created under capitalistic conditions, looking ultimately to the end that will come in good time—how quickly we do not know—it may be five, it may be ten, it may be fifty years—capitalism has the mysterious power of adapting itself to new conditions—why Marx, Engels, the prophets of old, figured with the various financial collapses that the end of capitalism had come, and yet it survived. It went over one period of destruction, another period, one panic, another panic, one depression, another depression, and all survived. It even comes out of this war with a tremendous vitality and life in central Europe and in Germany, where you would expect that in the face of the loss of countless millions, it would be wiped out in a moment. And yet it shows power and vitality there. And in our own country how much more may be expected of its vitality.

The worker must understand that every day he is in the fight and he cannot for one moment say: "I will sacrifice, or I will pass over lightly the gain of the moment because of some greater gain tomorrow." He must realize that he should take that gain as it comes to him and at the same time have the vitality and the hope and the disposition to take it all tomorrow. (Great applause.) That in the hope and desire of getting it all tomorrow not to sacrifice what he can get today. The single track trade unionist, the single track laboring man or woman, is a serious handicap to the revolutionary forces of the United States. President Wilson says he has a single track mind. I believe that what he says is almost true. I think it is a little too true. I think it is a single rail mind—not a single track mind. (Laughter and applause.)

But we observe the record he has made, and it is not one to be imitated; his theory and his analysis is one to be avoided by us.

We are also presented with a contest upon the political field. The countless millions of workers in the United States never attach any relationship between their industrial and social life and their political expression. They have injunctions issued and they protest. They do not realize that their ballots have brought the injunctions against them. The countless thousands of miners in this country do not grasp the fact that the injunction issued by Judge Anderson was issued by virtue of working class ballots in this country. (Great applause.) They are totally oblivious to that.

They had proposed a strike. Their masters' gains had run into 7,000 per cent. They had directed their officers. The strike took place automatically. The injunction was issued, criminal proceedings threatened, and the leaders of the organization surrendered. The liberties of the men, their stores, their credit, their funds—all are tied up by the stroke of one single Federal Judge, and the miners submit.

That shows the conservatism which exists among the miners of this state, who are one of the most radical groups in the United Mine Workers of America. They felt that their organization, as their officers said, would have been jeopardized had they made a fight against the injunction. Whether it would or whether it would not is another question. I simply point out the failure of a constructive revolutionary conception in the minds of the hundreds of thousands of radicals within that organization, and that only emphasizes the tremendous work that we have coming and the necessity of pointing out the need for class consciousness politically, and class consciousness economically.

This year we have an unusual opportunity. The Socialist Party happens in one way to be the only American political party seeking the suffrage of the people—the only one that responds to American ideals, freedom of speech, freedom of press and the right of representative assemblage and purity at the ballot box, which have all been repudiated by the Democrats and Republicans in Congress and in Albany, N. Y., and throughout the country. Political and economic freedom today constitutes the cause which the Socialist Party with its candidates will represent in the coming election. We have a situation where men and women have been thrown in jail, where countless hundreds have been deported, the United States seemingly afraid that a few ideas might contaminate the people at large; that they might be disturbed by a thought or two other than those handed out by the Wall street clique and the imperial pirates. They thought it would be well to deport them. Those that they could not deport, they have imprisoned. But that has not accomplished what they were after. The Socialist Party has stood for civilization, it has stood for the civil rights of the people, it opposed the war, and it does not today apologize for the attitude that it took at that time. (Great applause.)

If they say to us, "Your St. Louis program and manifesto branded this war as criminal," we answer back that the situation in Europe proves it. If they tell us that that was 'un-American and it was against the interest of this and other countries' we reply that the countless dead in Europe justify our position. We are protesting today against the infamous proposition and conduct of officials of Democratic and Republican leaning who are sending shot and shell and bullets to Poland for the purpose of crushing Russia! (Deafening applause.) We are endeavoring to expose the sham hypocrisy of those persons who say we are to have the last war and eternal peace, and yet today are augmenting their navies and building airships with which they hope to bomb those countries and peoples they would hold in subjection.

We still believe in the right of self-determination of not only small but of large nations. We have our campaign to make. There will be others in different fields. After all, it may be necessary for some to believe that they must move step by step and make them very small, without any concrete, clear-cut, fundamental aim. I have always said, 'If you can't be a Socialist and come into the Socialist Party, go into the Labor Party.' At least you are started. You are going somewhere. While in the other parties, you are nowhere. You are going, but you will be too far down at the end of the journey to be comfortable. It will be too far. (Applause.)

An increase, a betterment—yes; we are with you on that. But that is not all. As we start our journey we want one complete goal in mind. Take every trench you can, every auxiliary equipment you can lay your hands on, every weapon that can be secured through industrial strength, union strength, in your shop and your factory and everywhere, but with one great ultimate ideal, and that is that society shall cease to be operated with profit as its basis, but that production must and shall be carried on to meet the needs, the wants and the uses of society, and this will be to a greater extent the campaign shibboleth in the next few years in this country, and it will be workers of the country striking right and left politically and industrially and missing no chance that will ultimately bring the relief we hope.

Let us not fix dates for the great change. Let us work for it, and it may then surprise us by the rapidity with which it will come—I thank you. (Ovation.)

Upon motion duly made and seconded, it was unanimously decided to incorporate Comrade Stedman's speech in full upon the minutes.

President Schlesinger was instructed by the Convention to thank the speakers for their excellent addresses, and he accordingly did so.

Upon motion duly made and carried, the following telegram was sent by the Convention to Eugene V. Debs and Kate Richards O'Hare, at the Federal Prisons, Atlanta Georgia, and Jefferson City, Miss., respectively:

May 5, 1920.

"The International Ladies' Garment Workers' Union in convention assembled at Chicago send you their hearty greetings and a message of love and encouragement in the full conscience that your martyrdom and sufferings are but a great contribution to the cause of labor's final emancipation.

B. Schlesinger, President."

Upon motion duly made and carried, the following telegram was sent to the Workmen's Circle Convention at Newark, N. J.:

"May 5, 1920.

Joseph Baskin, Workmen's Circle Convention, Amsterdam Hall, Newark, N. J.:

The International Ladies' Garment Workers' Union in convention assembled at Chicago take the sincere pleasure of forwarding to the delegates of the Workmen's Circle convention their hearty felicitation upon the wonderful progress that they have made and the great service they are rendering to the well being and security of the working masses, hand in hand with the general labor movement of the land.

Benj. Schlesinger, President."

The following resolutions were introduced by the delegates at this session and referred by President Schlesinger to proper committees:

RESOLUTION NO. 1.

Introduced by Locals 15 and 25.

Whereas, experience has proven that the separate efforts of the locals to organize the industries out of town were futile, and

Whereas, the menace of competition between the out of town shops and the workers in the organized centers of the industries, is increasing every day, and

Whereas, only united and centralized efforts on the part of the International will be able to combat this evil, be it therefore

Resolved, that this convention instructs the International Executive Board to organize a special department for organizing work out of town, and that an adequate sum of money shall be assigned for this purpose, and to carry on this work.

Referred to committee on organization.

RESOLUTION NO. 2.

Introduced by delegations of locals 15 and 25.

Whereas, the workers employed in our industry are working under two systems, namely, week work and piece work, which is causing antagonism and disunion among the workers engaged under these two systems of work, and

Whereas, the piece work system divides the workers into shop unions with diverse and conflicting interests, thereby making it impossible for them to advance their economic conditions and undermines the very principle of trade union solidarity, and

Whereas, the settling of prices in the various shops makes it impossible for our union to standardize the wages and earnings of our members in our industry, and

Whereas, the settling of prices by the work-

ers in the various shops tends to degrade and demoralize the character of our union as a consequence of their constant conflicts with their employers in the bartering and haggling for prices, and

Whereas, the piece work system makes the wrokers slaves of bundles, styles and difference in prices, thereby causing antagonism and disharmony among the ranks of the workers, and

Whereas, the piece work system drives the workers to self-intensified slavery and exploitation and makes for jealousy caused by the lots, styles and big bundles for which they often reduce prices, therefore, be it

Resolved, that this convention goes on record in adopting the week work system in our entire industry which will do away with the evils resulting from piece work and the competition and friction between employers and employees, will standardize the wages of our members in our industry, thus strengthening our International and its affiliated locals, uplifting the economic, moral and spiritual standing of our members.

Referred to committee on resolutions.

RESOLUTION NO. 3.

Introduced by the Philadelphia Joint Board Locals Nos. 2, 53 and 69.

Whereas, week work is established in the cloak industry throughout America and Canada and seasons in this trade are very short, and

Whereas, the wages must be very high in order to enable the workers therein to make a living, and

Whereas, such short seasons make it impossible to exist under the present conditions of high cost of living,

Therefore, be it resolved, that the fifteenth biennial convention decide that a yearly minimum wage be established in the cloak industry and instruct the new incoming G. E. B. to work out the ways and means of bringing this into practice.

Referred to committee on resolutions.

RESOLUTION NO. 4.

Introduced by the Philadelphia Joint Board Locals Nos. 2, 53 and 69.

Whereas, there are many trades in our International that are unorganized which require costly organizing campaigns, and

Whereas, there are several trades in our International, though organized, yet urgently in need of improvement, and

Whereas, it is impossible for our International to carry on such strikes or organization campaigns on account of lack of funds, and

Whereas, the various locals are compelled to tax their members and often have difficulties in collecting such taxes, therefore be it

Resolved, that this Fifteenth Biennial Convention decide to raise the per capita tax to 50 cents per month so that the new incoming General Executive Board will not meet with financial difficulties in conducting strikes or organization work.

Referred to committee on law.

RESOLUTION NO. 5.

Introduced by Philadelphia Joint Board Locals Nos. 2, 53 and 69.

Whereas, all the workers of the cloak industry in our International are working week work, and

Whereas, the employers in said industry are introducing new machinery and various efficiency methods of increasing production so that a worker can produce, in an eight-hour day as much as in a previous longer work day, and

Whereas, our trade is so seasonal and short that even at the height of the season there are workers without work and unable to find any, therefore, be it

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union go on record in adopting the principle of the forty-hour week with a five days' week work, and be it further

Resolved, that the incoming General Executive Board be instructed to carry out this resolution as soon as possible.

Referred to committee on resolutions.

RESOLUTION NO. 6.

Introduced by the Philadelphia Joint Board, Locals Nos. 2, 53 and 69.

Whereas, Philadelphia is a large center of organized labor, and

Whereas, at the present time reaction is raging throughout the country, and particularly in Philadelphia, so that no progressive movement is allowed to be active and even hold meetings in the above mentioned city, the Cradle of American Liberty, and

Whereas, there is a great movement on the part of all progressive workers who reside in Philadelphia for a labor institute, and

Whereas, a great number of these workers are members of our International Ladies' Garment Workers' Union, who participate in this noble movement to build a labor temple for which a foundation is already laid, be it, therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union goes on record in supporting said institute morally and also appropriate a donation of a considerable amount of money to aid the Philadelphia workers in the construction of said labor home in Philadelphia.

Referred to committee on education.

RESOLUTION NO. 7.

Introduced by Delegations of Locals 15 and 25.

Whereas, the percentage of representation to the convention of the International by locals is unjust and inadequate in that it denies the proper representation to the larger locals, therefore be it

Resolved, that Section No. 4 of Article No. 3 of the constitution shall be amended to read as follows: After the wording "shall be entitled to four delegates," it shall read, "A local with a membership of 1,000 or over shall be entitled to one delegate for each additional 1,000 or portion thereof."

Referred to committee on law.

RESOLUTION NO. 8.

Introduced by Delegate Max Bruck, Local 21.

Whereas, the International Ladies' Garment Workers' Union has no strike benefit fund, and

Whereas, in cases of prolonged strikes some local unions fall into financial stress, which hinder the successful termination of their strikes, and

Whereas, a centralized strike fund in our International Union is a most important necessity, be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union instruct the incoming General Executive Board to devise and to put into effect a weekly per capita upon the entire membership of the International for a strike benefit fund for all affiliated locals.

Referred to committee on resolutions.

RESOLUTION NO. 9.

Introduced by Delegates of Locals Nos. 15 and 25.

Whereas, it is a fact that the strength of the workers depends upon their solidarity and coordination of action, and

Whereas, at present we may expect a period of great strife and struggle in all of the industries, especially in the needle industries, and

Whereas, the interests of all of the workers of the needle trade industries in the United States and Canada are similar and identical, and it will be possible to carry on much more efficient organization work if they will be united into one central body, be it therefore

Resolved, that this Convention instructs the General Executive Board to call a conference of all of the national and international unions of the needle trade industries in the United States and Canada, without regard to their affiliation, for the purpose of forming the alliance for offensive and defensive purposes. Said alliance shall include the textile workers as a part of the needle trade industries.

Referred to committee on relations with National and International Garment Workers' Unions.

RESOLUTION NO. 10.

Introduced by Delegation of Local 25.

Whereas, co-operative undertakings among the workers tend to decrease the cost of living, and stimulate the solidarity of the workers, and

Whereas, the banking institutions are the basis of all of the industries and that no adequate co-operative undertakings are possible as long as we have no co-operative banking system to finance these undertakings, be it therefore

Resolved, that the Convention instructs the incoming General Executive Board to call a conference of all of the unions for the purpose of establishing a co-operative banking institution connected with the Federal Reserve System; and encourage all co-operative undertakings among the workers of the unions.

Referred to committee on union owned factories.

RESOLUTION NO. 11.

Introduced by Delegate Max Bruck, Local 21.

Whereas, the Fourteenth Biennial Convention of the International Ladies' Garment Workers' Union, held in Boston, Mass., has adopted resolution No. 34 dealing with the organizing of the Newark waist, dress and white goods workers, and

Whereas, the international through various reasons was not in a position until now to undertake such organizing campaign in Newark, and

Whereas, the necessity has never been greater than at present to organize the above mentioned workers, be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union instruct the incoming General Executive Board to start and to conduct an organizing campaign in Newark, in the waist, dress and white goods industries.

Referred to committee on organization.

RESOLUTION NO. 12.

Introduced by Delegation of Local No. 50.

Whereas, there are still a great number of nonunion shops in Greater New York employing thousands of workers in the making of childrens' dresses, waists and dresses, housedresses and kimonos, white goods and other cotton garments, and

Whereas, the various locals of Greater New York have tried time and again to organize the unorganized workers in the above mentioned trades, and

Whereas, the organizing of all workers at present employed in the nonunion shops is of a tremendous undertaking requiring the full support of our International Union, therefore, be it

Resolved, that the incoming General Executive Board be instructed that immediately after this convention a joint organization committee be formulated for the various locals in Greater New York under the direct supervision of the General Executive Board of our International and an organization campaign be launched against nonorganized shops and such a campaign be continued to a successful end.

Referred to committee on officers' reports.

RESOLUTION NO. 13.

Introduced by Delegation of Baltimore Locals.

Whereas, there are thousands of unorganized workers in the ladies' garment industry in the City of Baltimore, engaged in the making of waists, dresses, house dresses, children's dresses skirts, petticoats, middy blouses and white goods, in addition to those workers not directly employed in the making of the garment; and

Whereas, the conditions under which these workers are employed, in both wages and hours of employment, are of a standard much lower than that prevailing in many other cities in the same trades, and detrimental to the welfare of the workers in those cities, as well as the workers in Baltimore; and

Whereas, a large percentage of these workers are colored and can only be approached by members of their own race; and

Whereas, a campaign recently carried on under the direction of the General Executive Board resulted in the revival of Local No. 72, which now has a membership of approximately one hundred, who hold regular weekly meetings and are very desirous of helping the International to build a strong organization covering all branches of the ladies' garment industry mentioned above; and

Whereas, the Maryland State Federation of Labor in convention assembled in April, 1920, adopted a resolution pledging its support to the organization work of the International Ladies' Garment Workers' Union in Baltimore; be it, therefore

Resolved, that the International Ladies' Garment Workers' Union, in convention assembled in Chicago, Ill., May, 1920, instructs the incoming General Executive Board, to assign organizers, including at least one colored organizer, for the purpose of continuing the organization campaign, to bring about a successful and effective organization of all the branches of the needle industry mentioned above, in the City of Baltimore.

Referred to committee on organization.

RESOLUTION NO. 14.

Introduced by Delegates of Baltimore Locals.

Whereas, the Ladies' Tailors' Union, Local No. 101 of Baltimore, has succeeded in establishing the forty-four-hour week work and a week work system with a minimum scale of wages corresponding to the scale of wages prevailing in the City of New York, and other organized cities; and

Whereas, there are a great number of women workers employed in the same establishments as the members of Local No. 101, who are engaged in the making of dresses, who are still unorganized and working more than forty-four hours a week at very low wages; and

Whereas, two different systems of the kind described above make the further progress of the organized workers in Local No. 101 very difficult and is detrimental to the existence of the local; therefore, be it

Resolved, that the International Ladies' Garment Workers' Union in convention assembled in Chicago, Ill., May, 1920, instructs the incoming General Executive Board to carry on an organization campaign among these workers, to be ultimately incorporated in Local No. 101.

Referred to committee on organization.

RESOLUTION NO. 15.

Introduced by Delegation of Baltimore Locals.

Whereas, there are hundreds of alteration workers, men and women, engaged in the altering of ladies' garments in the different department and other stores in the City of Baltimore, and

Whereas, a number of these workers have expressed a desire for an organization to improve their working conditions; and

Whereas, the Ladies' Tailors' Union, Local No. 101 of Baltimore, is ready to co-operate in every possible way in organizing the alteration workers and bringing them into Local No. 101, therefore, be it

Resolved, that the International Ladies' Garment Workers' Union, in convention assembled in Chicago, Ill., May, 1920, instructs the incoming General Executive Board to co-operate with Local No. 101, in carrying on an organization campaign among the alteration workers, to be ultimately incorporated in Local No. 101.

Referred to committee on organization.

RESOLUTION NO. 16.

Introduced by Joseph Snyder, Delegate of Local No. 4.

Whereas, the International Ladies' Garment Workers' Union has been holding conventions every two years; and

Whereas, a great expense is involved by the locals of the International Union, and as a result many of the smaller locals cannot be represented in their full quota on account of their treasury not having sufficient funds; be it therefore

Resolved, that fifty cents per annum be levied on every member in the International Union for the two years, and out of this fund every local should be entitled to get their full delegation and expenses paid by the I. L. G. W. U.

Referred to committee on law.

RESOLUTION NO. 17.

Introduced by Delegation of Locals 25 and 15.

Whereas, it has been proven that the forty-four-hour week has not succeeded to obtain employment for all of the workers in the industry, and

Whereas, statistical investigations in our industry has proven that during the past season only 65 per cent of the workers of our industry were employed, and

Whereas, with the return of normal conditions in the United States and abroad we may expect the immigration of workers to these shores which will increase the labor forces, be it therefore

Resolved, that this convention goes on record that forty hours shall constitute a regular week's work in all of the trades affiliated with the International; these hours to be divided into five working days.

Referred to committee on resolutions.

RESOLUTION NO. 18.

Introduced by Delegation of Local No. 70.

Whereas, the general office of the International Ladies' Garment Workers' Union is having collective agreements with the employers in our industries in almost every center where ladies' garments are being made in the United States and Canada, and

Whereas, the general office is conducting, financing and settling strikes in every part of the country without having any special funds provided for same, be it therefore

Resolved, that the per capita of every member to the general office be raised to the extent of creating a strike fund for the purpose of paying strike benefit to our members in times of strike and be it further

Resolved, that a special committee be appointed immediately to work out the details of this plan and report same to this convention.

Referred to committee on law.

RESOLUTION NO. 19.

Introduced by Delegation of Local No. 70.

Whereas, the high cost of commodities is chiefly due to the profiteering by wholesale and retail merchants, be it therefore

Resolved, that this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union instruct the incoming General Executive Board to assist its various locals in the different cities to organize co-operative grocery stores under the auspices and management of the joint boards.

Referred to committee on union owned shops.

RESOLUTION NO. 20.

Introduced by Delegation of Local No. 25.

Whereas, all of the locals of the light weight industry of the City of New York affiliated with the International Ladies' Garment Workers' Union, cannot by themselves conduct the organization work in the city and out of town efficiently, and

Whereas, the problems of said locals are similar, and work will be carried on more efficiently if they are united, and

Whereas, such a desire has been expressed by some officials of said locals to the effect of forming such a joint body, therefore be it

Resolved, that this convention instructs the incoming General Executive Board to see to it that a joint council of all of the locals of the light weight industries located in the City of New York and vicinity, shall be formed for organization purposes.

Referred to committee on officers' reports.

RESOLUTION NO. 21.

Introduced by Philadelphia Joint Board, Locals Nos. 2, 62 and 69.

Whereas, the industry in the eastern large cities which is organized suffers very much from the fact that the employers move their factories to small towns in times of strikes and whenever it is convenient for them to dodge the union, and

Whereas, it is impossible for the local organization to take care of the organization work to be done in the said small towns, be it therefore

Resolved, that the Fifteenth Biennial Convention decide that the International appoint special organizers whose duty will be to keep the small towns organized and establish union conditions therein and instruct the new incoming General Executive Board that they use every effort in complying with this resolution.

Referred to committee on organization.

RESOLUTION NO. 22.

Introduced by Delegates of Cincinnati Locals.

Whereas, there is a large number of white goods, house dresses, kimonos, and middy workers in Cincinnati still unorganized, and

Whereas, the wages of these workers, of which the majority are girls, average not more than $12 per week, in spite of the daily increase of the cost of living, and

Whereas, the conditions of those trades are not only detrimental to the workers of Cincinnati, but are also undermining conditions in other cities where the same trades are organized, be it

Resolved, that the Fifteenth Biennial Convention held in the City of Chicago, instruct the incoming General Executive Board to begin an organization campaign in the City of Cincinnati.

Referred to committee on organization.

RESOLUTION NO. 23.

Introduced by Delegates from Cincinnati Locals.

Whereas, the Joint Board of Cincinnati has made several attempts to organize the several hundred skirtmakers working in the single skirt shops, and

Whereas, conditions prevailing in those shops are such that they are becoming a menace to conditions in the union shops, be it, therefore

Resolved, that the Fifteenth Biennial Convention, held in Chicago of the I. L. G. W. U. instruct the incoming General Executive Board

that an organizer be placed in the City of Cincinnati to assist the Joint Board in organizing those workers.

Referred to committee on organization.

RESOLUTION NO. 24.

Introduced by Delegates of Local No. 89.

Whereas, the workers in the dress and waist industry are working under the piece work system, a system which makes it impossible for the union to standardize the wages of the workers, and

Whereas, the piece work system creates submanufacturers causing the subdivision of the large shops, and

Whereas, the piece work system creates conflicts and antagonism among the workers, and in many cases divides them and puts them in a hostile situation toward each other, and

Whereas, the piece work system makes the workers slaves of bundles, styles and difference in prices; and drives the workers to self-intensified slavery and exploitation, thus creating jealousy caused by lots, styles and big bundles for which prices are often reduced; and

Whereas, the only solution to preserve the earnings and the life of the workers is the establishment of the week work system in this industry; therefore, be it

Resolved, that this convention adopts the system of week work in our entire industry, and at the proper moment introduce this system through a general strike.

Referred to committee on resolutions.

RESOLUTION NO. 25.

Introduced by Delegates of Locals Nos. 41, 50, 46 and 10.

Whereas, at the Philadelphia and Boston conventions it was adopted to form a joint board of the New York Locals Nos. 25, 41, 46, 50, 58, 62 and the miscellaneous and waist-dress division of Local 10, and

Whereas, the General Executive Board were obstructed in forming such board by the members of Local 25, the reason being that their local with its thousands of members would have the same number of representatives in the joint board as each of the other smaller locals, and

Whereas, a great number of members of Local 25 have come to the conclusion to divide their union into various locals composed of the different branches in the trade and form a joint board of the waist and dressmakers' union, and

Whereas, it is a proven fact that the members of the different locals above mentioned, very often change positions, going from one local to another, the reason being, that there is very little distinction in the work and system of work of one trade and another controlled by the various locals herein mentioned and the union conditions prevailing in these trades are somewhat similar, be it therefore

Resolved, that this convention instruct the incoming General Executive Board immediately after the convention to call a conference of the Executive Boards of all the locals above mentioned, together with the members of the General Executive Board, to work out ways and means for a Joint Board of the Waist, Dress and Negligee trades to be established in New York City and vicinity.

Referred to committee on officers' reports.

RESOLUTION NO. 26.

Introduced by Delegates of Locals Nos. 48, 89 and 45.

Whereas, the I. L. G. W. U. is a progressive labor organization founded upon the policy of a class-conscious industrial system working for its emancipation, and

Whereas, the International in the last ten years has been reducing the hours of work from 54 to 44; through these efforts the season has been extended and the percentage of sickness and chronc maladies has been greatly reduced; therefore, be it

Resolved, that this Fifteenth Convention go on record by indorsing the policy of the 40-hour work-week (excluding Saturday from the working week) at the expiration of the present agreements, if the General Executive Board finds that it is the proper time to act to that effect.

Referred to committee on resolutions.

RESOLUTION NO. 27.

Introduced by Delegates of Locals Nos. 1, 11, 9, 3, 10, 23, 41, 45, Cleveland, and 35.

Whereas, our former President, Brother Abraham Rosenberg, has given away more than thirty years of his life to help in organizing and maintaining the International Ladies' Garment Workers' Union, and

Whereas, Borther Rosenberg now, when he is old and weak to engage in active work and is suffering from rheumatism probably caused during the time of his activities in our behalf, and

Wrereas our Union has grown to be one of the largest and best in the country and it is our solemn duty to appreciate for the work donc by the pioneers of this magnificent organization, be it, therefore

Resolved, that the Fifteenth Convention of the International Ladies' Garment Workers' Union hereby appropriate a sufficient sum of money to be paid weekly for the support of Brother Rosenberg during the remainder of his life, which we hope will be for many more years to come.

Referred to committee on resolutions.

RESOLUTION NO. 28.

Introduced by Delegates of Locals Nos. 48, 45, 80 and 89.

Whereas, our paper "Giustizia," must educate and intsruct our workers, a majority of whom has never had the opportunity of receiving an education during childhood, and does not even possess the rudiments of an elementary education to enlighten it in maturity; and

Whereas, in order to fulfill this indispensable task, our aforementioned paper should not only give the ordinary labor movement material of our organization, but should gradually formulate an educational program, a program which in later days, if followed, will develop the minds of our members and convert them into a loyal legion of self-made conscientious proletarians; therefore, be it

Resolved, that our Italian organ "Guistizia" be enlarged by a number of pages so as to make it an educational weekly paper that will be the voice of the working class, and be it further

Resolved, that the incoming General Executive Board appoint an Advisory Press Committee of five Italian members and an editor and that the name of this editor be inserted in the publication.

Referred to committee on officers' reports.

RESOLUTION NO. 29.

Introduced by Delegation of Local No. 50.

Whereas, at the Boston convention, it was adopted that the General Executive Board shall institute an investigation of the trade conditions of Locals 25, 41, 50, 58, 62 and the miscellaneous department of Local 10 to find if it is necessary to establish a Joint Board to be known as the Joint Board of the Dress, Waist and Negligee Unions, and

Whereas, the General Executive Board have had no time to make such an investigation during the period of the last two years, therefore, be it

Resolved, that this convention instructs the General Executive Board, immediately after this convention, to investigate conditions in the above mentioned trades and, if after the investigation it will be found that a joint board is necessary, it shall be established.

Referred to committee on officers' reports.

RESOLUTION NO. 30.

Introduced by Delegation of Local No. 50.

Whereas, there are a great number of non-union shops in the small towns around the City of New York, making children's dresses, waists and dresses, house dresses and kimonos, white goods and other cotton garments where conditions are detrimental to the present prevailing conditions of the organized shops in the City of Greater New York, and

Whereas, these existing conditions are encouranging New York manufacturers to reduce their New York factories to a minimum and to open nonunion shops in the outskirts of New York, and

Whereas, the abolishing of the inferior conditions existing in the outskirts of New York is of utmost importance to the above mentioned industries, be it, therefore

Resolved, that this convention instruct the incoming General Executive Board that immediately after this convention an out of town organization committee be formed under the jurisdiction of the General Executive Board of the I. L. G. W. U. and immediately an organization campaign be started. This campaign is to be carried to the extent of unionizing the non-organized shops and bring about the establishment of the same conditions that are prevailing in the organized shops of Greater New York.

Referred to committee on organization.

RESOLUTION NO. 31.

Introduced by Delegates of Locals Nos. 45, 48, 89 and 80.

Whereas, the continued activities of the various locals in the City of New York have compelled the manufacturers to grant union conditions; and

Whereas, to avoid our activities, the manufacturers eager to make money, have encouraged former contractors and speculators to open shops in the following localities:

Mammaroneck, New Rochelle, Portchester, Yonkers, Tuckahoe, Harrison, Hackensack, Union Hill, Passaic, Garfield, Lodi, Long Branch, etc., all in the vicinity of the City of New York; and

Whereas, it has been impossible for the locals of the Cloak, Suit, Skirt, Waist, Dress, Raincoat, Embroidery, White Goods and Children's Dresses, to keep up their active campaign to organize these workers because it requires enormous expenditure of both money and energy; therefore, be it

Resolved, that the incoming General Executive Board be instructed to start a campaign to organize these shops and thus prevent the manufacturers from avoiding union standards.

Referred to committee on organization.

RESOLUTION NO. 32.

Introduced by Delegates of Locals Nos. 45, 48, 80 and 89.

Whereas, the manufacturers of the cloak industry are putting up prohibitive prices on the articles produced; and

Whereas, this greed on the part of the manufacturers is an enormous damage to the interests of the workers; for, on account of the high prices charged for the garments, sales are reduced, and the seasons are becoming shorter for the workers, therefore, be it

Resolved, that in all the new agreements that are to be made between the manufacturers and workers, the latter be represented in guiding the production and the sale price of the garments, in order that the profits from the invested capital be proportional to the invested money and energy, and the industry be regulated by a standard market price.

Referred to committee on resolutions.

RESOLUTION NO. 33.

Introduced by Delegates of Locals Nos. 45, 48, 80 and 89.

Whereas, in the City of New York there are about 10,000 unorganized hand embroidery workers, 80 per cent of whom are of Italian nationality; and

Whereas, Local 66 has started a four-months organization campaign and has not enrolled in its ranks any members; and

Whereas, past experience has proven that Italians can be well organized by granting them a separate local; therefore, be it

Resolved, that the Fifteenth Convention of the International Ladies' Garment Workers' Union go on record by instructing the incoming General Executive Board to investigate this matter, and if found necessary, to grant a local to the workers in that trade.

Referred to committee on organization.

RESOLUTION NO. 34.

Introduced by Delegation of Local No. 48.

Change the following sections to read as follows:

ARTICLE 12

Section 20

Any member in arrears for 13 weeks (3 months) shall be considered as suspended from all rights and privileges of the membership. After a period of six (6) months if the same member fails to pay his arrears he is then considered cancelled from the membership book.

ARTICLE 12

Section 21

Any person who has been cancelled can, however, be readmitted as a new member providing he pays up all dues, assessments, fines and any other charges he owed at the time he was considered a cancelled member.

Referred to committee on law.

RESOLUTION NO. 35.

Introduced by Delegation of Local No. 48.

Whereas, Local 48 is the officially recognized local of the Italians in the cloak and suit industry of Greater New York, with jurisdiction over all Italian workers of this trade; and

Whereas, Local 17, in spite of all insistence and claims made by Local 48 to the New York Joint Board and to the General Executive Board, and their deliberations in our favor, has failed so far to transfer its Italian members to our Local; and

Whereas, on all occasions Local 48 has received from Local 17 mere promises, brotherly phrases, but no Italian members with the exception of only 12 out of about 300; therefore be it

Resolved, that Local 17, within 60 days after the close of this convention, shall notify the Italian members of its Local to transfer to Local 48; and from that date it shall refuse all their dues and cancel their membership; and be it further

Resolved, that if Local 17, at the expiration of the 60 days, does not comply with the decision of this convention, that it shall upon a complaint from Local 48, be expelled from the International and the Joint Board.

Referred to Committee on Adjustments.

RESOLUTION NO. 36.

Introduced by Delegates of Locals No. 45, 48, 80 and 89.

Whereas, the World War has left the people of this country in a spirit of intolerance,

guided by profiteers, trust representatives, ultra conservative public officials, camouflaged beneath the cloak of patriotism, who have succeeded in swinging the country into a reaction; and

Whereas, a tide of reaction such as never recorded in the annals of American history has already reached a limit that public officers, city authorities, state legislators, and even members of the United States Congress, are introducing, and in many cases have passed, bills which deprive the American citizens of the fundamental civil rights of free speech, free press, and the right to assemble; and

Whereas, if such actions will be continued, the existence of our labor movement will be menaced thus bringing the workers under an autocratic regime of bondage; therefore be it

Resolved, that the delegates to the Fifteenth convention of the I. L. G. W. U. protest against the reactionary movement of this or any other country which has violated the fundamental principles of freedom and the spirit of independence; and be it further

Resolved, that we demand the repeal of such bills; the freedom of political prisoners; the restoration of free press and free speech; and the right to assemble, and that if the law feign deaf to the voice of labor our International stands ready for a general strike of protest; and be it further

Resolved, that the delegates to the A. F. of L. convention be instructed to present this resolution at the coming convention of that organization.

Referred to Committee on Resolutions.

RESOLUTION NO. 37.

Introduced by Delegates of Local No. 48.

Whereas, after the establishment of the week work system in the cloak industry the Joint Board has passed a recommendation, that all members of its affiliated locals should find employment through union offices only, thus abolishing the practice of seeking employment by direct appeal to the manufacturers, a practice which caused negotiations between employer and would-be employee for a lower wage; and

Whereas, under the present system with each local maintaining a separate labor bureau, there is no centralization of restriction, thus creating confusion and misunderstanding, with the result that the manufacturers use one local exclusively causing jealousy among the other locals; therefore be it

Resolved, that this convention decide that the New York Joint Board shall have the only authority of establishing a Central Labor Bureau for its affiliated locals and maintain it on an equal basis for all locals.

Referred to Committee on Law.

RESOLUTION NO. 38.

Introduced by Delegates of Locals No. 45, 48, 80 and 89.

Whereas, men of character, integrity and great civic worth, at the founding of this nation, pledged themselves to, and signed the following:

"We hold these truths to be self-evident; that all men are created equal; that they are endowed by their Creator with certain inalienable rights; that among these are life, liberty and the pursuit of happiness."

"That to secure these rights governments are instituted among men, deriving their just powers from the consent of the governed; that whenever any form of government becomes destructive of these ends, it is the right of the people to alter or to abolish it, and to institute new government, laying its foundation on such principles, and organizing its powers in such form, as to them shall seem most likely to affect their safety."

Therefore be it Resolved, that this convention reaffirm its admiration for the men who launched this immortal document to the world, and who stood unflinchingly by it that a nation might be born, and that individually and collectively we reassert our allegiance to this declaration and its principles, and that politicians, ambitious and mediocre, be given to understand that the Declaration of Independence still lives.

Referred to Committee on Resolutions.

RESOLUTION NO. 39.

Introduced by Delegates of Locals No. 45, 48 80 and 89.

Whereas, the signing of the Peace Treaty finds in American civil and military prisons, or under bail pending trial or appeal, large numbers of men and women whose offense or alleged offense is of a political nature; and

Whereas, the sole justification for such prosecution and imprisonment, that of wartime necessity, no longer exists; and

Whereas, in all democratic countries of Europe which have been associated with us in the prosecution of the war, full amnesty has been granted to all political, industrial and religious war opponents; be it

Resolved, that it is the sense of the delegates to the 15th convention of the International Ladies' Garment Workers' Union, assembled in Chicago, Ill., and representing 150,000 workers, that the further prosecution and imprisonment in the United States of a body of political offenders is contrary to the democratic idealism and the traditions of freedom to which our country is committed; and

Be it Further Resolved, that we accordingly urge upon the President of the United States, upon the Attorney General of the United States, the Secretary of War, and the American Federation of Labor, with all earnestness at our command, the necessity of granting an immediate amnesty to all prisoners whose religious, political, or economic beliefs formed the basis of their prosecution, trial and imprisonment; and

Be it Further Resolved, that a copy of this resolution be mailed to President Wilson, Attorney General Palmer, Secretary of War Baker, and Samuel Gompers, President of the American Federation of Labor; and

Be it Further Resolved, that we call upon the delegates to the coming 40th annual convention of the American Federation of Labor to accordingly urge the United States Senators and Congressmen from their own states to do all in their power to support Senator Frances' Joint Resolution (S. J. 171) for amnesty, and S. 1733 to repeal the Espionage Law.

Referred to Committee on Resolutions.

RESOLUTION NO. 40.

Introduced by Delegates of Locals No. 45, 48, 80 and 89.

Whereas, after the World War, owing to the demobilization of the huge armies, the shutting-down of war industries, and high taxation, hundreds of thousands have been thrown out of work, thereby congesting the labor market and augmenting competition between worker and worker the world over; and

Whereas, it is to be expected that great numbers will immigrate to this country from

war-stricken Europe, and that a high percentage of them will be women. This will complicate the situation which we shall have to meet at a time when we are reorganizing our national life from a war to a peace basis; and

Whereas, it is now necessary to prepare to meet the situation with clear understanding and foresight in order that our organization may be able to withstand the first great shock from so sudden a transition, and always maintain the standards and conditions which it has secured through long years of struggle and sacrifice; and

Whereas, next June, in the City of Genoa, Italy, an international congress of labor unions will be held at which questions relative to immigration will be discussed, and to which our International, through the Italian Chamber of Labor of New York, and by a direct communication from the General Executive Board of the Federazione Generale del Lavoro of Italy, has been invited for participation; therefore be it

Resolved, that this convention send a representative to that Congress to make all necessary arrangements and join all alliances that guarantee the interests of the workers of the world.

Referred to Commitee on Relations with National and International Garment Workers' Unions.

RESOLUTION NO. 41.

Introduced by Delegates of Locals No. 45, 48, 80 and 89.

Whereas, Comrade Arturo Giovannitti, honorary member of Local 48, and general secretary of the Italian Chamber of Labor of New York City, has loyally supported the cause of the International Ladies' Garment Workers' Union for many years, and during the Cloak, Waist, Dress and Ladies' Tailors' strikes he voluntarily served the general strike committees; and

Whereas, with his fascinating words and indomitable spirit he has contributed to the maintenance of the sound striking spirit of our Italian workers; therefore be it

Resolved, that the delegates to this 15th convention extend to Comrade Giovannitti an invitation to come to Chicago and participate in its proceedings.

Referred to Committee on Officers' Report.

RESOLUTION NO. 42.

Introduced by Delegates of Locals No. 45, 48, 80 and 89.

Resolved, that the General Executive Board immediately after the adjournment of this convention, will call upon the New York locals to organize a District Council of all the locals of our International of Greater New York and vicinity.

Referred to Committee on Officers' Report.

RESOLUTION NO. 43.

Introduced by Delegates of Locals No. 45, 48, 80 and 89.

Whereas, the Italian workers in the industries of America number nearly 4,000,000, with more than 500,000 of this number in New York City; and

Whereas, this great mass of workers are in a great number outside of the ranks of organized labor because the message of organization has not been brought to them; and

Whereas, to enlighten the Italian workers as to the aims of the organized workers in all industries it is necessary to establish an Italian labor press to clear their minds of the poison that is fed them daily by the capitalist press; and

Whereas, it has been necessary to spend hundreds of thousands of dollars in organization campaigns, yet in many cases it has been impossible to succeed in making the Italian element respond to the call of organized labor; and

Whereas, there can be little progress of the organized masses as long as millions of Italians remain poisoned with the falsehoods of a press that is controlled by the master class; therefore be it

Resolved, that the International Ladies' Garment Workers' Union, in convention assembled in Chicago, Ill., endorse the publication of the proposed daily labor newspaper, "Avanti," in New York City, and instructs the General Executive Board to buy $5,000 worth of shares and also to arrange for financial support for this Italian labor paper by all local unions, Joint Boards and Italian members of the International Ladies' Garment Workers' Union.

Referred to Committee on Resolutions.

RESOLUTION NO. 44.

Introduced by Delegates of Locals No. 45, 48, 80 and 89.

Whereas, the New York State Assembly, by its unwarranted and unconstitutional expulsion of five duly-elected representatives, has struck the most vicious blow at representative government yet suffered in the United States of America; and

Whereas, representative government, based on the right of the people in their several districts to select citizens to serve them as representatives, has been brutally assaulted by the New York State Assembly; and

Whereas, representative government places no restrictions on political or religious beliefs, nor on party adherence; and

Whereas, as citizens, differing widely in political beliefs, but adhering as a unit in our purpose to re-establish and maintain representative government, we pledge our every effort and united support to this end;

Therefore be it Resolved, that this 15th convention of the International Ladies' Garment Workers' Union, assembled in Chicago, Ill., instructs the incoming General Executive Board to call upon its locals of the State of New York, and through them, upon their members, to pledge the defeat of every member of the Assembly in any way responsible for the un-American, unconstitutional, and unjustified expulsion of the five duly-elected Assemblymen, not because they are Socialists, but because they are the duly-elected representatives of their constituencies.

Referred to Committee on Resolutions.

RESOLUTION NO. 45.

Introduced by Delegates of Locals No. 45, 48, 80 and 89.

Whereas, the right of the workers to strike for the betterment of their living conditions has been abrogated by governmental injunctions, injunctions which have disregarded the rights of the workers in the last coal and railroad strikes; and

Whereas, there are now being enacted in Congress and in the various states anti-strike laws; and

Whereas, all such acts are utterly destructive of human liberty and true democracy; therefore be it

Resolved, that we, the delegates to the 15th convention of the International Ladies' Garment Workers' Union, assembled in Chicago, Ill., and representing 150,000 workers of the United States, solemnly protest

against government by injunction and injunction by the government, and all laws that aim to prevent the fundamental American right of protesting against unfair working conditions; and be it further

Resolved, that our delegates to the A. F. of L. present this resolution and see that that convention directs the Executive Council of the A. F. of L. to do all in its power to carry out the substance and intent of that resolution.

Referred to Committee on Resolutions.

RESOLUTION NO. 46.

Introduced by Joseph Snyder, Delegate of Local No. 4.

Whereas, the Cloakmakers' Union, Local No. 4, of Baltimore, and the oldest union in the International Ladies' Garment Workers' Union, has encountered numerous difficulties in the work in which it is engaged, particularly in the fact that there has recently become apparent a marked decrease in the membership, due to the manufacture of skirts in unorganized white goods shops at prices about half of what they would be if these shops were organized, and due also to the fact that a great number of our members employed in shops that are making work the same kind as Local 17 of New York, and due to the fact that a number of the shops are moving out of the city into small villages in the State of Maryland where the work is done by negro women and country girls at wages far below the union standard, and

Whereas, Local No. 110, Cutters' Union, is still in the early stages of its organization, having been compelled to spend months agitating and explaining the benefits of organization and the value thereof to the workers and would even now be helpless without aid in perfecting its organization although it is doing excellent organization work, considering the fact that it is still a young local, and

Whereas, the decision of the last General Executive Board was that a staff of organizers be sent to the city of Baltimore organizing shops that are making middy blouses, skirts and the country shops; be it therefore

Resolved, that the new incoming General Executive Board be and is hereby authorized and directed to continue the organizing work of this city and further that the staff of organizers be sent to this city and kept on the job continuously until the entire trade is thoroughly organized.

Respectfully submitted by,
Joseph Snyder.

Referred to Committee on Organization.

RESOLUTION NO. 47.

Introduced by Delegates of Locals No. 45, 48, 80 and 89.

Whereas, the I. L. G. W. U. is an organization embracing more than 150,000 members, organized for the purpose of improving conditions of its members and the labor movement in general; and

Whereas, the International has carried in different time and place strikes, while workers of the same industry in different cities or centers continued working under a separate or different independent or collective agreement, giving the manufacturers the chance of getting part of their work done secretly by union workers; and

Whereas, past experiences show us that only by united demands and united tactics, conditions can be obtained without a strike and that, in case of facing a struggle in order to win, it is necessary to make common cause with all the workers of the same industry all over the country to act in concert, therefore be it

Resolved, that the delegates to this convention assembling in May, 1920, in Chicago, Ill., go on record as being in favor of adopting the policy, and to direct the General Executive Board, that in the future, in signing new or renewing collective or independent agreements with manufacturers of the same industry, they shall expire on the same day of the same year.

Referred to Committee on Resolutions.

RESOLUTION NO. 48.

Introduced by Delegates of Local No. 89.

Whereas, there prevails in the waist and dress industry a chaos that leads to confusion and lack of leadership; and

Whereas, to obtain better conditions for the workers of this industry it is necessary to concentrate all the strength and energy in order that the workers can present one solid front to the employers; therefore be it

Resolved, that this General Executive Board, immediately after the adjournment of this convention, shall call upon the interested locals of the waist and dress industry to organize a Joint Board on the same basis as it exists in the New York cloak and suit industry.

Referred to Committee on Officers' Report.

RESOLUTION NO. 49.

Introduced by Delegates Morris Sigman, Israel Feinberg, Louis Langer, M. J. Ashpis, and Philip Kaplowitz.

Changes and amendments in the Constitution:

ARTICLE 2

Section 3

Changes to read as follows:

Representation at the convention shall be upon the following basis: Local unions with a membership of not more than 250 shall be entitled to one delegate; local unions with a membership of more than 250, but not more than 500, shall be entitled to two delegates; local unions with a membership of more than 500, but not more than 1,000 shall be entitled to three delegates; local unions with a membership of more than one thousand (1,000), but not more than 5,000 shall be entitled to three delegates for the first one thousand (1,000), and one delegate for each additional thousand members or portion thereof; local unions with a membership of more than five thousand (5,000), shall be entitled to seven delegates for the first 5,000, and one delegate for each additional two thousand members or portion thereof. (The rest of the sentence of Par. 7 to be stricken out, and the next sentence should begin with the sentence, "The number of members above mentioned," etc.).

Add the following section to Article 4.

If a member of the G. E. B. leaves the trade for another occupation or accepts an office in another International or local union not affiliated with our International, his office shall automatically become vacant, and the G. E. B. at its next quarterly meeting shall fill the vacancy.

ARTICLE 7

Section 1, Page 31

Form No. 1

To be amended to read as follows:

After the end of paragraph, "shall be considered one trade," should be added, "and all branches engaged in the manufacture of waists, white goods, wrapper and kimonos and underwear, etc., shall be considered one trade."

ARTICLE 6

Section 14, Page 30

To strike out Section 14 of Article 6, as this section is already covered by Section 5 of Article 1.

ARTICLE 6

Section 12, Pages 29 and 30

To be amended to read as follows:
A failure to produce the books upon demand within two weeks' time, shall render the L. U. liable to suspension from the I. L. G. W. U.

ARTICLE 1

Section 5, Page 3

To be amended to read as follows:
Two or more local unions in any one city or locality shall organize either a Joint Board or a District Council, or both, in accordance with the provisions of this Constitution.

ARTICLE 7

Section 6, Page 32

To be amended to read as follows:
The primary object of the J. B. shall be to attend to complaints of members against their employers, to supervise and control union shops, to maintain a labor bureau for the members of its affiliated locals, to call, conduct and settle strikes and lockouts in which members of any of the local unions composing said Joint Board shall be involved. (The rest to remain the same.)

ARTICLE 7

Section 5, Page 31

To be amended to read as follows:
The Joint Board shall have the power to adopt such by-laws for the regulation of its affairs not inconsistent with this constitution and shall have power to elect or appoint as many officers, managers, business agents and committees as it may deem necessary, and to fix their powers and terms of office, which shall not however exceed one year.

ARTICLE 7

Section 1, Page 31

Form No. 2

To be amended to read as follows:
"All branches engaged in the manufacture of cloaks, suits, skirts, reefers and dresses shall be considered one trade."

ARTICLE 7

Section 3, Page 31

To be amended to read as follows:
The Joint Board shall have the power by the affirmative vote of delegates representing a majority of affiliated locals to fix the the amount of per capita tax or dues and assessments that each member shall pay to his local union, and the share of per capita and assessments each affiliated local shall pay to the Joint Board for its maintenance and transaction of its business. The Joint Board shall also have the right to levy a special tax upon all members of its affiliated locals and issue a special stamp which shall be the only legal receipt to be used by all affiliated locals. Any local union wilfully violating these rules or failing to pay its share of per capita tax to the Joint Board within thirty (30) days after a demand for payment has been made by the finance secretary of the Joint Board, may be suspended from the Joint Board. If a local union is unable to make prompt payment, the Joint Board may upon application and for good cause shown, grant an extension of time.

Amendments to Constitution Continued.

ARTICLE 7

Section 6, Page 32

The following phrase to be added to the last sentence of this section—"with the right to censure, fine, suspend or expel any local union for the neglect or refusal to act or conduct its business in accordance with the provisions of this constitution. Such actions of the Joint Board shall be binding unless reversed by the General Executive Board."

ARTICLE 7

Section 9, Page 33

To be changed to read as follows:
Local unions of any city or locality, where the General Executive Board will find it impossible or impracticable to organize a Joint Board, or cities where there is an insufficient number of locals to form a Joint Board of their trade, the General Executive Board may order such local unions to organize and affiliate with a District Council which shall consist of an equal number of delegates from each local union.

ARTICLE 7

Section 10, Page 33

To be amended to read as follows:
It shall be the duty of the District Council to organize all of the various branches of the ladies' garment industry in its city or locality, (except branches of a certain trade of which a Joint Board is in existence), it shall preserve harmony among the local unions affiliated with it and decide all controversies between local unions affiliated with it, or between a local union and a member, with the right to censure, fine, suspend or expel any local union for the neglect or refusal to act or conduct its business in accordance with the provisions of this constitution. All decisions of the District Council shall be binding unless reversed by the General Executive Board.

ARTICLE 9

Section 4, Page 44

The last sentence of said section should read as follows:

A recommendation of suspension or expulsion shall be presented to the next general meeting of the local union for approval; decisions of a Grievance Committee or Executive Board of a local union which may involve such actions as calling of strikes and so on, shall first be presented to the Joint Board or District Council for approval.

ARTICLE 8

Section 8, Page 36 (New)

Insert new section to read as follows:
"Members must pay all dues, general assessments and local assessments decided upon by the local union, Joint Board, General Executive Board and conventions of the I. L. G. W. U. Any member three months in arrears shall stand suspended from all rights and privileges of membership. If six months have elapsed and he fails to meet his obligation, his name shall be dropped from the

roll. In the event of illness or extraordinary cases, the Executive Committee of a local union shall have the power to make good the dues and local assessments only. (The present Section 8 should be called Section 9 and the other sections numbered accordingly.)

ARTICLE 7

Section 12, Page 34

To be amended to read as follows:
Special meetings of the Joint Board or the District Council shall be called whenever requested by the president, secretary and manager of said body or by the Executive Board of any affiliated local union.

ARTICLE 6

Section 7

Add new section to read as follows:
No member of the I. L. G. W. U. who has been a sub-manufacturer or sub-contractor shall be eligible to hold a paid or unpaid office in any office of local unions or of Joint Board or of District Council for at least two years after they have given up their business and have become members of our union. (The present Section 7 should be numbered Section 8, Section 8 should be numbered Section 9 and so on.)

ARTICLE 6

Section 6, Page 26

Each local union must elect a president, vice-president, financial secretary and recording secretary, and may elect such other officers as it may deem necessary. The officers shall be elected by ballot, and elections not to continue for more than one day. Local unions must notify their members (by letters or by press advertisements) at least three days prior to the election. The Election Committee shall count the votes cast for the candidates immediately after the election closes, and the candidate receiving the highest number of votes to be declared elected to each respective office. The local union must likewise elect an Executive Committee and may elect such other committee as it may deem necessary.

ARTICLE 3

Section 8, Page 15

To be amended to read as follows:
The election shall be by ballot, and it shall require a majority of all votes cast to constitute an election. If none of the candidates receives a majority of all votes cast, a second ballot is to be taken between the two candidates receiving the highest number of votes, and the one receiving a clear majority of all votes cast, should be elected. Whenever there is but one candidate nominated the election may be made by acclamation.

ARTICLE 5

Section 3, Page 24

Strike out the following words:
"said salaries not to exceed $40.00 per week and traveling allowances."

ARTICLE 4

Section 3, Page 21

To be amended to read as follows:
At all quarterly meetings of the General Executive Board eight (8) members shall constitute a quorum (instead of seven constituting a quorum). (The rest of this section to remain unchanged.)

ARTICLE 4

Section 3, Page 21

After the sentence ending, "unless appealed and reversed, it shall become final," the following should be inserted: "The General Executive Board may issue referendums to the members of the I. L. G. W. U. on any question whenever they find it necessary."

ARTICLE 4

Section 2, Page 21

The General Executive Board have general supervision over all of the affairs of the I. L. G. W. U., and shall have power to authorize strikes and boycotts, in accordance with this constitution. It shall organize Joint Boards or District Councils in every city or locality as they may deem it best, and they shall audit the finance books of all local unions, Joint Boards and District Councils. It shall decide all questions involving the interpretation of this constitution and all points of law arising under the jurisdiction of the I. L. G. W. U., etc., (the same as in present constitution).

ARTICLE 2

Section 10, Page 14

Strike out from the order of business, "Reports of Local Unions."

ARTICLE 2

Section 5, Page 10, last line

Strike out the words, "those members who may have been working under cards issued under agreement with any other local of the I. L. G. W. U." The sentence beginning with the words "Paid officers" should be read as follows: "Paid officers of the I. L. G. W. U. or its affiliated bodies shall be exempt from the requirements that they must be actually engaged in the industry for the last six months within the year preceding the convention. No member shall be eligible as delegate to the convention, who was at any time within six months prior to the date of the convention a salaried or unsalaried officer of any other International Union, or of any local union not affiliated with our International Union or its locals, Joint Boards or District Councils .

ARTICLE 2

Section 3, Page 8, line 7

To be amended to read as follows:
"The number of members above mentioned shall be computed upon the basis of the Record Department of the I. L. G. W. U. of the average number of members in good standing in the local union during the last six months preceding the month in which the call to the convention is issued. (The words, "upon whom the local union has paid the per capita tax," to be stricken out, and the rest to remain unchanged).

The session adjourned at 1:00 p. m., to reconvene the following day, Thursday, May 6, 1920, at 9:30 a. m.

FOURTH DAY—THURSDAY MORNING SESSION.

May 6, 1920.

The fifth session was called to order by President Benj. Schlesinger at 9:30 a. m.

Secretary Baroff then read the following telegrams:

New York, N. Y., May 4, 1920.

Ben. Schlesinger, Convention Int'l. Garment Workers, Chicago, Ill.:

Brothers, we the workers of the firm of Abe Millman, send you congratulations upon our Fifteenth Biennial Convention and our twentieth anniversary celebration convention. We thank you and the delegates assembled here for the accomplishments achieved for us and for the rest of the workers in our industry. We pray and hope you will continue in your good work on this occasion. We wish to ask the convention to take into consideration of the conditions prevailing out of New York in our particular trade; the middy blouse industry of Baltimore producing ninety per cent of the total national production of middy blouses is not as yet unionized. This is a situation detrimental to the welfare of our workers and we beg that the convention consider ways and means of protecting our interests with the purpose of organizing out of town non-union shops in this industry, particularly in Baltimore. Again we congratulate you in the hope that you will go on with your work fighting for a better living and uplifting the working class.

Workers of the Firm of Abe Millman.

Cleveland, Ohio, May 5, 1920.

International Garment Workers, Chicago, Ill.:

Greetings—Accept our heartiest congratulations and good wishes. May your deliberations bring many improvements to the industry, including a guarantee of the yearly minimum wage. We hope that all locals will continue to bring more light, more happiness and better standards of living to the workers of the industry.

Employes of the E. Sperling Co.
J. Gordon, Chairman.

Cleveland, O., May 5, 1920.

International Garment Workers, Chicago, Ill.;

Long live our International; it has lightened the burden of many. May it continue with its victory.

Employes of the H. Black Co.,
Esther Piriutsky, Chairlady.

New York, N. Y., May 5, 1920.

15th Biennial Convention, International Ladies' Garment Workers, Chicago, Ill.:

Greetings—We congratulate the International Ladies' Garment Workers' Union on the eve of its twentieth anniversary. We hope that it will be able to continue the good work for many more years to come. We hope that this convention will take such steps as will increase its usefulness. We hope further that in the near future the International will own and operate all the factories in which its members are employed in the co-operative commonwealth. We wish you success.

Executive Board Local 41, I. L. G. W. U.
Jacob Diamond, Secretary.

Los Angeles, Calif., May 2, 1920.

Officers, Members and Delegates of the Ladies' Garment Workers' Convention, Chicago, Ill.:

Friends—The Jewish Consumptive Relief Association extends to you across the continent its brotherly and friendly greetings for a pleasant and successful convention, wishing you the best you can wish for yourself, and with justifiable pride and satisfaction wishes to inform you that at a mass meeting held Sunday, May 2, a vote of confidence was given to the entire membership of the Board and that a collection from the floor was then and there taken up which netted over eleven hundred dollars for our sanatorium. There are today housed at this sanatorium seventy-one of our brothers and sisters and at the completion of the new buildings the capacity will increase to one hundred beds. Our waiting list is still up to one hundred. We will need one hundred and fifty thousand dollars to maintain the sanatorium this year. We appeal to you and through you to the entire membership the country over to the Ladies' Garment Workers to come to our rescue and do all possible to help us carry on our noble work. With best greetings from the seventy-one brothers and sisters, patients in the sanatorium, and from the entire membership of the Jewish Consumptive Relief Association of California,

Sincerely yours,
Jewish Consumptive Relief Association of California.

Boston, Mass., May 5, 1920.

B. Schlesinger, President I. L. G. W. U., Chicago, Ill.:

General Executive Board of the Amalgamated Clothing Workers of America send fraternal greetings to the convention of its sister organization. Your magnificent record is a credit to the American labor movement. May the deliberations of the present convention add to the strength and lustre of your organization. Our entire membership joins us in extending greetings and best wishes to you. March on to success and victory.

Jos. Schlossberg.

New York, N. Y., May 5, 1920.

15th Biennial Convention, Chicago, Ill.:

Heartiest congratulations, wishing you success in future as in past.

Workers of M. J. Kashowitz.

New York, N. Y., May 5, 1920.

15th Convention of I. L. G. W. U., Chicago, Ill.:

We, the employes of Herman Sirowitz' shop, Reefer Makers' Union Local 17, take the privilege of greeting you most cordially and extending to you best wishes for complete success.

I. Weintraub, Shop Chairman.

New York, N. Y., May 5, 1920.

I. L. G. W. U. Convention Hall, Chicago, Ill.:

Greetings to the 15th Biennial Convention of our International. Accept our congratulations on the results of your past activities and best wishes for success in the future. The Ladies' Garment Clerks' Union, Local 130, requests your co-operation in its work of organizing the clerks in the ladies' garment industry.

J. D. Diamond,
President Morris Zelkind, Act. Sec'y.

Baltimore, Md., May 6, 1920.

Benjamin Schlesinger, President, Chicago, Ill.:

Heartiest congratulations to the Fifteenth Biennial Convention and twentieth anniversary of the I. L. G. W. U. May your deliberations be crowned with success; we also congratulate the Chicago locals upon their honor to have this splendid gathering in Chicago; hoping that we of Baltimore will be granted our request at this convention.

Executive Board Cloak Makers' Union.
Local No. 4, Abraham Rotkowitz,
Business Manager.

New York, N. Y., May 5, 1920.
International Ladies' Garment Workers, Chicago, Ill.:
Greetings to the delegates at the Fifteenth Biennial Convention, and may your deliberations be crowned with success.
Workers of the Shop of Lorenz, Friedman and Shulhof, New York,
Chas. Landsberg, Chairman.

Chicago, Ill., May 5, 1920.
Int'l. Garment Workers, Chicago, Ill.:
Heartiest congratulations on the fifteenth anniversary. Many successful years follow.
David Axelrod, Local 18.

New York, N. Y., May 5, 1920.
Convention International Ladies' Garment Workers, Chicago, Ill.:
I take pleasure in extending to you my humble congratulations upon the success your organization has achieved and my best wishes for the future success of the noble work of humanity and justice in which your organization is engaged: Federation of Ukrainian Jews in America take the liberty to appeal to the generosity of your convention to do what you can to help us in the work that we are doing to alleviate the sufferings inflicted upon the defenseless Jews in Ukrainia, which are too terrible and too gruesome to describe; we hope that the heartrending appeals of the struggling women and children, the sick and the dying may strike a sympathetic chord in the hearts of the representatives of your honorable board.
Joseph Barondess.

Boston, Mass., May 5, 1920.
International Ladies' Garment Workers, Convention, Chicago, Ill.:
Fraternal greetings to your Fifteenth Biennial Convention. May your deliberations be crowned with success as worthy as your past accomplishments for the betterment of our brethren in the ladies' garment trade in particular and the working class in general.
Independent Workmen's Circle.

Philadelphia, Pa., May 5, 1920.
Convention International Ladies' Garment Workers' Union, Chicago, Ill.:
Greeting, Fifteenth Biennial Convention. May you progress as far on road to democracy and industrial justice as you have toward complete organization of trade. May you instruct delegates to carry that spirit into convention American Federation of Labor. May you also succeed ridding International of those in its midst who are using organization to insure their personal fortunes.
Anna Litvacoff, Local 15, Philadelphia.

Boston, Mass., May 4, 1920.
Int'l. Ladies' Garment Workers, Chicago, Ill.:
Heartiest congratulations to the Fifteenth Biennial Convention. Wishing you glorious success in all your future undertakings.
Hyman Hurwitz.

Chicago, Ill., May 5, 1920.
International Ladies' Garment Workers:
Wishing you many more progressive anniversaries.
Jos. Elerstin, Local 81.

New York, N. Y., May 5, 1920.
Convention Int'l. Ladies' Garment Workers' Union, Chicago, Ill.:
Accept our congratulations to the Fifteenth Convention. Progress of your work in the past has proven to us what we may expect in the future.
Executive Board Examiners Begraders and Bushlers' Union Local 82, I. L. G. W. U.

New York, N. Y., May 5, 1920.
Int'l. Ladies' Garment Workers' Union Convention, Chicago, Ill.:
Accept our heartfelt greetings to your Fifteenth Convention. We wish you unbiased success in all your undertakings.
Chairman, I. Graff and Examiners of Reisman, Rothman and Belber.

New York, N. Y., May 5, 1920.
15th Biennial Convention, Chicago, Ill.:
Best wishes and congratulations to the delegates of the Fifteenth Biennial Convention. May your earnest efforts be executed in as successful a manner as our cause deserves. Long live our International Ladies' Garment Workers.
Employees of Weinstein Brothers,
Members of Local 17, Committee J. Partnowitz and H. Steiner.

Toledo, O., May 4, 1920.
L. Friend, Delegate to the Convention of I. L. G. W. U.:
Congratulations, wishing you all great success.
The Joint Board of Toledo.

New York, N. Y., May 5, 1920.
International Ladies' Garment Workers' Union, Chicago, Ill.:
Greetings—Congratulations to the 15th Biennial Convention of the International. May the spirit of justice and brotherhood assist you in crowning your noble work with success.
One of the Old Guard.
Morris Wolberg, Ex-Chairman Local 1.

New York, N. Y., May 5, 1920.
Convention of International Ladies' Garment Workers' Union, Chicago, Ill.:
With great pleasure do I extend greetings to your Fifteenth Biennial Convention and wish you success in all your deliberations.
Sam Levine, Member of Local 82.

Chicago, Ill., May 5, 1920.
Int'l. L. G. W. U., Chicago, Ill.:
To the delegates of the 15th Biennial Convention, wishing you success in all your deliberations for the future and trusting to see the one big needle industry become a reality.
Yours for progress,
Raincoat Makers' Union,
Local 54, I. L. G. W. U.

New York, N. Y., May 5, 1920.
Convention of Int'l. Ladies' Garment Workers' Union, Chicago, Ill.:
We send greetings to all the delegates. May this Fifteenth Convention pave the way for achievements in the future as those in the past.
Examiners of T. Klipstein.

Chicago, Ill., May 5, 1920.
International Ladies' Garment Workers' Convention:
Comrades—We greet you to your 15th convention and 20th anniversary. We wish you success in your struggle for a better and freer world.
Jewish Socialist Singing Society and Orchestra.

Chicago, Ill., May 5, 1920.
Convention of International Ladies' Garment Workers' Union, Chicago, Ill.:
Please accept my heartiest congratulations to your Fifteenth Biennial Convention and twentieth anniversary. May your work always be crowned with success. Do not forget the raincoat industry.
Louis Greenspun, Chicago.

Cincinnati, O., May 5, 1920.
Abraham Baroff, Carmen's Hall, Chicago, Ill.:
Accept our greetings to the Fifteenth Biennial Convention and hearty congratulations to all of you who represent our greater cause. May your deliberations be crowned with success. Unity should be our motto; organization of all unorganized your purpose; the emancipation of the working class your goal. Long live our International Ladies' Garment Workers' Union.
Joint Board of Cincinnati.

New York, May 3, 1920.
To the I. L. G. W. U. of America, Fifteenth Convention, Carmen's Hall, Chicago, Ill.:
Dear Trade Brothers & Comrades:
Please let me assure you of my heartiest and sincerest support of your great aims of establishing one big needle trade organization.
I wish you good success in your deliberations in that grand and true ideal.
Neumer, member of Tailors' Union, Local 390.

Brooklyn, N. Y., May 5, 1920.
International Ladies' Garment Workers' Union Convention, Chicago, Ill.:
Accept greetings and best wishes from the Brooklyn Branch of Local 25 for success in all the undertakings of this Fifteenth Biennial Convention with the hopes that the one Big Union resolution for the needle trades be adopted unanimously.
Brooklyn Branch Ladies' Waist and Dressmakers' Union.

New York, N. Y., May 5, 1920.
International Ladies' Garment Workers' Union, Chicago, Ill.:
Greetings—Our heartiest congratulations to the officers and delegates of the 15th Biennial Convention. We hope that harmony will prevail among us to the end and this convention will mark the way for a better world. May it be the guiding light of our labor movement.
New York Sample Makers' Local No. 3.
D. Rubin, Sec'y.

New York, N. Y., May 5, 1920.
International Ladies' Garment Workers' Union, Chicago, Ill.:
Accept the hearty congratulations and best wishes to the 15th Biennial Convention and may all your aspirations on behalf of the working class meet with success.
D. Rubin,
Sec'y. Local No. 3, I. L. G. W. U.

New York, N. Y., May 5, 1920.
Pres. Benjamin Schlesinger, I. L. G. W. U., Chicago, Ill.:
Governor Smith set Friday, May 14, 1 o'clock, for hearing on licensing schools and requiring loyalty test for teachers and establishing spy system at Attorney General's office and Fearon bills outlawing Socialist party. Emergency educational conference planning great public protest against measures, secured co-operation labor bodies, Bar Association, settlements, Women's Christian Association, many civic educational bodies; conference desires convention International record protest against measures and send to Governor Alfred Smith, Albany, N. Y.
Also instruct locals New York state to send delegates to Governor's hearing. Greetings to delegates, best wishes for success in deliberations.
Alexander Trachtenberg.

New York, N. Y., May 5, 1920.
Abraham Baroff, Sec'y. Treas. I. L. G. W. U., Chicago, Ill.:
Please send convention telegram to Governor Smith on educational and Fearon bills. Public hearings May 14. Best wishes for success of your deliberations.
Louis J. Friedland.

Pres. Schlesinger: I want to take up a few minutes in connection with the last two telegrams just read to you, the first from Alexander Trachtenberg and the second from Louis J. Friedland of the Educational Department of the I. L. G. W. U. There will be a hearing in Albany, N. Y., on the so-called Lusk Bills, the purpose of which is to interfere with educational activities conducted by organizations. In the first telegram we are requested to send a delegation tomorrow to appear at the hearing before the Governor. In the second telegram we are asked to send a telegram in addition to sending a committee to Governor Smith to explain our attitude in the matter. You realize, I am sure, the impracticability of sending a committee from Chicago, not only because it is late, but because it would deprive several members of the privilege of sitting here with us. Furthermore, it was necessary, of course, to send persons who are residents of the State of New York. In view of all this, I have wired to New York appointing a committee of the following five persons to appear tomorrow in behalf of the International at the hearing taking place before Governor Smith in Albany: Brother Elias Lieberman, and Sisters Clara Friedman, Rebecca Silver, Jennie Matyas and Anna Epstein of Local 25.

As for the telegram, this will be duly sent tomorrow morning so that it will be received in Albany at the proper time. (Hearty applause.)

The Committee on Rules and Regulations will now render its report. Vice-President Fannia Cohn will kindly come up on the platform to make the report for the Committee on Rules and Regulations.

Vice-President Cohn thereupon submitted the following report, which was voted on seriatim:

Report of Committee on Rules and Regulations.

We, your committee on rules and regulations, recommend the adoption of the following rules by which the Convention shall be guided:

Rule No. 1. The Convention shall be called to order at 9:30 a. m. and remain in session until 12:30. Convene at 2:00 p. m. and remain in session until 5:00 p. m., except on Saturdays on which days the session shall be from 9:30 a. m. to 12 m. (Recommendation unanimously adopted.)

Rule No. 2. If a delegate, while speaking, be called to order, he shall, at the request of the chair, take a seat until the question of order is decided. (Recommendation unanimously adopted.)

Rule No. 3. Should two or more delegates rise to speak at the same time, the chair shall decide who is entitled to the

floor. (Recommendation unanimously adopted.)

Rule No. 4. No delegate shall interrupt another in his remarks, except if it be to call him to a point of order. (Recommendation unanimously adopted.)

Rule No. 5. A delegate shall not speak more than once on the same question without permission from the Convention. (Recommendation unanimously adopted.)

Rule No. 6. Speeches shall be limited to ten minutes, but the time of speaking may be extended by vote of the Convention. The committee recommends that this rule be strictly observed. (Recommendation unanimously adopted.)

Rule No. 7. A motion shall not be open for discussion until it has been seconded and stated from the chair. (Recommendation unanimously adopted.)

Rule No. 8. At the request of five members, the mover of a motion shall be required to reduce it to writing.

Brother Hyman objected to this rule on the ground that it would deprive those members who did not have the ability to express themselves in writing, from submitting a motion.

Rule No. 8, upon being put to a vote, was defeated.

Rule No. 9. When a question is pending before the Convention, no motion shall be in order, except to adjourn, to refer, for the previous question, to postpone indefinitely, to postpone for a certain time, or amend, which motions shall have precedence in the order made. (Recommendation unanimously adopted.)

Rule No. 10. Motions to lay on the table shall not be debatable except as limited by other rules of order. (Recommendation unanimously adopted.)

Rule No. 11. A motion to reconsider shall not be entertained unless made by two delegates who voted in the majority and shall receive a majority vote.

Delegate Prisampt amended that the number be changed to three delegates of three different locals.

Delegate Ashpitz amended the number to five. This was defeated.

Upon being put to a vote, Delegate Prisampt's amendment that the number be three was adopted.

Rule No. 12. That the report of committees shall be subject to amendments and substitutes on the floor of the convention, the same as the other motions and resolutions. (Recommendation unanimously adopted.)

Rule No. 13. It shall require at least 13 members to move the previous question.

Delegate Chazonoff amended this number to 10.

Chairman: In the past we have had 12, and now that our convention is so much larger, the number should be greater than twelve.

Delegate Ninfo: I amend the number to fifteen.

This latter amendment was adopted.

Rule No. 14. All resolutions shall bear the signature of the introducer and the title of the organization he or she represents and shall be in duplicate. (Recommendation adopted.)

Rule No. 15. No debate shall be declared closed until the maker of the motion or one of the signers of the resolution shall have the privilege of the floor. (Recommendation adopted.)

Rule No. 16. After previous question has been put and decided upon, the parties involved in the particular question shall be permitted to speak in their own behalf. (Recommendation adopted.)

Rule No. 17. No resolution shall be received after Saturday, May 8, 1920, 12 m., without the consent of two-thirds of the Convention. (Recommendation adopted.)

Rule No. 18. When a roll call ballot has been ordered, no adjournment shall take place until the result has been announced. (Recommendation adopted.)

Rule No. 19. When a delegate addresses the Convention in any other than the English language, the main points of his remarks shall be interpreted by the chairman or any other delegate appointed by the chair. (Recommendation adopted.)

Rule No. 20. Registration cards shall be furnished by the Convention of each session. Any delegate not registered within 15 minutes after the Convention is called to order shall be marked absent and the list of absences shall be printed in the daily proceedings. (Recommendation adopted.)

Rule No. 21. Roll call may be called upon any question at the request of not less than nine delegates from three different locals. (Recommendation adopted.)

Rule No. 22. Roberts' Rules of Order shall be the guide on all matters not herein provided. (Recommendation adopted.)

Rule No. 23. The main body of the hall shall be reserved for delegates only. (Recommendation adopted.)

Rule No. 24. The delegates shall retain the same seats all through the Convention, occupied by them during the first session of the Convention. (Recommendation adopted.)

Delegate Heller: I move an additional rule, that upon the request of nine delegates, questions of importance be voted upon by secret ballot.

Chairman: A secret ballot means the disrupting of the convention for several hours, and I don't believe we would be able to go on with our work. I have no objection to any rule you may make, but I simply want to call your attention to the fact that you may pass some rules that will make it impossible to go on with our work.

Delegate Ninfo opposed the rule on the same grounds as the Chairman.

Delegate Kaplowitz: Not only is it impracticable from the point of view mentioned by you, but it would also throw a reflection upon the independence of the delegation. We believe that everyone of us is big enough to vote on the open. (Great applause.)

Delegate Berlin objected to the rule on the same grounds as the previous speaker.

Delegate Heller summed up for the motion. His contention was that some of the delegates would be intimidated from voting in the open on certain important questions, lest their vote if known would kill certain legislation that they desired to introduce. He also pointed out the fact that the officers were elected through secret ballot, and concluded by stating that if the secret ballot was practicable in the A. F. of L. conventions, which are composed of about 800 delegates, it certainly should prove practicable with the International.

Upon being put to a vote, the proposed rule was defeated.

Delegate Miss Cohn: The following are the members of the committee who drew up the report:

Fannia M. Cohn, Chairman
Meyer Sharp, Secretary
Carl Grabbner
L. Hyatt
H. Brodsky
Clara Weiss
N. Shachter
Estelle Kutchera
M. Moskowitz
S. Finkel
M. Stern
G. Cabiatti
Max Brodsky
J. Greenberg
B. Friedman

I now move that the entire report as amended be adopted.

This was seconded and unanimously carried.

Miss Lillian Stuart was introduced and spoke in behalf of the Arcadian Way Association, a movement to build a great experimental farm along a great roadway from the Lakes to the Gulf of Mexico, through the center line of which there is to be built a national level transportation way for hundreds of miles. The object of this plan is to provide adequate and efficient transportation, storage and marketing facilities, to eliminate waste in the production and distribution of life's necessities, to provide industrial education and employment and comfortable homes and prosperity for all the people. The experimental farm is to be interspersed with parks, gardens and orchards and is to demonstrate everything of interest to the human race in science, industry and art. Horace Greeley Coubles, a civil engineer, is the originator of this plan and has devoted seven years of his life towards its development. He offers to go out and work for nothing, if he can only get enough money to pay his men.

Mr. Thomas O'Keefe, of the Bay City Metal Trades Council, was the next speaker and told of the 17,000 men on strike at San Francisco for the past six months. "These men had made a request for an increase of 20c, and finally after a month of deliberation the employers agreed on an increase of 8c an hour. When the day came for the establishment of the new rate, the employers stated they could not—which meant they would not—pay the increase. The men consequently went out on strike in the month of October and are still striking today. We are battling to maintain the cardinal principles of organized labor, the right to collective bargaining, the assurance of the eight hour day or shorter hours, the right to have a voice in naming the conditions under which we live. A new situation has developed in this strike in that the employers are attempting to establish a so-called "Americanization plan," with hand-picked shop committees representing the employes and which absolutely refuses to recognize organized labor.

We appeal to you then not only for funds to help the wives and children of those 17,000 workers, but to prevent the institution of this new development which will surely gain vogue if the employers win this battle."

Mrs. A. Bernstein, representing the Douglas Park Jewish Day Nursery, told of the work that the nursery was doing. Many mothers who had lost their husbands, or fathers who had lost their wives, have to go out and earn a living and are unable to take care of their children during the day. The Jewish Day Nursery takes care of these children and feeds them and gives them an opportunity to play under the finest conditions. They are at present conducting a drive to obtain funds to build larger quarters to enable them to take care of the hundreds of children that they are now forced to turn away. She appealed to the generosity of the members for assistance in this worthy work.

Brother M. Bakal, of the City Central Committee of the Jewish Branches of the Socialist Federation, extended the greetings of the Jewish Socialists of Chicago to

the members of the International in convention assembled.

Brother J. Youdelsohn, of the Federated Committee of Paoli Zion, was then introduced by Pres. Schlesinger, and told of the work of the Zionists in America. He began by stating how happy he was to know of the presence in Chicago of such a splendid workers' organization as the International. "The Jewish people are now living in the greatest epoch in their history. The aims and ideals for which they had been working during the course of centuries are now about to be realized. Palestine has now been taken away from the Turks and the Jews will be able to undertake the work of building a Jewish nation, a work which has been so long delayed. But it is important now that the work is about to begin to see that the right kind of a state is established and to see that not the reactionaries or the forces of darkness control, but that the new government be established by men who are enlightened and in sympathy with the most advanced movements in behalf of the workers. I appeal to you then that you watch the new movement with a new understanding and sympathy and to do your utmost toward the establishment of a Jewish Workers' State in Palestine."

John Speed, of the Defense Committee of the 167 arrested I. W. W., next addressed the delegates. He deplored the lack of unity amongst the workers, and declared, for example, that if the printers were class conscious they would refuse to set up in type the lying stories about labor in the capitalistic newspapers. He concluded by making an appeal for funds on behalf of the arrested men who are now in jail on account of their principles.

Chairman: The next speaker whom I am to introduce to you, is one who is very familiar to all our workers in the garment trades of this country. I believe that the time is not far away when we will greet him at our convention not as one representing an outside garment workers' organization, but that he will come to our convention as one that really is closely allied with us. I have reference to the organization of the United Cloth Hat and Capmakers of North America. (Applause.)

You know of the recommendations that the General Executive Board has made in this matter, and you know also that a committee has been appointed to look into this proposition and submit the proper recommendations to the convention.

I have known the president of the United Cloth Hat and Capmakers Union for many many years. I have known that organization for many years. There was not a strike in our industry in which the Capmakers' Union was not called upon and did not help us. Why, only in the year 1916, when we had that great lockout in our industry in the City of New York, when we had from sixty to seventy thousand men and women on the street, and we were a kind of pinched in our finances, I took the opportunity of going over to the United Cloth and Capmakers' Union and not requested them, but simply insisted that they must give us all the money they they had in their treasury. And what do you think they did? They gave it to us!

The Capmakers' Union is an organization which is as near to us actually as is our own organization, and I certainly take great pleasure, and I consider it a great honor that we have with us the President of the Capmakers' Union, Bro. Max Zaritzky, to present him to you. (Ovation.)

President Zaritzky: Brother President and fellow half-capmakers and half-cloakmakers. (Laughter.) It seems that Brother Schlesinger is a wonderful mind reader. He told you just the words I had in mind to tell you, and now that he has made his speech for me, it seems that I should have nothing else to say to you.

But I surely am not going to let you off so easily. Brother Schlesinger has told you the exact facts. I, for one, do not consider myself as an officer of the Capmakers' Union exclusively and only. I consider myself, as well as Brother Schlesinger and all the others, that are in this movement, only as part of this great movement—the greatest of all movements in the world—the great humanitarian movement, the labor movement, the movement that is going to reconstruct the world on a better human basis.

When I come to you, as I said, I do not represent the Capmakers only. I represent the spirit that animates all of us, whether we are cloakmakers, skirt makers, men's clothing makers, furriers, or all other makers that work in what is known as the needle or textile industry.

When I look at this gathering, as I call it—the Parliament of Labor—the parliament of your organization, and knowing as I do the 150,000 solidly organized ladies' garment workers, I recall to my mind the year 1910, when you were engaged in that memorable struggle. I may not have been with you on the picket line (many of our capmakers were on the picket line.) I may not have been part of your machinery to conduct that great struggle, but all of our capmakers and millinery workers were part and parcel of that great struggle; the existence and the future of the capmakers, as well as of the other kindred organizations, depended on the outcome of your struggle, and we felt and we knew then that you were going to show to the world that once that big giant has awakened, he will never go back to sleep. He will be constantly on the job

and always asserting his might and his power and his rights.

We were not for a moment doubtful about the outcome of your great struggle. And now, when I look at this parliament and I go over your wonderful achievements, I am proud of the fact that we are a part of you, that you are we and we are you.

And I will go a little further—I will go two years beyond that 1910—1908, I believe it was, when your then President Rosenberg came up one nice morning to our office, representing the International Ladies' Garment Workers' Union of that day, and asked us for a loan of $24 to pay the salaries of the organizing staff, consisting of himself and, I think, a girl in the office. I wonder if you had a stenographer then in the office. Of course, we could not do anything else but give him the $24, and I want to tell you, you still owe us this $24. You never paid us back! (Hearty laughter and applause.) And when I heard all these various speakers this morning coming to you for money, I made up my mind to present to you a bill for $24, plus interest. (Laughter.) Twelve years' interest at 6 per cent. I am not a mathematician, so I cannot figure it out so quickly. I will have to refer it to our bookkeeper. (Laughter.)

I read the report of your officers to your convention, and for the moment I forgot that it was a report of the Ladies' Garment Workers' International Union. Chapter after chapter, page after page, it was the report of the General Executive Board of the Capmakers' Union to their convention. Chapter after chapter, I found that every problem you were confronted with is the same problem that confronts us. I found there questions of contracting and subcontracting. I found there reports about out-of-town shops —shops in Middle Western cities, obstacles in the organization work of your Union; above all, the injunction curse, as you term it, etc., all the way down the line. Every question, every problem that you have in your report is our question and our problem.

President Schlesinger was right when he told you that he is looking forward to the day when we will come here not alone as fraternal representatives or representatives of a fraternal organization or kindred organization, but directly as a part of this organization. I would be the first one and will be the first one to offer the motion or second the motion to have all these organizations in the needle industry directly under one heading, and I don't care what name it may be! (Tremendous applause.)

Some of you may say that this is too far fetched. Perhaps that will become a real fact in the very distant future. But I don't know—I am ready for it right now—tomorrow—and I don't think that your officers or your members are going to have a big fight about it with us. As it is today we are making the first step towards the achievement of that goal. You are now going to discuss the question of forming a needle trades alliance. I don't believe you are going to have a very lengthy discussion on that question. If I were you, I should not hesitate a moment. I should adopt that report or resolution without any discussion. It is not a mere phrase that is presented to you—I mean in that recommendation for a needle trades union. It is a necessity. We are being driven to it, and I say, instead of being driven to it, we should be the initiators, and I say we are the initiators of this movement.

It is not mere sentiment on the part of the Capmakers or Ladies' Garment Workers, or the Amalgamated organization to form that alliance or that needle trades department. It is a part of our daily struggle. It is a part of our problems. In fact the employers' associations in these various departments of the needle industries are combined today. When you had your great fight in Chicago several years ago, you were not engaged in a struggle against the associated manufacturers in the waist industry or in the cloak industry. You were engaged in the struggle against them and against the organized, combined manufacturers in the men's clothing industry. And our cap manufacturers were with them in that fight. And when the cap manufacturers decide to give the Capmakers a fight, they are not alone. They are directly assisted by the cloak manufacturers and by the men's clothing manufacturers under the supervision of the Chambers of Commerce of this and various other cities.

So you see it is not an incident. It is the natural trend of the industries under this heading. I will cite you an example. Here in Chicago the clerk representing the association of men's clothing manufacturers, also represents the cap manufacturers in their dealings with the Capmakers Union. These two combinations of employers are combined, and they have one chief clerk representing them. You would not find shoe manufacturers and mine operators appointing one man to represent their interests—they are so far apart. But here it is one industry. As far as the technique of the trade and the interests of the business are concerned, it is one. They have recognized that fact, and now it is up to us to answer the question in a proper manner and show them that we are clear in our minds as to what we are to do to solve that problem. I am proud to say that the Capmakers Union has had that in mind long, long ago. In 1914, our organization submitted a resolution to the American Federation of Labor convention to that effect, to organize a

needle trades department. But you know we are a small organization numerically. You are the big brother. The Amalgamated is another big brother, and now we are proud and we are happy that the big brothers are on the job and they will put it over. There is going to be a needle trades alliance, and let these combinations of manufacturers look out, because we are going to be constantly on the lookout.

I note in your report a special clause or chapter about the injunction curse. We suffer from the same curse. We, too, have to fight—and fight hard! The tendency of the courts today in this country—you know when we talk about capitalistic courts, a number of people, even in our ranks do not go into the details of the thing, and to some it sounds like a mere phrase—capitalistic courts—without realizing the real significance of that. The term "capitalistic courts" is not a phrase. It is a reality. The courts of our country have a theory—a certain conception—a certain philosophy, if we may call it philosophy, and they proceed along a certain line. In the courts, under the existing laws of this country, it is property rights as against human rights, and when there is a clash between the rights of property and the human rights, the property rights always win—always! No exception to the rule.

You have had that experience. We have had that experience, and we are going through it right now. Only last week we had a big battle in court in St. Louis, where the combined manufacturers are giving us the fight of our lives in the form of permanent injunctions, damage suits, contempt cases, and when we came to court, the court announced the theory of the law by saying that if a worker does not like his wages, his long hours and his miserable conditions of slavery, why, under the law, he has a perfect right to quit and go somewhere else to work. And if he finds that the entire industry does not give him a chance or an opportunity to get a decent wage or shorter hours, the law permits him—just note that—the law permits him to quit the industry and look for a job somewhere else. Even the capitalistic newspapers of St. Louis could not digest that, and they came out with great big headlines, "ORGANIZED CAPMAKERS ADVISED BY JUDGE FARIS TO HUNT FOR OTHER JOBS." (Laughter.)

But that is the law of the country. That is the philosophy, the conception of the law of this country. The law was not made by us. It was made by those who want to have such laws and we had nothing to say in the making of them. Once in a while, here and there, in isolated cases, we at times put up some protest. But that is all. We have not as yet done our duty; and our duty does not consist of getting an hour less or getting a dollar more alone. That is only an incident in the great struggle that is confronting the movement. We are not after the additional dollar alone. We are not after the hour alone. That is only the smallest incident in our struggle. What we are confronted with is the ignorance of the masses. I always said to our people, and I might as well say that to you: When you look over your record and your achievements and you find that you have accomplished wonders economically, that you have increased your wages two or three or five or eight hundred per cent, that you have reduced your hours from 70 to 44 and it is still going to go down, etc., always fighting the combined associations of employers, always accomplishing victories one after the other—will you tell me, now, have you conquered capital? Have you conquered your employers? After having been engaged in a great big long struggle for weeks or months and having won you go out and you say, "Great victory achieved by the cloakmakers or capmakers or tailors!"—and then I ask myself, Was it really a victory? Did we in any way diminish the power of the employers? Did any of them as a group or as a class have to go out of business and transfer the power of monopolizing or ruling industry to the Union that has achieved the victory? Not at all. We are coming out of our struggles stronger and more solidified. And how about the other side? Are they coming out any weaker? Indeed not! They are coming out stronger and richer and more powerful financially and economically every day.

Do you see, all these victories, all these achievements are only temporary, just in order to enable the working masses in our organization, our movement, to go on with the real fight for the greater objective, for the greater goal that we have in mind, and that is to some day reconstruct society and deliver the control of industry where it belongs, to those who are the masters in industry, or who ought to be the masters in industry, those who create all the wealth in civilized society. This, and this alone is our object, and all these hours and wages are only a mere, trifling incident in the struggles of our movement. And when I think of that, I wonder how much have we, the organized workers in these great, big, powerful and influential organizations—how much, I say, have we done to enlighten the people and make them realize that not a dollar is the thing, and not an hour is the thing. It is something else. I mean by that, the educational activities of our organization.

While we have progressed wonderfully and we have come to the realization that labor must be united—by that I mean that the various organized groups known as the

Capmakers' Union, the Cloakmakers' Union, the Amalgamated Union and other Unions, must come now under one heading—that is, have more co-ordination, more cooperation and fight shoulder to shoulder, fight together —we are still backward in our conceptions and in our ideas about the real object of the movement, the educational activities. It may not be due to the fault of anybody. That is the natural process of the movement. The mind of the worker does not work like lightning. He has not a rapid-fire mind. It works slowly, but surely. And I think our greatest problem today is to combine our activities to enlighten the masses.

Our fights and our struggles are not against the employers. For the moment it is directed against the employers, but in the long run it is not. We are combating not the associations. We are combating the ignorance of the people. It is a fight of enlightenment as against darkness of mind. It is a fight of education as against ignorance. And if you have accomplished something—and you have—I am here to bear witness to it—you have accomplished one great thing—you have combated the ignorance of 150,000 future masters of industry, and you have combined them together. They have come to the realization that organization is the thing, and that came through education. It is education that is the greatest and strongest and most powerful instrument of war for us. But I believe that we are getting nearer to that. Your organization is so powerful, so influential—wherever you go, I know I mingle with so many Unions and so many people in these various Unions —and wherever you mention the Ladies Garment Workers—"Oh, yes, sure! That is right! I know them. Is that the Union that gave the bosses a fight over in Chicago or over in Toledo? Yes! Certainly! That is it!"

You are known. You have wonderful influence, and I am sure that the Ladies' Garment Workers' Convention at this time will come out with a proper and intelligent declaration on the question of education. We have reached the stage where the dollar and the hour does not solve the problem any more. We have to continue our efforts in combating the ignorance of our masses, and that is all that is in the way. Every time we gain 100 members through our strike or otherwise, it is not the few dollars that we gain for them, it is the minds that we have converted over to our side. This is the problem, and I hope that your convention will come out with a declaration on that subject, and I assure you that the capmakers are with you on any and every problem and on any and every means of solving the problems that are confronting us.

I am not going to keep you very long. I was sent here by our General Executive Board, which happens to be in session right now and here in Chicago, to extend to you the fraternal greetings and the best wishes of the General Executive Board and our entire membership. We are proud of the fact that we are part of you, that we are with you and that you are with us. Your worthy President Schlesinger has told you the exact facts when he said that there was not a struggle or a strike of the capmakers in which he was not keenly interested as a representative of your organization—there was not a fight or a strike that you have conducted that we were not aware of. And when President Schlesinger came to us in 1916, he told you he said, "I insist!" But that was not all. He said, "I want to have MY $10,000!" or whatever it was. "My money I want." And we told him, "Mr. Schlesinger, here is your money." (Laughter.) Well, we are not in need as yet. But when we will be in need we will come to you and open the safe and say, "Mr. Baroff, stand aside. We will help ourselves." (Laughter.)

President Schlesinger: That is right.

President Zaritzky: Yes, that is how we feel about each other. Even though you are in the Ladies' Garment industry, and we are in the Men's Clothing industry, we are all in the textile industry, and while we are about it I am ready to nominate right now the President of the Needle Trades Alliance! (Prolonged applause.)

Well, since you have guessed whom I was going to nominate, I don't have to mention his name. (Laughter.)

(Cries of "Let's hear it!")

Not yet. I should like to be here with you during your entire convention. I am sure I should learn something. But to my regret, we are so busy now. Our entire General Board had contemplated coming to your convention and staying here with you as visitors, and as participants to discuss with you your problems which are ours, and our problems which are yours. And they all exceedingly regret, and so do I, their inability to come, because we are very, very busy. We are working on so many problems, and we cannot come. But they are all here with you in spirit, and they asked me, and I do so with pleasure, to convey to you their greetings and their best wishes, and I hope that in the very, very near future we will come here as one combined solid industrial organization. (Ovation.)

Chairman: Before introducing the next speaker, I merely want to call the attention of President Zaritsky since you have your full Executive Board here, and as we are to have a banquet tonight, we should be delighted to have your entire Executive Board with us at that banquet. There we

shall be able to talk things over in a more familiar way, and a more unceremonious way. I wish that you would convey this invitation to your entire Executive Board, and I hope they will accept this invitation of ours.

President Schlesinger next read the following telegram introducing Brother Polakof:

New York, N. Y., May 5, 1920.
International Ladies' Garment Workers' Union, Chicago, Ill.:

Mr. Benj. Schlesinger, President, Mr. Abraham Baroff, Secretary-Treasurer, and delegates assembled, greetings, brothers it is with joy in my heart that I send my congratulations to the Fifteenth Biennial Convention of our beloved organization. I was with the organization in the days of its infancy and it was my great privilege to have stood in its struggles and to have contributed my humble share to help carry it through its dangerous crises, but the roots are deeply planted now, the soil is rich and it is you all assembled here that are to continue the work and carry high the banner of our International. Let us turn to our panic-stricken, starved and defenseless brethren abroad who are being slaughtered in thousands by the organized bands of human beasts.

With my soul and spirit ever yours,
Sol. Polakof, ex-Vice Pres't International Ladies' Garment Workers' Union.

Brother Polakof spoke as follows:

"I come to you, sisters and brothers, to bring a message of the sufferings of your brothers and sisters in the Ukrainia. It is impossible to describe the horrors and atrocities through wich they are passing. Ten years ago a pogrom meant that the Cossacks would enter a village, steal all food and treasure and kill one or two persons. In Ukrainia today a pogrom means the killing and assaulting of thousands of men and women.

The Roumanian, Polish and Austrian Jews are suffering enough, but some assistance has come to them. But the Ukrainian Jews are surrounded by a wall which it is impossible to penetrate.

I come here to make three requests:

1. We have been able to obtain raw materials from manufacturers and jobbers with which to make up clothes and we ask the International Ladies' Garment Workers' Union to make up for us these clothes free of all charge.

2. We ask you to appoint a committee to assist us in our work.

3. This work is costing us a great deal of money. We are trying to get together clothes and shoes amounting to from five to eight million dollars and we ask for a contribution to give us the necessary financial assistance to carry on this undertaking.

For the last two or three weeks I have been putting my heart and soul into this work. I give freely of my time and effort. I will continue to work free of all charge as long as my strength holds out.

I appeal to you, brothers and sisters, to pass this resolution. Even now, while I am talking, thousands of lives are being lost."

Moved and seconded that the resolution be referred to the Committee on War Sufferers. Motion passed.

Brother Kaplowitz: I move that the Committee on War Sufferers draw up a resolution concerning the fallen victims and for those who are still alive and that this resolution be forwarded to the State Department and be sent also to the newspapers. Motion passed.

President Schlesinger: Since we are on the subject of relief of sufferers, I want to call your attention to a letter that I have received at our International Office about ten days ago. The letter came from the Tailors and Tailoresses of Austria. In that letter they informed us that it looks as though they will simply have to starve. I myself have witnessed the sufferings over there. They have no work and naturally they cannot make a living. And even those who do work are not able to buy the necessities of life as food is so high. In that letter they say that they do not request from us any donations, but they say that they have learned that the Provisional Committee of the Tailors' Congress which was appointed in Amsterdam has decided to present to the International Conference in Copenhagen, a resolution calling upon the tailors of the entire world to concentrate their energies and to do something collectively for the workers in the tailoring industry in Vienna. They request us that if we do send delegates to the convention which will be held in Copenhagen, that our delegates support that proposition made by the Provisional Committee. This is the sum and substance of the letter. If there is no objection, the Committee on matters of relief will keep in mind the request of the tailors' organization of Austria.

President Schlesinger announced that the Organizer of the National Labor Party and Miss Jane Addams would speak to the delegates tomorrow.

The International locals in Chicago extended an invitation to all the delegates to a banquet prepared in their honor, to be held this evening at Douglas Park Auditorium. This invitation was greeted with hearty applause.

The following resolutions were introduced at this session and referred to the proper committees:

RESOLUTION NO. 50.

Introduced by New York Cutters' Local 10.

Whereas, the fourteenth biennial convention of the I. L. G. W. U. at Boston had decided that the General Executive Board build a sanatorium for the care of our tubercular members, and

Whereas, all of the New York locals, with one exception, have thus far failed to pay their assessment towards the building of the sanatorium, therefore, be it

Resolved, that the incoming General Executive Board be instructed by this, the Fifteenth Biennial Convention of the I. L. G. W. U. to enforce the payment, by the delinquent locals, of their assessments due, within 60 days of the close of this convention, and be it further

Resolved, that the incoming General Executive Board proceed, at its first session, with the completion of plans for the establishing of the sanatorium.

Referred to committee on sanatorium.

RESOLUTION NO. 51.

Introduced by Delegation of Local No. 18.

Whereas, the members of our trade do not work all the year round, and

Whereas, we are compelled to work long hours in unsanitary, crowded and poorly ventilated shops, therefore, be it

Resolved, that a five (5) day and forty (40) hour week shall be substituted for the present six (6) day, forty-four (44) hour week.

Referred to committee on resolutions.

RESOLUTION NO. 52.

Introduced by Delegation of Local No. 10.

Whereas, the Rand School of Social Science, by its work of promoting class-conscious education among the masses, has proven itself a valuable auxiliary to the progressive labor movement; and

Whereas, the Rand School has thus won the hatred of the enemies of labor and has of late been put to a very heavy expense by reactionary persecution; be it

Resolved, that the International Ladies' Garment Workers' Union hereby appropriate the sum of $500 as a donation to The Rand School, to aid it in maintaining and extending its good work.

Referred to committee on resolutions.

RESOLUTION NO. 53.

Introduced by Delegation of Locals Nos. 5, 9 and 18.

Whereas, at present, the majority of locals of the International Ladies' Garment Workers' Union have sick benefit funds and the minority have not, and

Whereas, a member being transferred to another local, cannot obtain any sick benefit before being a member of the new local for six (6) months, and

Whereas, this condition of affairs is unjust, and detrimental to the members of locals who have paid sick benefit for years, be it, therefore

Resolved, that the International Ladies' Garment Workers' Union shall hereafter combine all sick benefit funds of the various locals under its jurisdiction and management and benefit be paid from general office directly.

Referred to committee on benefits and sanatorium.

RESOLUTION NO. 54.

Introduced by New York Cutters' Local 10.

Whereas, we are today faced with the 1920 presidential campaign, the outcome of which is of tremendous importance to the labor movement of this country, and

Whereas, the present administration, through its brutal suppression of free speech, free press, free assemblage and the inalienable right to strike, and through the perpetuation of the espionage act, has clearly demonstrated to the workers of this country what they may expect of election-eve promises of the so-called liberals of the old capitalistic party representatives, and

Whereas, the Socialist party is putting forth as its candidate the old standard bearer of industrial and political working class emancipation, whose readiness to sacrifice and suffer for these ideals makes him the noblest leader of the proletarian army, which stands for a just and better future, and

Whereas, at this particular time he symbolizes the tortured victims of the terror reign of the present administration, be it, therefore

Resolved, that the Fifteenth Biennial Convention of the I. L. G. W. U. heartily endorse the candidacy of Eugene Victor Debbs for the presidency of the United States on the Socialist party ticket, and be it further

Resolved, that we pledge our moral and financial aid in support of his campaign.

Referred to committee on resolutions.

RESOLUTION NO. 55.

Introduced by Delegates of Local 25.

Section 1 to read as follows:

Each local union shall pay to the I. L. G. W. U. a weekly per capita tax of ten (10) cents, two (2) cents of which shall go for a subscription to "Justice," unless the amount or time of payment thereof shall be changed by a general or special convention by a two-thirds vote. The general office shall mail to each member of the I. L. G. W. U. the regular issue of the official organ, "Justice," weekly upon publication.

Referred to committee on law.

RESOLUTION NO. 56.

Introduced by New York Cutters' Local 10.

Whereas, experience has taught labor organizations that the majority of its tried and trusted servants have risen from the ranks of toilers, and

Whereas, present day industrial conditions require the services of officials who are versed in theoretical as well as in practical knowledge of labor problems, and

Whereas, every day brings us in closer contact with international labor problems, as instanced by the report of our worthy president, in which we are urged to establish international relations with the entire needle industry, which brings home the need of labor servants who are able to cope with these problems, therefore, be it

Resolved, that the Fifteenth Biennial Convention of the I. L. G. W. U. goes on record as instructing the incoming General Executive Board to formulate plans for the appropriation of a sum of money towards the establishment of an annual fund necessary for the education of a number of members of our International, who will eventually meet with the requirements here outlined.

Referred to committee on education.

RESOLUTION NO. 57.

Introduced by Delegates Bella Metz and H. Silberman, Local No. 90.

Whereas, the Custom Dressmakers Union, Local 90 of the City of New York has made many attempts to organize the 8,000 workers engaged in that industry and met with failure, and

Whereas, the five hundred workers that do belong to the union have the greatest difficulty in maintaining the conditions obtained in some of the shops, due to the fact that the greatest number of establishments in the city are nonunion and conditions therein are much inferior to those in union shops, and

Whereas, the same firms that have signed up agreements with the Ladies' Tailors', Alteration and Special Order Makers' Union, Local 80, are also making dresses with nonunion workers under nonunion conditions, and in most cases union men and the non-

union girls work in the same building and on the same floor, and

Whereas, wherever the tailors are engaged in strike, the firms are using the girls as strikebreakers, and

Whereas, it is a well established fact that the employers are gradually breaking in the girls to do the tailoring, particularly skirt making and in all such cases the men are laid off and girls engaged, be it, therefore

Resolved, that the Fifteenth Biennial Convention of the I. L. G. W. U., assembled in Ashland Boulevard Auditorium in Chicago, Ill., go on record in instructing the incoming General Executive Board to make suitable arrangements between Locals 80 and 90, so that effective organization work in the custom dressmaking trade can be carried on; and be it further

Resolved, that this convention authorize the incoming General Executive Board to appropriate the necessary funds for making such organization campaign a success.

Referred to committee on organization.

RESOLUTION NO. 58.

Introduced by Delegation of Local No. 35.

Whereas, our International has always favored free immigration, especially from those countries where minorities were discriminated against and the workers destined to various persecutions for their political convictions and economic struggles, and

Whereas, the workers of those countries which have been devastated by bloody war for a period of five years, will be compelled, by the whip of hunger, to leave their homes for the countries whose industries remain undestructed, in order to get employment, and

Whereas, the United States is the only country in which the workers of the European stricken countries will seek employment towards their maintenance, and

Whereas, those European workers, whom we welcome, will be only too glad to work for any amount, due to the five years of suffering and tribulation which they have undergone, and

Whereas, manufacturers have recently held a convention and said convention has expressed its approval of free immigration with the object in view that same will force down the wages which the American workers have gained in the past few years, therefore, be it

Resolved, that this convention instruct our delegate to the convention of the American Federation of Labor (which is taking place after the convention of the International Ladies' Garment Workers' Union) to introduce a resolution asking the convention of the American Federation of Labor to establish immigration bureaus in every port of the United States, so that the workers who immigrate to this country shall be cordially received with open arms by organized labor, thus preventing them from falling into the hands of the dark forces of the greedy employers of this country.

Referred to committee on resolutions.

RESOLUTION NO. 59.

Introduced by the Delegation of the Toronto Locals.

Whereas, the Fifteenth Biennial Convention of our International Union, at present in session, is celebrating the great victory of the introduction of week work in all the cloak centers of America, and

Whereas, the Toronto Cloakmakers' Union has had to wage a most obstinate and bitter fight for eleven weeks for the winning of the demands which the cloakmakers in other cities have won with much less effort and sacrifice, and

Whereas, negotiations are at present being conducted between the Joint Board and the Manufacturers' Protective Association of Toronto for the introduction of week work in the entire trade, be it, therefore

Resolved, that in the event that the Toronto manufacturers shall not concede to the demands presented to them by the Joint Board in a peaceable manner, that a strike be declared against them and that the incoming General Executive Board be empowered to aid in the winning of this strike by every means available.

Referred to committee on resolutions.

RESOLUTION NO. 60.

Introduced by Delegate Saul Metz.

Whereas, we all realize the importance of extending a helping hand to our war-stricken brothers and sisters across the sea, and

Whereas, our organization has always done its utmost in this relief work, therefore, be it

Resolved, that this Fifteenth Biennial Convention decide to tax its entire membership with 5 cents per month for this noble cause.

Referred to committee on war sufferers.

RESOLUTION NO. 61.

Introduced by Delegates Zucker, Greenberg, Spanier and Perlmutter.

Whereas, at the Philadelphia and Boston convention a motion was adopted to form a joint board of the New York Locals Nos. 25, 41, 46, 50, 58, 62 and others, as well as the waist and dress division of Local No. 10, and

Whereas, the General Executive Board was hindered from forming such joint board by the members of Local No. 25, their reason being, that constitutionally their local with its thousands of members would have the same number of representatives in the joint board as each of the other smaller locals, and

Whereas, a great number of members of Local No. 25 have decided to divide their union into various locals composed of the different branches in the trade and thus form a joint board of the Waist & Dressmakers' Union, and

Whereas, it has been proven that the members of the different locals above mentioned very often transfer from one local to another, because of the slight distinction in the system of work of one trade and another controlled by the various locals herein mentioned, and the similarity of the conditions prevailing in these trades, therefore, be it

Resolved, that this convention instruct the incoming General Executive Board to immediately, after the convention, call a conference of the Executive Boards of all the locals above mentioned, said conference to be called in order to work out ways and means by which such Joint Board of the Waist, Dress and Negligee trades can be established in New York City and vicinity.

Referred to committee on officers' reports.

RESOLUTION NO. 62.

Introduced by the Delegates of Locals Nos. 7, 20, 54, 87, 102, 11 and 114.

Whereas, the International Ladies' Garment Workers' Union has grown to such proportions that it now controls as many as seven industries of a different nature and character, and

Whereas, said industries have grown, in the last few years, to such an extent that they require much more attention on the part of the General Executive Board, and

Whereas, the General Executive Board of our International Union is composed of fifteen members representing the cloak and dress industries mostly, and

Whereas, those miscellaneous trades which our International has seen fit to organize in the last few years have no direct representation in the General Executive Board, which we believe is the most vital question affect-

ing those organizations and trades, therefore, be it

Resolved, that this convention of the International Ladies' Garment Workers' Union, assembled at Chicago, Ill., in the month of May, 1920, go on record in amending the constitution so as to provide for two more vice presidents in the General Executive Board, in order that the miscellaneous trades may be directly represented.

Referred to committee on law.

RESOLUTION NO. 63.

Introduced by the Delegates of Locals Nos. 7, 20, 54, 87, 111, 102 and 114.

Whereas, the raincoat making industry, in the past few years, has spread and developed throughout the eastern and western states where raincoats are manufactured under the lowest wages and most deplorable conditions, and

Whereas, we have to consider the fact that out of the 20,000 workers employed in our industry only four to five thousand are organized and the rest are unorganized, which undermines the foundation and existence of our organized locals, be it therefore

Resolved, that this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union, held in Chicago in the month of May, instruct the new incomng General Executive Board, which begins functioning immediately after the adjournment of this convention, to place organizers in our industry in order that the improved conditions of the already organized locals may be protected.

Referred to committee on organization.

RESOLUTION NO. 64.

Introduced by Delegation of Local No. 66.

Whereas, the ladies garment industry is spreading throughout the country, new factories being opened daily by the manufacturers of our trades in the adjacent territory of New York City, and in the various states of the Union, and

Whereas, the need of a national organization campaign to organize the workers in the waist and dress trade, house dress and kimono trade, embroidery trade and corset industry, is of vital importance to the very life of our unions in New York, and the union standards in our trades, and

Whereas, well planned, concerted and systematic campaigns are needed to attain the objects in view, be it therefore

Resolved, that a special organization department be instituted as part of the International, under the jurisdiction of the president and General Executive Board of the I. L. G. W. U., for the purpose of unionizing the unorganized workers in the ladies' garment trades in the City of New York, out of town workers and others all over the country.

Referred to committee on organization.

RESOLUTION NO. 65.

Introduced by Delegation of Local No. 23.

Whereas, the skirt trade is thoroughly organized in New York City, and

Whereas, in the states surrounding New York there have, for the last few years, been opened a great number of skirt shops which are not organized, and work under nonunion conditions for very low wages and long hours offering keen competition to the union shops in New York, be it, therefore

Resolved, that this convention go on record in sending a special staff of organizers to these cities to unionize the workers in these shops.

Referred to committee on organization.

RESOLUTION NO. 66.

Introduced by the Delegation of Local No. 35.

Whereas, in order that the workers obtain the full product of their labor they must fight politically as well as industrially, and

Whereas, the American worker has remained backward as far as political action is concerned, due to various reasons, and

Whereas, the great events that have taken place in the last few years have also penetrated the ranks of the conservative organizations in America, making the members realize that they must be organized on the political field as well as on the industrial field, and as a result of these events a labor party, organized by trade unionists, sprang up, and

Whereas, we are also a part of the trade union movement of America, be it, therefore

Resolved, that this convention express its sympathy with the American Labor Party, which is modeled from the famous English Labor Party.

Referred to committee on resolutions.

RESOLUTION NO. 67.

Introduced by the Delegates of Local No. 35.

Whereas, Local No. 35 has been chartered by the International Ladies' Garment Workers' Union as the Cloak, Suit, Skirt and Dress Pressers' Union of Greater New York, and

Whereas, a number of dress pressers are now members of Local No. 25, a local which was primarily and solely chartered for the making of waists, etc., and

Whereas, these pressers, being members of Local No. 25 are working under different standards and conditions than the members of Local No. 35 in the same branch of the trade, and

Whereas, a condition of this kind undermines the standards of wages and general working conditions which the dress pressers of Local No. 35 have lately gained in the dress shops which are controlled by the New York Joint Board of the Cloakmakers' Unions, particularly after the general system of week work was inaugurated, and

Whereas, a condition, where the workers of one and the same trade in one city work under two different systems, creates competition in standards of work and ill-feeling between workers, which is against the policy and principles of our International Union, therefore, be it

Resolved, by this Fifteenth Biennial Convention of our International Ladies' Garment Workers' Union that all dress pressers now members of Local No. 25 be transferred to Local No. 35 which has been chartered and given jurisdiction over all pressers engaged in the cloak, suit, skirt and dress industry.

Referred to committee on adjustment.

RESOLUTION NO. 68.

Introduced by the Delegation of Local No. 35.

Whereas, it is the aim of our International to have its members work shorter hours so that all those who are engaged in the women's apparel industry have sufficient employment for their maintenance, and

Whereas, the reduction of the hours of labor the men and women have gained in our industries controlled by the International in the last two years have brought about more employment for the members of the I. L. G. W. U., and

Whereas, since the last few years a number of machines have been invented and installed in the factories of the cloak, suit, skirt and dress industry of New York, which machines will surely affect our members as well as they have affected the workers of

other industries, by curtailing the human labor power, and

Whereas, by working less hours the workers have more time to increase their knowledge, thus enabling them to have a better conception of their political as well as of their social life, therefore, be it

Resolved, that this convention endorse a forty-hour week work in the ladies' garment industry, and be it further

Resolved, that in order that this movement becomes popular amongst our members, the incoming General Executive Board stand instructed to carry on a wide agitation campaign to that effect.

Referred to committee on resolutions.

RESOLUTION NO. 69.

Introduced by the Delegation of Local No. 45.

Whereas, the designers of the cloak and suit industry of New York were granted a charter by the General Executive Board of the I. L. G. W. U. on the 23d day of January, 1919, as the "United Designers of Ladies' Wear Industry of New York and Vicinity, Local No. 45, International Ladies' Garment Workers' Union," and

Whereas, in a period of one year's time the designers succeeded, due to the unstinted support of the Joint Board of the Cloakmakers' Union of New York, in organizing fifty or more per cent of the workers in the cloak and suit industry, and

Whereas, the growth of the Designers' Union, Local No. 45 demonstrates that the conditions of the designers became unbearable, and

Whereas, notwithstanding the constant rise of the various commodities, the designer has been working on the old standard of wages paid him five or six years ago, and

Whereas, the average designer in the cloak and suit industry is absolutely underpaid although he is recognized as an indispensable factor in the industry, therefore, be it

Resolved, that the incoming General Executive Board be directed to look into the existing conditions of the designers and devise all possible and practicable ways and means to ameliorate the prevailing unfavorable conditions of the designer, and be it further

Resolved, that the incoming General Executive Board be directed to continue the work of organization in New York and vicinity, to the end that all designers employed in the women's apparel industries, become union designers of Local No. 45.

Referred to committee on organization.

RESOLUTION NO. 70.

Introduced by Delegate Samuel Lefkovits of Local No. 3.

Whereas, the signing of the peace treaty finds in American civil and military prisons, or under bail pending trial or appeal, large numbers of men and women whose offense or alleged offense is of a political nature, and

Whereas, the sole justification for such prosecution and imprisonment, that of wartime necessity, no longer exists, and

Whereas, in all democratic countries of Europe which have been associated with us in the prosecution of the war, full amnesty has been granted to all political, industrial, and religious war opponents; be it, therefore

Resolved, that it is the sense of this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union that the further prosecution and imprisonment in the United States of a body of political offenders is contrary to the democratic idealism and the traditions to which our country is committed, and be it further

Resolved, that we accordingly urge upon the President of the United States, upon the Attorney General of the United States, the Secretary of War, and the American Federation of Labor, with all earnestness at our command, the necessity of granting an immediate amnesty to all prisoners whose religious, political or economic beliefs formed the basis of their prosecution, trial and imprisonment.

Referred to committee on resolutions.

RESOLUTION NO. 71.

Introduced by the Delegates of Local No. 3.

Whereas, the signing of the peace treaty finds in American civil and military prisoners, or under bail pending trial or appeal, large numbers of men and women whose offense or alleged offense is of a political nature; and

Whereas, the sole justification for such persecution and imprisonment, that of wartime necessity, no longer exists, and

Whereas, in all democratic countries of Europe which have been associated with us in the prosecution of the war, full amnesty has been granted to all political, industrial, and religious war oppenents, be it

Resolved, that it is the opinion of this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union that further prosecution and imprisonment in the United States of a body of political offenders is contrary to the democratic idealism and the traditions of freedom to which our country is committed, and be it further

Resolved, that we accordingly urge upon the United States Senators and Congressmen of our state to do all in their power to support Senator France's Joint Resolutions S. J. 171 for amnesty and S. 1233 to repeal the Espionage Law. With all earnestness at our command we urge the necessity of granting an immediate amnesty to all prisoners whose religious, political or economic beliefs formed the basis of their prosecution, trial and imprisonment.

Referred to committee on resolutions.

RESOLUTION NO. 72.

Introduced by the Delegates of Local No. 23.

Whereas, the dress industry has developed to such an extent that it is manufactured in almost every cloak, suit and skirt shop as well as in the waist shops in the City of New York so that no line of distinction can be drawn in these trades, and

Whereas, the division of this industry into differently managed parts causes friction from which the employers are the only ones to derive benefit, therefore, be it

Resolved, that this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union decide that the dress and waist industry be under the jurisdiction and management of the Joint Board of the Cloak, Skirt, Dress and Reefermakers' Union; and all locals in New York whose members are engaged in this industry affiliate and become a part of the New York Joint Board.

Referred to committee on officers' reports.

RESOLUTION NO. 73.

Introduced by Delegation of Local No. 1.

Whereas, all jurisdictional disputes between Locals Nos. 1 and 17 have been carried on for the past ten years at our conventions, and have up to this date not been settled satisfactorily; and

Whereas, the abovementioned fact caused disputes which are endangering the very existence of the entire Cloak Makers' Union; and

Whereas, in accordance with our Interna-

tional Constitution, Art. 6, Sec. 2, which states that two locals of the same craft should not be permitted (though it may be true that at the time when the charter was granted to Local No. 17, it was a local exclusively controlling infants' wear); and

Whereas, the infants' wear industry is for a long time outside of the control of the abovementioned local, and their members are working on regular ladies' garments, thereby making no distinction between Local No. 1 and 17, and eliminating the need of two locals of the same craft; and

Whereas, all previous attempts of the preceding conventions (which have been made with the best intentions), to eliminate the controversy, have been unsuccessful; and

Whereas, it is incumbent upon the International to solidify its affiliated locals in order that they may be able to function as a unit; be it

Resolved, that the Fifteenth Biennial Convention should, as a permanent solution of this problem which has caused so much strife and confusion among the rank and file, once and for all merge the abovementioned Locals No. 1 and No. 17 into one solid operators' union; thereby consolidating the forces of our union, which will serve to strengthen and solidify the ranks of our membership, and forever eradicating the prevalent feeling of antagonism, which obstructs the work and activities of our entire union.

Refererd to committee on resolutions.

RESOLUTION NO. 74.

Introduced by New York Cutters' Local 10.

Whereas, it has been demonstrated that production has not diminished under the 44-hour week, but, on the contrary, has increased as a result of the additional recreation afforded the workers, and

Whereas, a large number of our members have, during the past slack season, been unemployed and have suffered privation, and

Whereas, due to the many opportunities afforded the workers for educating themselves by our International and other labor organizations, and the ever-increasing number of members craving for enlightenment, therefore, be it

Resolved, that the Fifteenth Biennial Convention of the I. L. G. W. U. go on record as favoring the only genuine 8-hour day, to wit, a 5-day week of eight (8) hours each day, and be it further

Resolved, that the incoming General Executive Board stand instructed by this convention to formulate plans for the launching of a campaign towards the establishment of the 40-hour week.

Referred to committee on resolutions.

RESOLUTION NO. 75.

Introduced by Delegates of Locals Nos. 7, 24, 49, 56 and Boston Joint Board.

Whereas, the first of May is a holiday recognized and celebrated by the class-conscious workers of Europe and America, and

Whereas, the labor unions in the men's clothing and other needle industries already make it a practice of ceasing work on the first of May and taking stock of their accomplishments during the past by making it an inspiration for activities in the future, and

Whereas, the International Ladies' Garment Workers' Union has not as yet made the first of May a holiday, thus compelling our members to work on that day, and

Whereas, the idea of working on the first of May without a chance of celebrating it is repugnant to the ideals of thousands of our members, be it, therefore

Resolved, that the Fifteenth Biennial Convention assembled in Chicago go on record by declaring the first of May a holiday to be observed by our members by the cessation of work and by general celebration.

Refererd to committee on resolutions.

RESOLUTION NO. 76.

Introduced by Delegates of Locals Nos. 7, 24, 49, 56 and Boston Joint oBard.

Whereas, the New England States are becoming centers of women's clothing manufacturing where large factories are being established and where thousands of workers are being employed, and

Whereas, Boston is the only city in the New England States where the ladies' garment industry is organized, and

Whereas, the unorganized workers, due to the fact that the standards under which they work are far below the union standards, are continually jeopardizing the existence of the union in this territory, and

Whereas, such cities as Worcester, Malden, Melrose and other towns and cities where thousands of men and women are employed are still unorganized, and

Whereas, thousands of workers in the women's clothing industry in the New England States are receptive to trade union propaganda and would organize themselves if an intensive organizing campaign would be conducted, be it, therefore

Resolved, that the Fifteenth Biennial Convention assembled in Chicago instruct the incoming General Executive Board to place an organizer in the field for the New England States, with headquarters in the City of Boston.

Referred to committee on organization.

RESOLUTION NO. 77.

Introduced by Delegates of Locals Nos. 7, 24, 49, 56 and Joint Board of Boston.

Whereas, the International Ladies' Garment Workers' Union is spending certain sums of money for educational activities in New York City, and

Whereas, the educational committee of Boston finds it difficult to carry on educational work because of the small membership and lack of finances, and

Whereas, the members of the International Ladies' Garment Workers Union of Boston are as much in need and as deserving of educational activities as the members in New York, be it, therefore

Resolved, that five hundred dollars ($500) be annually contributed to the educational committee of Boston for educational purposes.

Referred to committee on education.

RESOLUTION NO. 78.

Introduced by Delegation of Locals Nos. 3, 21, 80, 101 and 104.

Whereas, the Ladies' Tailors, Alteration and Special Order Union, Local No. 80, has during the last four years successfully organized the Ladies' Tailors and Alteration Workers, gaining considerable concessions for them and is now the controlling factor in the trade, and

Whereas, the bulk of dressmakers consisting of about 8,000 are mostly women who are unorganized, work for the same employers, in the same factories and are competing with the ladies' tailors, thus endangering the conditions of our trade, and

Whereas, this state of affairs is being felt more and more keenly in the ladies' tailoring trade, hampering and retarding the progress of Local No. 80, and which, in the near future, endangers the very existence of the local, be it, therefore

Resolved, that the Fifteenth Biennial Convention of the I. L. G. W. U. instruct the incoming General Executive Board to under-

take immediately an organizing campaign to organize the dressmakers of the City of New York.

Referred to committee on organization.

RESOLUTION NO. 79.

Introduced by Delegation of Locals Nos. 17, 25, 35 and 62.

Whereas, the International Ladies' Garment Workers' Union pledged itself to raise a quarter of a million dollars to help the steel strikers, and

Whereas, the Joint Board of the Cloak, Skirt and Reefermakers' Union has helped the International Ladies' Garment Workers' Union in raising this fund and has taxed its members with $2 for this purpose, and

Whereas, the locals of the Joint Board have collected from their members the $2, and

Whereas, the steel strike is over and the money collected remains with the local treasurers, therefore, be it

Resolved, that the money collected by the locals, which is in their treasury, be forwarded to the International Ladies' Garment Workers' Union and be it further

Resolved, that the International Ladies' Garment Workers' Union shall have this money to help national and International strikes.

Referred to committee on officers' reports.

RESOLUTION NO. 80.

Introduced by Delegates of Locals Nos. 80, 3, 21 and 104.

Whereas, The Chicago Ladies' Tailors' Union No. 104, since the amalgamation of Local No. 71 and the independent ladies' tailors' union in the City of Chicago into Local 104 in July, 1918, has with great effort changed the condition of the ladies' tailors from a $24 week basis to a $55 minimum and from countless hours to a 44-hour week; and

Whereas, the employers, in order to counteract our activities are endeavoring to train nonorganized dressmakers in separate shops where our members cannot come in contact with them for the sole purpose and intention of destroying our organization; and

Whereas, the Chicago Ladies' Tailors' Union, Local 104, has made several unsuccessful attempts to organize said dressmakers; therefore, be it

Resolved, that the Chicago Ladies' Tailors' Union, Local 104, appeal to the convention of the International Ladies' Garment Workers' Union, now in session in this city; and be it further

Resolved, that a vigorous campaign be instituted for the purpose of organizing all the custom dressmakers, of which there are approximately 3,000 in the City of Chicago, and which are undermining our trade and threatening the existence of our organization.

Referred to committee on organization.

RESOLUTION NO. 81.

Introduced by Delegation of Local No. 49.

To the Worthy President and Delegates of the I. L. G. W. U., at the Fifteenth Biennial Convention, assembled. Greetings:

We, the undersigned, members of Pressers' Local 12 of Boston, who work on dresses, desire to take this opportunity to call to your attention the following facts with regard to the pressers' situation in this city:

Just now we are under the combined jurisdiction of the Boston Joint Board and local 49. We would prefer to be affiliated with Local 49, and at a recent meeting resolved that we make every effort to transfer our membership from Local 12 to 49. This resolution was carried by secret ballot, the vote standing: Local 49, thirty-three, and Local 12, twenty.

Local 49 is willing to protect our rights, but we are threatened by the members of Local 12 who are at this time organizing a society. The men who voted for Local 12 who are piece workers and members of the society created a disturbance at the meeting, so that it was adjourned without a definite decision being made.

We thereby take this opportunity to ask you to assist us in the matter, so that it will be finally and permanently adjusted.

Referred to committee on adjustment.

RESOLUTION NO. 82.

Introduced by Delegation of Local No. 100.

Whereas, Local 100, Waist, Dress, Skirt, Kimono and White Goods Workers' Union consists of all the workers in these particular branches of the trade working together in factories and work shops who are confronted with the same problems which must be solved for their betterment, and

Whereas, the General Executive Board of the International Ladies' Garment Workers' Union at its session in Buffalo, New York, rendered a decision to the effect that the pressers and cutters be transferred from Local No. 100, Waist and Dress Workers' Union to the pressers and cutters branches Locals Nos. 18 and 81, respectively, thereby causing the separation of the workers in our shops and practically disrupting the entire Local No. 100, and

Whereas, the Joint Board of Chicago comprised of Cloak makers exclusively, failed to live up to its pledge given Local No. 100 for a separate management to take care of its business and to solve its own problems, being occupied most of the time with problems of their own, and

Whereas, it is imperative for Local No. 100 to maintain its full strength as a separate unit in order to extend the control of the union to the many unorganized shops in the industry, be it, therefore

Resolved, that the Fifteenth Biennial Convention instruct the incoming General Executive Board to sanction Local No. 100 the right to maintain its present form of organization with all workers in the waist, dress, skirt, kimono and white goods shops, without exception, as members of Local No. 100, as heretofore.

Referred to committee on adjustment.

RESOLUTION NO. 83.

Introduced by Delegation of Local No. 100.

Whereas, the International Ladies' Garment Workers' Union did not officially declare May 1st a holiday of international solidarity, and

Whereas, the International Ladies' Garment Workers' Union pursues a policy in accordance with which the workers may work if they wish to do so, therefore, be it

Resolved, that the Fifteenth Biennial Convention declare, within and without its organization, that each worker in the needle industry of the International Ladies' Garmont Workers' Union shall officially keep May 1st as a legal holiday.

Referred to committee on resolutions.

RESOLUTION NO. 84.

Introduced by Delegation of Local No. 23.

Whereas, the constitution of International Ladies' Garment Workers' Union, does not provide any law to substitute vice presidents in the event they resign, or discontinue their activities in the labor movement in general, be it, therefore

Resolved, that the constitution of the International Ladies' Garment Workers' Union, be amended, to the effect that substitute vice presidents be elected at each regular convention, under the same procedure as all other officers of the International Ladies' Garment Workers' Union.

Referred to committee on law.

RESOLUTION NO. 85.

Introduced by Cleveland Delegation.

Whereas, there are about fifteen hundred to two thousand unorganized waist makers in the City of Cleveland; be it

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union, assembled in the City of Chicago, hereby instructs the incoming General Executive Board to begin immediately an organization campaign to have the above industry unionized and union working conditions established.

Referred to committee on organization.

RESOLUTION NO. 86.

Introduced by Cleveland Delegation.

Whereas, the shop of the Printz-Biederman Co., in the City of Cleveland, is not unionized as yet; and

Whereas, this is the only cloakfirm in the City of Cleveland, which does not have an agreement with the union; be it, therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union, assembled in the City of Chicago, hereby instruct the incoming General Executive Board to give its full moral and financial support to the Cleveland locals to have this firm unionized.

Referred to committee on organization.

RESOLUTION NO. 87.

Introduced by Delegation of Cleveland.

Whereas, the wages of the women workers in our industries are much lower than those of the men; and

Whereas, manufacturers are replacing male workers by women because of that; and

Whereas, in justice to the women members of our organization, we must protect them from exploitation, etc., be it, therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union assembled in the City of Chicago, hereby instruct the incoming General Executive Board to see to it that equal pay for equal work be established in our industry for men and women alike.

Referred to Committee on Resolutions.

RESOLUTION NO. 88.

Introduced by Delegates of Local No. 66.

Whereas, the International conventions of Philadelphia and Boston decided that the International is to use, in future, all means at its disposal that union contractors only be given the embroidery work that is to be made in the cloak, suit and dress industry and that furthermore the incoming general Executive Board, shall officially notify the Manufacturers' Association and independent manufacturers of the above named decisions and that they do all in their power to assist the Bonnaz, Singer and Hand Embroidery Workers in their struggle to maintain union standards in the shops of the embroidery contractors, and

Whereas, nothing was, so far, done to carry out said resolutions of the conventions in Philadelphia and Boston, be it therefore,

Resolved, that the incoming General Executive Board shall, and is hereby instructed, to call a conference of representatives of the local unions in the above named trades to take immediate steps to carry out said decisions at the conventions, so that the embroidery contractors be placed in the same category and under the same status and regulations and control of the local unions and their business agents, as are the cloak, suit, waist and dress trades in order that the union embroidery contractors be given the work of the ladies' garment trades, and be it further

Resolved, that in all future contracts with the Manufacturers' Associations in the above named trades said resolution be incorporated as part of the agreement with our local unions or Joint Boards.

Referred to Committee on Resolutions.

RESOLUTION NO. 89.

Introduced by Delegation of Local No. 66.

Whereas, the 12,000 Hand Embroidery Workers in the City of New York are subdivided in about 1,200 shops carrying on a throat-cutting competition amongst themselves, and,

Whereas, under such conditions it is very hard and practically impossible to establish union conditions and standards in a number of shops without having union standards introduced in the entire industry, and,

Whereas, it was proven that only through the medium of a general strike can such workers be organized, be it therefore,

Resolved, that the incoming General Executive Board, shall and is hereby instructed to proceed with an organization campaign to organize the Hand Embroidery Workers in the City of New York, and that they be empowered to call a general strike when in their judgment conditions will be favorable.

Referred to Committee on Organization.

RESOLUTION NO. 90.

Introduced by Delegation of Local No. 66.

Whereas, Article 7, Section 9, of our International Constitution, provides that all of the local unions of the I. L. G. W. U., of any one city or locality, irrespective of the trade or the branch of the trade represented by them, shall organize a District Council which shall consist of an equal number of delegates from each local union, and,

Whereas, there are in the City of New York 24 local unions in the various branches of the ladies' garment industry with an aggregate membership of 92,117 in good standing, be it therefore

Resolved, that the incoming General Executive Board, stand instructed by the convention in Chicago to call into being such a District Council immediately upon the adjournment of the convention for the benefit of mutual aid and concerted action and all other functions provided for said District Council in the constitution of the International.

Referred to Committee on Officers' Report.

RESOLUTION NO. 91.

Introduced by Delegation of Local No. 66.

Whereas, the I. L. G. W. U. is pledged to a policy of anti-homework and tenement work, and,

Whereas, the Associated Dress Industries of America are assisting the Hand Embroidery Manufacturers Association to perpetuate the homework system among 70 per cent of the workers in the Hand Embroidery trade, and,

Whereas, all the Hand Embroidery work is made by contractors for the manufacturers of the Ladies' Garment Industries, be it therefore,

Resolved, that the convention in Chicago instruct the incoming General Executive Board, to use all means in its power to incorporate a clause in all agreements with ladies' garment manufacturers or associations of same to the effect that they must not use embroideries made by home or tenement labor, and to seek the abolition of homework in the Hand Embroidery trade under the present existing agreements.

Referred to Committee on Resolutions.

RESOLUTION NO. 92.

Introduced by Delegates of Local No. 23.

Whereas, the workers in the cloak and skirt trade are working by the week, and

Whereas, the week work system in this trade has proven very successful, enabling the workers to derive great benefit therefrom, and

Whereas, the dress industry is in close rela-

tion to the cloak, suit and skirt trade, therefore be it

Resolved, that this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union decide that week work be established in the dress industry throughout the country, beginning with the City of New York.

Referred to Committee on Resolutions.

RESOLUTION NO. 93.

Introduced by Delegation of Local No. 66.

Whereas, 10,000 workers are still working in the homes and tenements as hand embroiderers for the cloak, suit, dress and waist trades in the City of New York, and

Whereas, the Bonnax, Singer & Hand Embroiders' Union, in conjunction with the Women's Welfare Organizations in the City of New York, are striving to abolish homework through legislation in the assembly of the state, and

Whereas, the Hand Embroiderers' Association is working strenuously to oppose the anti-homework Bill, be it therefore,

Resolved, that the convention in Chicago instruct the incoming General Executive Board, to use all means at its disposal to further the passing of the Anti-homework Bill and to enact it into legislation.

Referred to Committee on Resolutions.

RESOLUTION NO. 94.

Introduced by Delegation of Local No. 66.

Whereas, the I. L. G. W. U., at its Fourteenth Biennial Convention held in Boston, decided that the International shall employ an Italian organizer to assist Local 66 in its work of organization among the 12,000 Singer and Hand Embroidery workers in the City of New York, and

Whereas, due to the fact that the International was involved in great general strikes and organization campaigns throughout the country for the last two years, it could not carry out said decisions, be it therefore

Resolved, that the incoming General Executive Board instruct the General Office to place an Italian organizer immediately on the job to carry the gospel of Unionism to the unorganized hand embroidery and Singer embroidery workers.

Referred to Committee on Organization.

RESOLUTION NO. 95.

Introduced by Delegation of Local No. 9.

Whereas, the establishment of the forty-four hour week has caused the introduction of new machinery and improved methods of efficiency in work, and

Whereas, as a result of this many of our members have lost their jobs and have been deprived of the means of gaining a living, therefore, be it

Resolved, that this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union favor the reduction of the hours of work from forty-four to forty a week so that all who are engaged in our industry shall have the means of gaining their livelihood.

Referred to Committee on Resolutions.

RESOLUTION NO. 96.

Introduced by Delegation of Local No. 9.

Whereas, it has been demonstrated that the co-operative movement, where strongly organized and highly developed, is not only helpful in fighting the constant increase in the cost of living, but is also giving to those workers who are active in the movement, the knowledge and experience required for the management of industrial and commercial undertakings, and

Whereas, it is our aim to abolish the present industrial system and to substitute the management and control of the industries of the nation by the workers in the interests of all, making it, therefore, greatly important that the workers learn to manage their own industries here and now so that when history will call upon them to take their rightful place in society it should find them ready for the task, and

Whereas, some of our local unions are engaged in activities of a co-operative nature but have not accomplished much owing to the lack of help and encouragement from the International Union, be it therefore

Resolved, that the incoming General Executive Board be instructed to do all in its power in helping the co-operative movement of America in becoming a powerful weapon for the emancipation of the working class.

Referred to Committee on Union Owned Factories.

RESOLUTION NO. 97.

Introduced by Phillip Kaplowitz of Local No. 1, Morris Sigman of Local No. 35, Israel Feinberg of Local No. 1 and M. J. Ashpis of Local No. 82.

Article 6, Section 5, page 26, to be amended and to read as follows:

Local unions shall, through their Joint Boards, maintain a labor bureau and business agents.

Where there is no Joint Board they shall maintain same individually or in connection with some other local unions.

(The rest of section to remain same.)

Referred to the committee on law.

RESOLUTION NO. 98.

Introduced by Delegation of Local No. 9.

Whereas, the International Ladies' Garment Workers' Union has at previous conventions indorsed the principles of industrial unionism and still believes in its effectiveness and superiority over other forms of organization, and

Whereas, there are localities where more than one local of the International Ladies' Garment Workers' Union of one and the same trade are in existence which is not compatible with our accepted principles, be it, therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union go on record in prohibiting the existence of more than one local of a given trade in any one locality.

Referred to Committee on Resolutions.

RESOLUTION NO. 99.

Introduced by Delegates J. Warshafsky, Local No. 1 and Max Brodfield, Local No. 23.

Whereas, the people of Soviet Russia are suffering very much through the international blockade against that country, and

Whereas, through the lack of medicines and lack of daily necessities of life, thousands and thousands of innocent victims are dying in that unfortunate country through that blockade, and

Whereas, the workers the world over are unanimously for the raising of the blockade and are for the immediate establishing of commercial relations with Soviet Russia in order to relieve the sufferings of the people of Russia, be it, therefore,

Resolved, that the Fifteenth Convention of the International Ladies' Garment Workers' Union, assembled in Carmen's Hall, Chicago, Ill., request the government of the United States to immediately enter into trade relations with Soviet Russia, and be it further

Resolved, that copies of this resolution be sent to the next convention of the American Federation of Labor.

Referred to Committee on Resolutions.

RESOLUTION NO. 100.

Introduced by Delegate Sol Seidman, Local No. 102 and Locals No. 15, 20, 25, 1.

Whereas, the Stelton, N. J., Ferrer School is the only radical institution for the development of free thought and liberal instruction for children in this country, and

Whereas, during the short time of its existence it has proven that there is a necessity for such schools in order to satisfy the desire of the people who do not want to send their children to the public schools and thus avoid the sowing in the minds of their children of ideas antagonistic to rational development and true humanitarian culture, and

Whereas, from the information received there are still hundreds of children that would be willing to attend this school, which for lack of financial assistance cannot admit all the children whose parents desire them to attend, and

Whereas, it is advisable for the progress of our aims to have such schools established in every city of this country, be it therefore

Resolved, that this Fifteenth Biennial Convention decides to become a supporting member of this organization, and be it further

Resolved, that a donation of $300 a year be appropriated to the Stelton School and that financial assistance be rendered to all other schools of a similar character.

Referred to Committee on Resolutions.

RESOLUTION NO. 101.

Introduced by Delegate of Local No. 114.

Whereas, the Chicago Rubber Clothing Co. of Racine, Wisconsin, is one of the biggest raincoat firms in the West, and

Whereas, practical slavery has been existing there for the last fifteen to twenty years, and

Whereas, the workers of the above mentioned firm on January 21, 1919, had decided to free themselves of slavery and establish human conditions and after a thirteen weeks' strike had gained better conditions, as well as the right to be organized, but were not recognized as a union, and

Whereas, on several occasions this firm has made attempts to injure the welfare of Local No. 114, and

Whereas, Local No. 114 on March 15, 1920, placed new demands with the company, such as recognition of the union and an increase in wages (the workers of said factory are 100 per cent organized), and

Whereas, the Chicago Rubber Clothing Co. determined to destroy our organization, has locked out one department which involved all the workers of Local No. 114 in a general walkout, and which is still keeping them out on the streets, and

Whereas, the representatives of the International Ladies' Garment Workers' Union have not yet succeeded in bringing about a settlement owing to the stubbornness of the firm, and

Whereas, a local in this neighborhood of Racine, Wisconsin, is a stronghold for the benefit of all organized raincoat makers in the West against their employers, therefore be it

Resolved, that this convention goes on record and instructs the incoming General Executive Board to take over the situation morally and financially and bring it to a successful conclusion for Local No. 114.

Referred to Committee on Resolutions.

RESOLUTION NO. 102.

Introduced by Delegates of Local No. 62.

Whereas, a great number of non-union shops of Greater New York are making white goods under non-union conditions, which is detrimental to the present prevailing union conditions in the shops of the City of New York, and

Whereas, these existing conditions are encouraging New York manufacturers to reduce their New York factories to a minimum and to open non-union shops in the outskirts of New York, and

Whereas, the abolition of the inferior conditions which exist in the vicinity of New York are of vital importance, and

Whereas, the Boston Convention has endorsed a similar resolution to do organization work, be it therefore

Resolved, that this convention instruct the incoming General Executive Board to make a strenuous effort to carry out this resolution as soon as possible and that they organize these shops and thus prevent the manufacturers from avoiding union standards and that union conditions be established.

Referred to Committee on Organization.

RESOLUTION NO. 103.

Introduced by Delegate Zucker, Local No. 46.

Whereas the Petticoat Workers of New York have recently carried on a strike of ten weeks for union recognition and collective bargaining and were forced to give up the strike on account of lack of work in the trade, and

Whereas, the workers in the petticoat trade have proven to be good strikers by their energetic and active picketing and have shown their determination to have a union, and

Whereas, after the strike had been given up almost all of those on strike were members of the union and had assessed themselves to pay fifty cents a week outside of the dues to the union for its maintenance, and

Whereas, the workers who have been active in the strike (235 were arrested for picketing) are being blackmailed by the employers and are suffering on account of being discriminated in the shops, and

Whereas, the petticoat employers have lost trade and hundreds of thousands of dollars in fighting the union during the strike and it will take them quite some time to re-establish their business to the conditions that it was in prior to the strike, be it therefore,

Resolved, that this fifteenth convention of the International Ladies' Garment Workers' Union instruct the incoming General Executive Board to renew activities in the petticoat industry of New York immediately after the convention and bring about a settlement with the employers, and be it further

Resolved, that if a settlement will not be reached in a peaceable way, the General Executive Board shall be empowered to sanction another strike in the petticoat trade and to make the strike successful, an assessment of fifty cents (50c) shall be levied on all the members of the International Ladies' Garment Workers' Union which will make it possible to carry on the strike effectively and to a victorious conclusion.

Referred to the Committee on Organization.

RESOLUTION NO. 104.

Introduced by Delegates of Locals No. 1, 35 and 82.

Whereas, Article 6, Section 14, of our Constitution provides that where there is more than one local union in any one city or locality either a Joint Board or a District Council must be formed, and

Whereas Article 7, Section 1, of our Constitution provides that two or more local unions located in the same city or locality and engaged in various branches of the same trade, shall organize a Joint Board, and that all branches engaged in the manufacture of cloaks, suits, shirts and reefers be considered one trade, and

Whereas, past experience has shown that Joint Boards have only been formed in the cloak and suit industries, while several locals in various localities of different trades, such as waists, children's dresses, wrappers, white goods, etc., have been conducting their affairs individually, and

Whereas, it is an established fact that wherever local unions of this International are affiliated to conduct their business jointly they are in a much better position to attend to their affairs more efficiently, and have accomplished better results, therefore be it

Resolved, that in order to make these independent locals function as a unit, and enable

them full success in their struggles, that the General Executive Board shall combine all these local unions, in every city or locality, organizing Special Joint Boards or District Councils, as they may deem best.

Referred to Committee on Officers' Report.

RESOLUTION NO. 105.

Introduced by Delegates of Raincoat Locals.

Whereas, the capitalistic class, in its battles against organized labor is using the injunction weapon to crush strikes and organized labor, as well as its organizations which are directing such strikes or organization campaigns, and

Whereas, these injunctions, which are granted by the courts upon the requests of the manufacturers are granted with the object in view of destroying the unions which are the only means through which the workers can better their conditions and fight for a better livelihood, and

Whereas, we are taking into consideration the fact that many of the locals of our International Union are, for the past two years, directly involved in several injunctions which threaten to undermine their existence, and

Whereas, in the big struggle against injunctions it is necessary, firstly, to unite all forces of the American Labor Movement to present a solid and united front, and secondly, a legal defense fund which will give us the opportunity to engage the best and most capable lawyers to fight these evils through all legal channels in the courts, therefore, be it

Resolved, that this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union, held in Chicago, Ill., in May, 1920, instruct its delegates to the American Federation of Labor Convention, which will be held in Montreal, Canada, in June, 1920, to bring in a resolution condemning injunctions and demanding from the American Federation of Labor the taking up of the fight against the injunction evil which is spreading throughout the country, be it further

Resolved, that this convention goes on record in raising a legal defense fund which will not be less than a quarter of a million of dollars through a $2.00 assessment levied upon every member of our International for the purpose of combating and fighting the injunctions which are a menace to our locals.

Referred to Committee on Officers' Report.

RESOLUTION NO. 106.

Introduced by the Cleveland and Toledo Delegates.

Whereas, the ladies' garment trades are highly seasonal and do not offer the workers, under present circumstances, any substantial assurance of steady annual earnings, and

Whereas, the minimum scales established in these trades are based, at best, upon an approximate calculation and are far from satisfying the actual needs of the workers, and

Whereas, under the present system of hire and employment, an employer is at liberty to hire a worker for as long a time as he may actually need her or his work and then give up his shop and leave his workers stranded without the assurance of work or subsistence during the remainder of the season or year, and

Whereas, we have learned from bitter experience that the workers are the only sufferers under these circumstances, and

Whereas, it is our deep conviction, based on fairness and sense of obligation to all concerned in our industry, that if the industry needs us, it must give us in return a fair living and

Whereas, the argument advanced by the employers that the industry cannot provide us with sufficient work for a definite length of time is untenable and without justice as the profits made by the industry are large enough to cover the losses suffered by the workers during the slack seasons, besides leaving a substantial part to the employers, be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union in Chicago, May, 1920, hereby decides that a graded weekly minimum weekly wage, based upon the actual minimum needs of the worker, be enacted and introduced in our trades, such a weekly minimum wage to be assured to the workers *for the ent're year*, the more productive workers to be paid according to their ability.

Referred to Committee on Resolutions.

RESOLUTION NO. 107.

Introduced by Delegates Sol. Seidman of Local No. 102, Waist & Dressmakers of Los Angeles and Locals 15, 25 and 62.

Whereas, there are thousands of waist and dressmakers in the cities of Los Angeles and San Francisco, that are unorganized, and

Whereas, those workers are compelled to work for low wages, long hours and under non-union conditions, and

Whereas, those employed in these industries are Mexican and English speaking girls and are, therefore, more difficult to organize than the workers employed in the same industry in all other cities, and

Whereas, the International Ladies' Garment Workers' Union has already begun an organization campaign in order to establish union standards in the waist and dress industry in the cities above mentioned, be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union instruct the General Executive Board to do everything in its power to organize the waist and dressmakers in the cities of Los Angeles and San Francisco, and assign as many people necessary for this purpose, and, be it further

Resolved, that this convention instructs the General Executive Board to endorse a strike, if necessary, in order to accomplish the purpose of establishing union standards in those cities.

Referred to Committee on Organization.

The session adjourned at 1 p. m. to reconvene at 9:30 a. m., Friday, May 7.

FIFTH DAY—FRIDAY MORNING SESSION.

May 7, 1920.

The sixth session was called to order by President Schlesinger at 9:30.

Secretary Baroff read the following telegrams:

Cleveland, Ohio, May 7, 1920.

International Ladies Garment Workers' Convention, Chicago, Ills.:

Greetings—Accept our heartiest congratulations for your wonderful achievements in the past and our best wishes that all your future undertakings meet with the greatest success.

Ladies' Garment Workers' Union,
Local No. 42,
F. J. Chaloupka, Sec'y.

Cleveland, Ohio, May 7, 1920.

Ladies' Garment Workers' Convention, Chicago, Ills.:

Greetings—Accept our hearty congratulations and best wishes and may all your aspirations on behalf of the working class meet with success.

Raincoat Makers' Union, Local No. 111,
M. Berry, Sec'y.

New York, N. Y., May 7, 1920.

Convention International Ladies' Garment Workers, Chicago, Ills.:

Congratulations on the decision of uniting the needle industry, Local 5 of the A. C. W. of A. pledges to work for this lofty ideal.

Local 5 of the A. C. D. of A.

New York, N. Y., May 6.

I. L. G. W. U., Chicago, Ill.:

Brother President and delegates to the 15th biennial convention of the I. L. G. W. U. May the spirit of unity and peace prevail among the locals of our great International Union. We have full confidence that the splendid work of our great International Union which has brought much happiness among thousands of workers will continue in the future.

The Employes of Morris Bendler,
New York City.

New York, N. Y., May 6, 1920.

Mr. Benjamin Schlesinger, President,
International Ladies' Garment Workers' Union, Chicago, Ill.:

Permit us to thank the International Ladies' Garment Workers' Union through you for all you have done as representative of the organization for the "Lebensfragen," the only Jewish workers' daily in Europe.

The financial and moral help that you have extended to them is expressive of the beautiful spirit of comradeship and broad-mindedness which prevails in your organization, and we hope that you will also in the future keep up your interest in the struggle of the Jewish workingmen in Poland, fighting against heavy odds for a better and more just order of things.

B. C. Vladeck.

Chicago, Ill., May 7, 1920.

International Ladies' Garment Workers' Union:

Benj. Schlesinger, Carmen's Hall, Chicago, Ill.:

Greetings and heartiest congratulations to the Fifteenth Biennial Convention of our International. May success crown your efforts in all deliberations in behalf of the workers you represent.

Workers of Goldrich and Franklin Shop,
Local One Hundred.

New York, May 5, 1920.

Convention of International Ladies' Garment Workers' Union, Chicago, Ill.:

Greetings—The United Hebrew Trades of the State of New York send to you hearty good wishes for a successful convention. May your present deliberations make a record in history as the most constructive convention ever assembled in the interest of the toiling masses in general and the needle trades in particular. Permit us also to plead in behalf of the Jewish Labor Movement of Poland on the report of Brother B. Schlesinger, your worthy President. The United Hebrew Trades decided to do its best to alleviate the conditions of our brothers over the seas; we, therefore, ask you to give this matter your earnest consideration and wholehearted support to the United Hebrew Trades of Warsaw, Poland. Once more, accept our hearty greetings and assurance that we are keenly and sincerely interested in your undertakings, and assuring you, also, of our readiness to stand with you through thick and thin, we are,

United Hebrew Trades of State of New York.
M. Feinstone, Secretary.

International Ladies' Garment Workers' Union, Convention Hall, Chicago, Ill.:

Greetings—Accept our most hearty congratulations to the Fifteenth Biennial Convention of the I. L. G. W. Union. Wishing you all a pleasant sojourn and hope our resolutions will meet with your approval.

Simon Kremer, Secretary,
Joint Board of the Cloakmakers' Union of Baltimore.

New York, N. Y., May 5, 1920.

I. L. G. W. U., Chicago, Ills.:

Greetings—Accept our heartiest congratulations to the officers and delegates of the Fifteenth Biennial Convention; let fair judgment and unfaltering determination guide you in all your actions. Go straight ahead, we are with you. Fraternally yours,

Morris Silver,
Member Local Three.

Boston, Mass., May 6, 1920.

I. L. G. W. U., Chicago, Ill.:

Greetings from Organized Jewish Workers of Boston. May the work of your convention bring a united effort of organized labor to crush the reactionary wave of the country and bring industrial freedom to the toilers.

United Hebrew Trades of Greater Boston.
Max Hamlin, Sec'y.

New York, N. Y., May 6, 1920.

I. L. G. W. U., Carmen's Hall, Chicago, Ill.:

The workers of Shapiro and Sons send their heartiest congratulations to our worthy President and delegates of the 15th Convention of the International. Hoping that the resolutions now made will be as advantageous to the workers of our Union as heretofore.

Benj. Samowitz,
Chairman of Shapiro & Sons.

New York, N. Y., May 6, 1920.

International Ladies' Garment Workers' Union Convention, Chicago, Ill.:

The Federated Jewish Cooperative Society of America send their hearty greetings to their sister organization of International Ladies' Garment Workers' Union in convention assembled in Chicago. We hope that you will realize your plans for cooperative enterprises. Wish the same tremendous success that has crowned your struggles for enlightenment, progress of your members and the working class.

Federation of Jewish Cooperative Society of America.

H. Solinsky, Secretary.

New York, N. Y., May 7, 1920.

Convention International Ladies' Garment Workers' Union, Chicago, Ill.:

Congratulations upon your achievements since last convention. You are setting a splendid example for the labor movement of the United States to follow. With best wishes for the success of your convention and fraternal greetings, from

Rowen and Bearak.

New York, N. Y., May 6, 1920.

B. Schlesinger,
I. L. G. W. U., Chicago, Ill.:

Convey my heartiest greetings to the delegates assembled at your convention. May their deliberations bring success to their fellow workers here and relief to their unfortunate brethren abroad. I feel sorry that I had to forego the pleasure of conveying to you in person our appreciation and thanks; now, more than ever, it is necessary for the workers here to unite for reconstruction

work among the workers abroad. Let us not despair, but with new and united effort, do our duty to our starving and bleeding brothers.

Alexander Kahn.

Chairman People's Relief Committee.
Boston, Mass., May 6, 1920.
I. L. G. W. U., Chicago, Ill.:
Upon the occasion of your convention, accept not alone our heartiest wishes for success, but also our message of hope for a united family of the entire needle industry and a joint convention in the near future.
Boston Joint Board Amalgamated Clothing Workers of America,
S. Albert, Sec'y.

New York, N. Y., May 6, 1920.
Convention I. L. G. W. U., Chicago, Ill.:
To the Fifteenth Biennial Convention of The International Ladies' Garment Workers' Union, Greetings. We extend our well wishes for solidarity and success.
The Pressers of Weinstein Brothers.
Chairman H. Moskowitz.
New York, N. Y., May 6.
To the Delegates, Ladies' Garment Workers' Union, Chicago, Ills.:
Heartiest congratulations and best wishes to your Fifteenth Biennial Convention. Yours for the elevation of the workers' cause.
Executive Board Fancy Leather Goods Workers' Union.

Cleveland, Ohio, May 6, 1920.
I. L. G. W. U., Chicago, Ill.:
Congratulations, best wishes in your present and future work.
Branch 79, Workmen's Circle, Cleveland, O.
A. Winitzky, Chairman.

New York, N. Y., May 6, 1920.
I. L. G. W. U., Chicago, Ill.:
Executive Committee of the Jewish Socialist Federation in meeting this date send their fraternal greetings and wishes great achievements for your body. May your deliberations result in a more powerful organization of the proletarians united under your banners.
Executive Committee Socialist Federation,
Davis Siegel, Manager.

New York, N. Y., May 6, 1920.
International I. L. G. W. U., Chicago, Ill.:
Greetings and best wishes for splendid organization work in the coming year.
Socialist Party, Brooklyn, New York.

New York, N. Y., May 6, 1920.
Fifteenth Biennial Ladies' Garment Workers', Chicago, Ills.:
Greetings—Best wishes to your Fifteenth Annual Convention. We hope that the deliberations of your convention will bring about the further elevation of the working conditions of the members that your organization represents and also a closer amliation of all the needle organizations of this country.
Tailors and Basters Local Union Two, A. C. W. of A.
Louis Levine, Chairman,
J. Finkelstein, Sec'y.

Pres. Schlesinger: I have something before me to which I want to call your attention. The young lady that declined to serve on the Relief Committee has presented a resolution which is to go before the Resolution Committee. In this resolution she refers to the American Federation of Labor as a "bulwark of American capitalism." As President of the International, as member of the Union and as delegate to this convention I think it would be undignified for us to have this on our minutes and I should like to know what action you will take in the matter.

Delegate M. Margulis: I move that we reject the resolution.

This motion was seconded. Miss Belavsky requested the right to speak before the convention and was granted permission by President Schlesinger. She stated that in presenting the resolution she had acted in accordance with her beliefs and that it was an instruction from the local.

Delegate Ninfo thereupon moved that unless Miss Belavsky take out the offending clause that the entire resolution be rejected. This motion was seconded and passed.

A motion was passed to send the following telegram of sympathy to Mr. Gompers because of the death of his wife:

Samuel Gompers, President,
American Federation of Labor,
Washington, D. C.:
Permit me to extend to you, in the name of the International Ladies' Garment Workers' Union in convention assembled in Chicago, our expression of sincere grief and condolence over the terrible blow struck at you by fate,—the untimely death of your wife and lifelong comrade.
Benj. Schlesinger, President,
International Ladies' Garment Workers' Union.

In accordance with the decision adopted at the preceding session the following telegram was forwarded by the Convention to the hearing at Albany, New York, before Governor Smith on the Lusk and Fearon bills:

Governor Alfred E. Smith,
Executive Mansion, Albany, N. Y.:
The International Ladies' Garment Workers' Union, an organization composed of 150,000 men and women, 90,000 of whom are residents of the State of New York, in convention assembled in Chicago, unanimously adopted resolution urging you in most emphatic manner to repudiate the attempt of all enemies of American liberties, institutions and organized labor to strangle education, to mutilate representative government and to create a nest of spies in the Attorney General's office at the expense of the taxpayers of the State of New York. We request you, Governor, to veto the vicious, Bourbon and reactionary Lusk and Fearon bills.
Benjamin Schlesinger,
President International Ladies' Garment Workers' Union.

President Schlesinger introduced as the first speaker of the day Brother Brock of the Policemen's Union of Boston, who gave a detailed account of the causes and the phases of the police strike in Boston. He especially emphasized the fact that the strike was still on. He pointed out that the policemen were fighting not so much for hours or wages but for the principle of

collective bargaining with their employers, the city government of Boston.

"The policemen have now been on strike for the past eight months. Thirteen hundred policemen are still fighting gamely for justice and the right of membership in the ranks of organized labor. During the time they have been on strike many of the principles for which they were fighting are now being granted to the scabs who are taking their places. But the Police Commissioner still refuses to recognize the union. Gentlemen, I want you to know that if we can gain this victory, it will be a great inspiration to the policemen not only in our State but throughout the United States and the world. And remember that our victory is your victory too. I therefore appeal to you in the name of the workers of the world for financial and moral support. I thank you." (Applause.)

Daniel J. A. Kelleher, also representing the Boston Policemen's Union, next addressed the delegates. He vividly described the chaotic condition in Boston under the present scab police force, which he claimed was made up wholly of undesirable elements and concluded his address with an appeal for financial as well as moral aid.

Upon motion duly made and carried it was decided to refer his request for aid to the Committee on Resolutions.

President Schlesinger next introduced Jane Addams of the Hull House. He told with pride of his knowing her for the past 31 years, and described her as an international figure. "She has been called by the most prominent people in the world and in this country, the greatest citizen of the United States, and I take great pleasure in introducing to you "the greatest citizen" of the United States." (A rising ovation.)

Miss Addams recalled with pleasure the growth of the International as she had watched it. "I think if anybody had told me 25 or 20 or even 15 years ago that I should live to see the day when this industry had a 44-hour week, when it had gotten rid of the piece work system and was working on time, as any other well-regulated industry does; that it had established a widespread educational system for all of its members, I think I should have said that there was a good deal of romancing in such a prediction. And yet, here we are facing a concerted fact and it does give one heart and faith in what the working people are able to accomplish for themselves and what they are accomplishing for themselves all over the world."

She concluded by picturing to the delegates the wretched condition of the starving children of Europe and made a passionate plea for aid in their behalf. "We are talking wherever we can—a small group of us—that we shall urge Congress to make these loans in an adequate manner, that we shall urge everybody to give as they have a chance, and that we shall urge the Government, for Heaven's sake, to open Russia, so that the children of Russia may be fed!" (Great applause.)

"It is a great pleasure to talk for a few moments and to feel that perhaps some of you will be interested to push forward this thing, which is so humanitarian, which, after all, gets down to the plain basis of keeping children alive, and I do not believe we can do very much with children, unless we acknowledge that first basic claim." (Prolonged applause.)

Frank J. Esper, Secretary of the American Labor Party, next addressed the convention. He described how the workers had been, and had been lied to before, during and since the war. He savagely attacked the profiteers who had made millions out of the war. "Amos Pinchot made an investigation and discovered that the United States Steel Corporation in 1917 cleaned up $528,000,000 over and above the immense profits that it had made in that all-banner year of 1916; that 33 of these most extraordinary patriotic self-appointed American citizens made one billion two hundred million dollars over and above what they made in that year 1916; that 54 of them made three billion five hundred million dollars in 1917 over and above what they made in that banner year of 1916. All this time your sons and my brothers were over on the battlefields of France, giving their life blood for a dollar a day, while the aristocratic families of this nation entrenched their sons back of roll-top desks at Washington for a dollar a year, so that they could give inside information to their fathers, the heads of the manufacturing concerns of this nation, so as to be able to manipulate prices."

He declared that due to unjust conditions created by the war, the American Labor Party had been formed. "Now it is very peculiar indeed that in six weeks and a half, we placed in this convention hall 1,250 delegates representing 2,500,000 workers from 37 states to draft a political platform. The working class is thinking as never before."

As an example of profiteering that was going on, he cited the case of a wholesale house in Chicago which sold sugar only the day before at 37½ cents a pound. "It seems as though Mr. Palmer has got the hobby of making Reds and Bolsheviks out of the people of the United States to such an extent that he has not got time to watch the sugar profiteers." (Laughter and great applause.)

"There is only one way in my estimation that the workers of this nation and of the world can receive the things that are due

them in society. That is, to form a political organization, to create public opinion. The Labor Party will make an effort at some time in the future, after we have more strongly built our organization, to amalgamate all of the liberal forces upon the political field. We'd like to have the Bolshevik farmers of North Dakota. We'd like to have those fellows that have got sense enough to grow wheat on their own farms, ground wheat in their own elevators. Then, when we get brains enough, we will transport the wheat to Chicago, over railroads owned by the people of the United States, sold through co-operative societies owned and operated by the workers." (Great applause.)

"On July 11, 12 and 13, the national convention of the Labor Party of the United States will convene in this hall. I extend to every one of your organizations the right—the invitation to send delegates to this national convention, to help draft a platform and nominate candidates. I extend that invitation to you whole-heartedly so that we may come into counsel and talk over the serious questions that confront us as a people—the right of free speech and free assemblage, and establish a political party for the working people of the United States!" (Great applause.)

Pres. Schlessinger called upon the chairmen of the various convention committees to submit reports, if ready. The chairmen reported progress and states that they would be ready to render full or partial reports during the early part of next week.

Pres. Schlessinger: We have had many speakers during the past few days whom you have not heard during past years because it was impossible for them to travel great distances to our conventions. But we have with us a gentleman, whom distance never prevented from joining us at every one of our deliberations. This time this man is one of our own. You know that I have reference to Comrade S. Yanofsky, formerly editor of Die Freie Arbeiter Stimme and now editor of our own publications. I take great pleasure and consider it an honor to introduce him to you not only as one of the ablest labor journalists but as the able editor of our own labor journal. (Applause.)

Address by S. Yanofsky.

I do not intend to enthuse you with a great many phrases. You know full well what you have accomplished. I should rather, my friends, touch upon problems that are at present and will be of great importance. After all, we have come here not to listen to speeches but have to accomplish a great task.

But before that I should like to say a few words about the convention. I consider this as the most important convention ever held by the International. For twenty years we have been in existence and this alone shows the power and strength it has. And as we celebrate the jubilee of a person who lived to see his or her fiftieth anniversary, so do we celebrate the anniversary of the twentieth year of our existence and rejoice in the fact that we have been able to survive. But there the simile ends. For as a man grows older he becomes weaker, but as an institution becomes older it grows stronger. It receives greater vitality with age. Its march toward the bigger and higher aims is more rapid and sure.

You have many things to strive for. The ultimate goal is known to you—to achieve a state of society where you as workers should also be the owners and controllers. The ultimate goal is where you are at the same time workers and masters, not responsible to anyone but yourselves. That is the ultimate goal. We are here, however, assembled in convention to discuss matters that will bring us step by step to that goal. It is true a slow process, but all the more a surer one, for that reason, and I want to call your attention to a few matters in this connection that I think should be considered by you and by your committees and which will be a great step in the direction toward which we are striving.

We have the question of uniting all the needle industries into one great body. I believe this is a great step. We dreamed of it long ago and it seemed impossible to accomplish it. But now it is about to become a reality; the time has arrived when it can be done. It is being advocated by everyone and there is no reason why it cannot be brought about. It will help us in our daily work to a great extent. The burden that lies upon us now will be lightened because it will be divided with so many thousands of others. The necessity of this move is so clear that I am sure that the Committee on Resolutions cannot bring in other than a favorable report on this important question.

The next is to unite as far as possible two worlds, the old world and the new—to make a real fact of the International. Up to the present time we were internationale in theory but not really in fact. If we shall unite the needle industry in America with the needle industry in Europe, you will have achieved a great thing and it will be one of our first epoch making accomplishments.

The third thing of importance is the idea of opening factories of your own where you should be able to start producing, for the first time, feeling that you are not only a worker but the one who controls the work. This is the greatest step that could be

made. Of course it will require means, energy, forethought, decision, will, but I am sure that our organization of 150,000 people has that will and, if it has not, it is only to be pitied. It will mean then that 150,000 people cannot do what one small boss can do. We can do it, we have the means, money, the men, the ability and in time the whole cloak industry will be in the hands of the cloakmakers without a so-called boss.

We have been saying all the time: "Let's do away with the boss, the manufacturers, the profiteer." Splendid. But how are you going to do it? I for one prefer to using of brains instead of applying force, and I believe it can be done that way. If we will open a shop in the near future and it will be a success there is no reason why it should not be duplicated all over the country. If we shall open a store on one corner and it will be a success there is no reason why we cannot duplicate that success throughout the world. What will become of our bosses ten years from now? We shall have the control of the industry in the hands of the cloakmakers, waist makers, etc., and, if we should succeed in doing that why shouldn't the cap makers and other unions succeed in the same manner in their industry? That is the way to bring about a great revolution without shedding a single drop of blood.

We have found too often that a revolution always brings about a reaction. The French Revolution brought about a Napoleon. After every revolution the forces of reaction again gain control. Things cannot be brought about suddenly. You remember how Moses brought the children of Israel forty years through the desert in order that the older men with their inherited beliefs and prejudices should die out and a younger and more virile generation take their place. So it is with all movements. One must be educated to the ideal or else the gain is only temporary.

Here you have before you something substantial. Of course, there will be difficulties. But do not be afraid of them. If you have the strength and energy and proper determination—and you have all those as evidenced by the fact that you have survived every difficulty of the past twenty years—you will succeed. I am sure that this convention, the 15th convention, the Jubilee Convention, must do something in order to start a new epoch in the life of the cloakmakers.

There is another matter to which I want to call your attention and that is the educational work. Everybody is congratulating us upon our educational work, and, certainly, it is a praiseworthy endeavor. But I am afraid, and I want to impress it upon the committee, that the educational work was not all as it should be. It was taken up with academic questions that did not directly or immediately concern our life, our interests. The education that we must have should be of more immediate interest to ourselves. We opened classes in imitation, more or less, of other classes. We did not take into consideration the necessities of our own workers. We hired professors who delivered lectures, and gave their courses without taking into consideration the fact that we have not grown up to those lectures. We did not have the necessary elementary education to grasp problems in psychology, or economics or other subjects. We were ashamed to start from the very beginning. We must see to it that our education should reach all and not be limited to a few people as has been up to the present time. We should see to it that our educational classes should be frequented by as many as possible because it is just the great majority that needs all that education.

Just as we try our best to make our paper as popular as possible, so that everybody can understand it, just so it must be with our education. Therefore I would emphasize the point to the committee to see to it that our education be made more useful than what it is, and that the money spent thereon and the energy and effort put forth in its behalf, should bring out better results than until now.

And there is another point I would mention. Our newspaper, our publications are very good, but not as good as they should be. They are not very much read. We do send out 110,000, but I am not sure that they are read by half that number. Somehow it does not reach the people in time. The paper is still too far from them. It has not become a part of them. They do not recognize as yet that it is their paper. They still write, "your paper" as if I were the owner of the paper. I was put on the paper paper to express their opinions, their their wishes, and still they call it "my paper." I believe the paper is a great power for good. It can do very much more, but until you will give us all the help possible it will lack strength. You, as the representatives of that big organization can make it so that the paper should really become a household necessity, that it should be the first thing that you read. It is your paper, because it reflects your interests, your desires, your wishes, your acts, your everything. I would ask of everybody, whether he believes he can write or not—that is not so important—to write to me and to the paper about everything he considers of importance for his Union. It is of great importance that you first become more attached to your publications than you have been until now.

Friends, this is a great occasion. We really live in a great time—in a time of change. Life cannot be as it has been up

to now. This is obvious. We grow and we do change. Only we change sometimes unconsciously. We do not feel—we do not know that we have changed. Let our change become a more conscious one. Let us understand what we are doing. Let us understand our aims. Let us understand the road we are traveling. And then every act of ours will be a more deliberate one, a more conscious one, a more practical one, and at the same time combined with everything that is good and great in life.

I believe that in two years from now, when we will meet at the next convention, we will have a needle industry of the whole United States of America. We will be a federation of the whole needle industries of the United States of America, and we will have partly our own shops, our own stores, and we will have made the first step towards that great goal of controlling our own industry! (Applause.) In this hope let us do everything possible at this convention that the work should be done as thoroughly as possible. Friends, don't forget you were not sent here in order to enjoy yourselves, although I do not consider that entirely superfluous. You were sent here to perform work. Be true to the instructions and the messages and the desires and the ambitions of that great mass of 150,000 workers that sent you here! Bring back to them something which will make them feel that you have done your work like men—like true men! I thank you. (Great applause.)

The Chairman: Yesterday we had the great pleasure of listening to the President of the United Cloth Hat & Capmakers of North America, who honored us by his visit.

I am informed that at this present moment we have with us the full General Executive Board of Capmakers, which is having its meeting now in Chicago. And in order that we might become better acquainted, because in the very near future we may be even a little more closely united than we have been in the past, I want to invite them to kindly step on the platform.

This invitation was greeted by an ovation, all the delegates rising, and the General Executive Board of the United Cloth Hat & Capmakers came up on the platform amidst deafening applause.

Chairman: It would certainly take too long to have every member of the General Executive Board extend personally his appreciation to the delegates for the reception we have given them. As you see, there is quite a number of them. (Laughter.)

I shall therefore call upon just one of them—one whom I am sure most of you know and love, because he is a very lovable person, which does not mean that the rest of them are not; but he, in particular, is one of those men whom we all love—one of those splendid boys in the labor movement. I want to call upon the General Secretary of the United Cloth Hat & Capmakers of North America, Brother Zuckerman, to say a few words to us. (Tremendous applause.)

Secretary Zuckerman: Mr. President and Fellow Workers: I was at your banquet last night and I participated in your songs—I mean I was one of the bunch who was trying to keep up the jollification—and my throat is out of order (laughter) and I therefore cannot speak.

However, I want to say that you, I understand, are having your convention in the City of Chicago for the first time. Our General Executive Board also meets in Chicago for the first time. We were only too happy—too glad to have the opportunity to come here and to see you in battle trim.

We had our President welcome you yesterday in the name of our International, and I believe he made good. I certainly am not going now to repeat the things he said, or to spoil the impression he created upon you.

I want to thank you for the welcome you have accorded to us, and I assure you that when we go back to the city, we will tell our members what a splendid fighting bunch the International Garment Workers are. They don't need to have me tell it to them. They know. I believe they know you in every city where we are organized. They know that the International Garment Workers Union is closely allied with all the other organizations comprising the needle trades.

I am delighted at the occasion of thanking you in the name of our General Executive Board, in the name of our members for the welcome you have extended to us. Thank you. (Hearty applause.)

Chairman: I want to say to the General Executive Board of the United Cloth & Capmakers, in behalf of the Chairman of our committee on Education, that as there is a certain proposition that you would like to take up with them, that he will be ready to arrange for a meeting with you as soon as possible. The Chairman is our Vice-President Wander. He will meet you as soon as we are through with this session.

Upon motions duly made and carried, the Chairman was instructed to send invitations to the following men to attend and address the convention:

Ex-President Abraham Rosenberg,
Meyer London,
Arturo Giovanitti,
Morris Hillquit,
Abraham Cahan,
Jacob Panken.

Each of these names was greeted with hearty applause.

The following resolutions were introduced and referred to the proper committees at this session.

RESOLUTION NO. 108.

Introduced by delegation of St. Louis locals.

Whereas, the Executive Board of St. Louis, had made several attempts to organize the thousands of workers in the skirt and dress industry, and

Whereas, the conditions prevailing in these shops are such that they are becoming a menace to conditions in Union shops, and

Whereas, the last Convention held at Boston, Mass., in 1918, has accepted a recommendation to this effect, be it therefore

Resolved, that the 15th Biennial Convention of the International Ladies' Garment Workers' Union, held in Chicago, instruct the incoming General Executive Board to place an organizer or a staff of organizers in the City of St. Louis to assist the local Executive Board in organizing these workers.

Referred to committee on organization.

RESOLUTION NO. 109.

Introduced by Delegation of Local No. 9.

Whereas, the scales of wages which are now in existence vary in the different branches or subdivisions of our industry, and

Whereas, the lower paid members envy the better paid ones and consider them a higher class with separate interest which tends to divide instead of unite our ranks, and

Whereas, there is no reason why an operator should get more wages than a cutter and conversely, therefore, be it

Resolved, that the Fifteenth Biennial Convention favor the establishment of a Uniform Scale of Wages for all the branches or subdivisions of an industry.

Referred to committee on resolutions.

RESOLUTION NO. 110.

Introduced by consent of Convention.

Whereas, the 4,000 members of the Port and Terminal Workers, Local 848, New York, International Longshoremen's Association, have been engaged since April 1st, in a struggle with the railroads entering the Port of New York against the combined opposition of the capitalist class in order to retain the 8-hour day in the Port, and

Whereas, this struggle is being conducted to a great extent with the financial resources of the various locals of the Marine Workers' Affiliation of the Port of New York, and

Whereas, Port and Terminal Workers, Local 848, I. L. A., require the assistance of friendly labor organizations to maintain their strike commissary which has been opened in conjunction with the National Co-operative Association at 1113 Clinton street, Hoboken, N. J., be it

Resolved, that the 15th Biennial Convention of the International Ladies' Garment Workers' Union in convention, assemble at Carmen's Hall, Chicago, Ill., recommend that financial contributions be made to those struggling harbor workers by the General Executive Board, the various Joint Boards, Local Unions and individual members of the organization.

Referred to committee on resolutions.

RESOLUTION NO. 111.

Introduced by Delegate Litvakoff, Local No. 15.

Whereas, the so-called "Protocol of Peace," "Councils of Conciliation," "Boards of Arbitration" with their "impartial" chairmen, which forbid stoppages of work and strikes, have proven to be a whip in the hands of the employers to suppress their workers into submission, be it therefore

Resolved, that the 15th Biennial Convention, held in Chicago, go on record as being against the above mentioned kinds of agreements and instruct the incoming General Executive Board to change its policy and to see to it that strikes and stoppages of work shall, under no circumstances, be forbidden or eliminated; the workers must, at all times, retain their only and single weapon—the strike.

Referred to committee on resolutions.

RESOLUTION NO. 112.

Introduced by Delegation of Local No. 11.

Whereas, it very often happens that officers or members of our unions leave our ranks and go into business for themselves, and

Whereas, such persons, if unsuccessful, are compelled to come back into our trades and seek again to become officers, and

Whereas, our membership regards them suspiciously and thus such officers breed only mistrust within our ranks, be it therefore

Resolved, that any officer of our unions—paid or unpaid—who leaves our ranks and goes into business for himself, shall be disqualified from holding any paid or unpaid office in any of our unions, unless he or she, after coming back, had worked for three years in the trade.

Referred to committee on law.

RESOLUTION NO. 113.

Introduced by Delegates of Local No. 62.

Whereas, Chicago is one of the big centers of organized workers and there are a great number of women workers still unorganized, and

Whereas, the necessity of organizing these workers has never been greater than at the present time, be it therefore

Resolved, that the incoming General Executive Board, be instructed to continue the good work that it has started.

Referred to committee on organization.

RESOLUTION NO. 114.

Introduced by Delegation of Locals Nos. 14, 70 and 83.

Whereas, a great number of unorganized women are employed in the ladies' garment industry of Toronto, Ontario, and

Whereas, this unorganized element is of great detriment not only to the ladies' garment industry of Toronto, Ontario, but also to the entire ladies' garment industry of the United States and Canada, and

Whereas, men organizers, appointed by the union, failed to achieve satisfactory results, and

Whereas, only women organizers can have access to this unorganized element in the ladies' garment industry, be it therefore

Resolved, that the Convention instruct the General Executive Board to send an English speaking woman organizer to consolidate the ranks of the ladies' garment workers of Toronto.

Referred to committee on organization.

RESOLUTION NO. 115.

Introduced by Delegate M. Perlstein of Cleveland.

Whereas, there are two local unions of our International in New York, whose members are working on dresses, and

Whereas, many of the employers take advantage of the divided management and control of the dress industry in New York in numerous ways, and

Whereas, the difficulties of uniting all the workers employed in the making of dresses in New York, are such that could be overcome through intelligent and co-operative spirit and action, therefore be it

Resolved, that the 15th Biennial Convention of the International Ladies' Garment Workers' Union, instruct the incoming General Executive Board, to bring about the amalgamation of these two locals to the advantage and benefit of the men and women employed in this trade.

Referred to committee on officers' report.

RESOLUTION NO. 116.

Introduced by Delegates of Montreal Locals.

Whereas, there exists in the Dominion of Canada, a body known as the Canadian Trades and Labour Congress, and

Whereas, this body is very influential in the Dominion of Canada and plays the same role as the American Federation of Labor in the United States, and

Whereas, all the Internationals of the American Federation of Labor, are affiliated with said body through their Canadian members, and are paying the per capita for their Canadian members, and

Whereas, in the past, the General Executive Board, seeing the necessity of such affiliation, has, up to now, paid their per capita for their Canadian members, be it therefore

Resolved, that this Convention endorse the action of the General Executive Board and instruct the incoming General Executive Board to continue paying the per capita for its Canadian members to the Canadian Trades and Labour Congress, and that the precedent established shall become permanent and embodied in the constitution.

Referred to committee on law.

RESOLUTION NO. 117.

Introduced by the Delegates of the Montreal Locals.

Amendment to the Constitution:

Article 14, Section 2, which reads, "All amendments regularly adopted at a convention shall become effective 30 days after the adjournment of the convention," shall be amended to read as follows:

All amendments regularly adopted at a convention shall be submitted to the members for referendum not later than 30 days after the adjournment of the convention, and shall become effective immediately after a majority of the votes has favored said amendment.

Referred to committee on law.

RESOLUTION NO. 118.

Introduced by the Delegates of the Montreal Locals.

Whereas, the ladies' garment industry in all its branches has in recent years, developed to very large proportions all over the Dominion of Canada, especially in Montreal and Toronto, and

Whereas, it is absolutely essential that the workers employed in these industries become organized, and

Whereas, to be successful a systematic campaign must be conducted throughout the Dominion of Canada, especially in the larger centers, and

Whereas, to do the above work successfully, it would be advisable and necessary to put an organizer in charge of the entire work, and

Whereas, the workers already organized in Canada, are mainly engaged in the cloak-making industry, and are too few in number to be able to support financially such an undertaking, be it therefore

Resolved, that this Convention instruct the incoming General Executive Board, to undertake this most important work of organization, and thereby bring many thousands of unorganized workers under the fold of the International Ladies' Garment Workers' Union.

Referred to committee on organization.

RESOLUTION NO. 119.

Introduced by Delegates of Montreal Locals.

Amendment to Constitution:

Article 2, Section 1, which reads: "The general officers of the International Ladies' Garment Workers' Union, shall be the President, General Secretary-Treasurer, and 13 Vice-Presidents, of whom 7 shall be residents of New York."

Shall be amended to read as follows:

The general officers of the International Ladies' Garment Workers Union, shall be the President, General Secretary-Treasurer and 14 Vice-Presidents, of whom 7 shall be residents of New York, and 1 shall be a resident of Canada.

Referred to committee on law.

RESOLUTION NO. 120.

Introduced by consent of Convention.

Whereas, the New York Call has been heavily penalized financially by being arbitrarily deprived of its second-class mailing privileges for the "crime" of championing the cause of the workers, and

Whereas, the Postmaster General of the United States, answering the action brought in the courts by the Call for the restoration of its second-class mailing privileges, has frankly stated that he had punished the Call because it indicted the present system of capitalism, and

Whereas, the continued denial of second-class privileges coupled with the enormous advance in the cost of print paper has plunged the Call into a financial crisis that must be met quickly, if it is to continue to publish, therefore; be it

Resolved, that the International Ladies' Garment Workers' Union in convention assembled, appropriate at once $3,000 to help meet this immediate crisis and that the General Executive Board be instructed to take action looking to a more organized financial support of the Call, until it regains its mailing privileges which will put it back to the self-supporting basis from which it was robbed by the tyrannical and arbitrary action of the organized-labor-hating Postmaster General.

Referred to committee on resolutions.

Upon motion duly made and carried, the session adjourned at 12:25 noon, to reconvene Monday, May 10, 1920, at 9:30 a. m.

SIXTH DAY—MONDAY MORNING SESSION.

May 10, 1920.

The seventh session was called to order by President Schlesinger at 9:30.

Secretary Baroff read the following telegrams:

New York, N. Y., May 8, 1920.

International Ladies' Garment Union,
Chicago, Ill.

The American Labor Party of Greater New York extends to you its sincere congratulations, wishes you success in your deliberations in the interests of the industries economically and hopes for your co-operation in the independent labor political field, so that while economically free, labor may shed the shackles of the dominant political parties which mean nothing to us, but use their power to enact laws in the interest of their big business employers.

Ernest Bohm,
Executive Sec'y.

Cincinnati, O., May 10, 1920.

Abraham Baroff,
Carmen's Hall,
Chicago, Ill.

Accept our heartiest congratulations to the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union. We wish you success in your efforts to liberate the

working people and teach the spirit of brotherly love. Hope that we of Cincinnati may be included.

Ladies' Garment Cutters' Local No. 30.

New York, N. Y., May 8, 1920.
Fifteenth Biennial Convention,
Chicago, Ill.

Congratulations to the officers and delegates of the Convention for establishing week work and 44-hour week in all industry.

Workers of Charles Miseil,
Rubin Levine, Chairman,
134 West 37th St.

New York, N. Y., May 8, 1920.
Delegates of the 15th Biennial Convention,
Chicago, Ill.

May your deliberations be as wise and successful as heretofore. Our heartiest congratulations to the delegates of the Fifteenth Biennial Convention.

Employees of Edelson and Hand,
Members of Reefermakers' Union.

Cincinnati, Ohio, May 7, 1920.
International Ladies' Garment Workers Union,
Chicago, Ill.

Accept our heartiest congratulations to the Fifteenth Biennial Convention. May your deliberations bring new life into the rank and file.

Cloak and Skirt Pressers Union,
Local Number 98.

New York, N. Y., May 8, 1920.
Abraham Baroff,
Chicago, Ill.

On behalf of the Record Department of our International and its staff, I beg to extend our congratulations. May the delegates see the wisdom of adopting the recommendations of the board with reference to the further extension of the activities of this department. We have 100 per cent union and we must have 100 per cent system.

N. M. Minkow.

New York, N. Y., May 7, 1920.
I. L. G. W. U.,
Carmen's Hall, Chicago, Ill.

Greetings: The shop representatives of the Ladies' Waist and Dressmakers Union, Local 25, in meeting assembled, send heartiest congratulations to the Fifteenth Biennial Convention and wishes for success in your deliberations. The shop representatives express their hope that this convention will not impose upon us the form of locals which is contrary to the wishes and desires of our membership.

Fraternally,
Jennie Matyas,
Chairman.

New Haven, Conn., May 7, 1920.
International Ladies' Garment Workers' Union,
Chicago, Ill.

To the officers and delegates to the 15th convention of the International Ladies' Garment Workers' Union, please accept our sincere wishes for a successful convention.

Local No. 96, of New Haven.
Miss R. Kalen, Sec'y.

Chicago, Ill., May 7, 1920.
International Ladies' Garment Workers' Convention, Chicago, Ill.

We extend our wishes for success in all your enterprises for the union of the needle industry. Let us hope that the near future will bring a union of all the industries of the world under a social regime where the workers will receive the full products of their labor.

Ladies' Tailors of Joseph Rothschild's Shop,
Members of Local 104.
Isadore Kasowitz, Shop Chairman.

New York, May 7, 1920.
Int'l Ladies' Garment Workers' Union,
Chicago, Ill.

New York Women's Trade Union League sends cordial greetings and best wishes for successful convention.

Maude Swartz,
Secretary.

New York, N. Y., May 7, 1920.
Convention of International Ladies' Garment Workers' Union,
Chicago, Ill.

Accept my best wishes to your Fifteenth Biennial Convention. I send heartiest congratulations to all the delegates.

L. Yasser,
Rec. Secy., Examiners' Union, Local 82,
I. L. G. W. U.

Philadelphia, Pa., May 9, 1920.
International Ladies' Garment Workers' Union,
Chicago, Ill.

The workers of Lindler Bros.' shop, Philadelphia, send their best wishes for success to the 15th Biennial Convention of the International. Best regards to our Philadelphia delegation, and especially our shop representative.

M. Radbil,
Chairman.

Detroit, Mich., May 7, 1920.
Ladies' Garment Workers,
Ashland and Van Buren,
Local 49, Commerce Hall,
Chicago, Ill.

Congratulations and good luck for the work of the representatives of Local Forty-nine.

Lena Spevakow.

New York, N. Y., May 9, 1920.
Convention,
Chicago, Ill.

Mr. President, Mr. Secretary, and to you all who have gathered from East and West, North and South, to participate in this mighty work, greetings, to all those who through hunger and pain, persecution and hatred, but with faith ever abundant, have patiently piled stone upon stone, until a fearless giant has risen today, now with new days have come new birds, new songs, and so let us all join in a mighty chorus and sing greetings to our Giant International. May its work go on and on and never cease.

Devotedly,
Elizabeth Hasanovich.

New York, N. Y., May 8, 1920.
International Ladies' Garment Workers' Union,
Convention, Chicago, Ill.

Chandelier and Lamp Workers' Union extend their heartiest greetings to your convention. We constantly bear in mind the true brotherly support you gave us during our last strike.

Wishing you success in all your enterprises,
Chandelier and Lamp Workers' Union,
M. Wolpert, Manager.

Cleveland, Ohio May 7, 1920.
International Ladies' Garment Workers' Convention, Chicago, Ill.

Three thousand shareholders, Cleveland Peoples' Co-operative Association, heartily greet International Ladies' Garment Workers' convention. Build co-operative commonwealth.

S. Solomon.

Rochester, N. Y., May 7, 1920.
International Ladies' Garment Workers' Union Convention, Chicago, Ill.

Congratulations and best wishes to your 15th Biennial Convention. Although am not in person, as might have been had I still worked in trade, am with you in spirit. May your work in the future be as successful as in the past. My regards to Cleveland delegation.

L. Palter,
Ex-Sec'y Cleveland Joint Board.

The following telegram was forwarded to Hon. Bainbridge Colby, the Secretary of State, in accordance with a resolution adopted at the previous session, relating to the Jewish massacres in the Ukraine, and containing an appeal for America's interference on behalf of these unfortunate victims:

Hon. Bainbridge Colby,
Secretary of State,
Department of State,
Washington, D. C.

Authentic reports are reaching America of the inhuman depredations, cruelties and massacres perpetrated upon the defenseless Jewish populations of the Ukrainia, of the hundreds of thousands made homeless, of entire cities destroyed by roving marauders, and epidemics that follow in the wake of these bestialities. The International Ladies' Garment Workers' Union in Convention assembled at Chicago at Carmen's Hall, representing one hundred and fifty thousand men and women, beseech you most urgently in the name of humanity and civilization, in the name of America's love for fair play and justice, to raise your voice in defense of these countless victims, widowed women and orphaned children. No matter how difficult it may be to exert a humanizing influence under present conditions in the Ukraine, we feel and know that America's voice is the only potent factor that may ameliorate the horrors and the inhumanities in that unhappy land and earn the undying gratitude of millions of citizens in our country.

Benjamin Schlesinger,
President,
Morrison Hotel.

The following resolutions held over by the office from last Friday were introduced and referred to the proper committees:

RESOLUTION NO. 121.

Introduced by Delegate M. J. Ashpis, Local 82.

ARTICLE 4

Section 5 (New Section)

If a member of the General Executive Board leaves the trade or accepts an office in another labor union not officially listed with our International, his office shall automatically become vacant, and the General Executive Board at its next quarterly meeting shall fill the vacancy.

ARTICLE 2

(New Section)

No delegate shall represent more than one local union, and each delegate shall be allowed one vote only.

ARTICLE 2

(New Section)

If any special convention of the International Ladies' Garment Workers' Union is called, all delegates of the preceding regular convention who have retained their eligibility in accordance with the provisions of this constitution shall represent the local unions at such special convention.

Article 2, Section 2 shall be amended to read as follows:

Upon the written request of at least five (5) local unions in good standing, no two of which shall be located in one city, the General Executive Board shall issue a referendum for a special convention to be held on a date fixed in such written request, and at least four (4) months after the date when such request is filed with the General Executive Board. The General Executive Board shall, within 15 days after the receipt of such request, submit the referendum to a vote of all affiliated local unions. They shall also submit a list of cities from which the place of holding such special convention shall be selected, as provided in Paragraph 1 of Article 2. Each local union, as soon as it receives such referendum, shall call a special meeting and vote upon both questions and only when a majority of all votes cast by the general membership are in favor of such convention same shall be called in the city receiving the majority of votes. A special convention may be called by the General Executive Board provided three-fourths of the members thereof vote in favor of such special convention.

Referred to Committee on Law.

RESOLUTION NO. 122.

Introduced by Delegates of Local No. 34, and by consent of Convention for the Executive Board of Local No. 33.

Whereas, there have been established in several parts of the country locals of corset workers which are now functioning in a more or less regular manner, enjoying good wages, union conditions, 44 hours, etc.; and

Whereas, these favorable conditions in the above mentioned locals are now facing a threat from the competition presented by unorganized shops in the surrounding districts where inferior conditions prevail; and

Whereas, a strenuous effort now being made to organize the unorganized shops in the surrounding districts appears to be hampered, only through the lack of women organizers; and

Whereas, such assistant organizers could be used not only for this particular branch of the women's garment industry, but for all branches of needle workers in districts where placed, be it therefore

Resolved, by this Fifteenth Convention of the International Ladies' Garment Workers' Union that it is expedient and advisable that such organizing relief be granted in the territory above referred to and that necessary means be taken to accomplish same, and that the incoming General Executive Board be instructed to carry it out in practice.

Referred to Committee on Organization.

RESOLUTION NO. 123.

Introduced by Delegate M. J. Ashpis, Local 82.

Article 10 (new Article and New Sections; present Article No. 10 to be Article No. 11, etc.)

Whenever any difficulty arises between members of any local union and their employers in a locality where no more than one local in any one trade exists, the members lay the case before the local Executive Board or the officers of the Union designated for this purpose who shall first try to settle the dispute peacefully.

Section 2

No strike shall be supported by the General Executive Board unless said board has been notified officially of the dispute prior to the calling of such strike and has sanctioned calling of same.

Section 3

Whenever any branch of the trade is involved in a strike or lockout, the General Executive Board shall have the power to order a strike in such other branches as they may deem necessary, if in their opinion such action would help in winning such strike or lockout.

Section 4.

No strike shall be declared by any local union at any shop or against any firm without the sanction of the General Executive Board. Local unions affiliated with a joint board shall lay all matters of strikes before their joint boards. The General Executive Board may insist upon being consulted before the calling of any strike by any joint board or district council.

Referred to Committee on Law.

RESOLUTION NO. 124.

Introduced by Consent of the Convention.

Whereas, there is a vast amount of sickness among our members who have to wait weeks and months before admission to overcrowded hospitals; and

Whereas, with the present dues paid by our members it is impossible for our locals to provide adequate medical and cash benefits for our members, and

Whereas, there is no solution in sight except through universal health insurance to which the employers are required to contribute in proportion to the responsibility of industry for sickness; therefore, be it

Resolved, that the International Ladies' Garment Workers' Union in convention assembled urge the adoption by state legislatures of universal health insurance legislation which will do for sickness what workmen's compensation has already done for industrial accidents.

Referred to Committee on Resolutions.

RESOLUTION NO. 125.

Introduced by the Delegates of Locals Nos. 1, 10, 9, 24, 54 and 35.

Whereas, the British Labor Party wholeheartedly supported the Jews in their aspirations for a national homeland on the ancient Jewish soil of Palestine; and

Whereas, at its Fourth Biennial Convention of the International Ladies' Garment Workers' Union, by Resolution No. 113 registered its support of this great aim of the Jewish nation; be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union express its appreciation to the British Labor Party for its tireless moral support that it has given to make the dream of the Jewish nation a reality.

Referred to Committee on Resolutions.

RESOLUTION NO. 126.

Introduced by Delegate L. Livingston, Local 130.

Whereas, an organization campaign, recently carried on among garment clerks, including shipping, receiving, packing, assorting and piece goods men, etc., resulted in the establishment of Local No. 130 with a considerable membership, holding meetings and carrying on propaganda work; and

Whereas, there are still thousands of clerks in the ladies' garment industry that have not yet been reached by this agitation and brought into the ranks of the organization; and

Whereas, it is obviously certain that in order to make the Garment Clerks' Union, Local No. 130, a growing success and an effective organization, it will require the co-operation of all the members of the International Ladies' Garment Workers' Union, employed in all the ladies' garment manufacturing establishments in the City of New York, who would be the direct agents by whom or by whose efforts the propaganda will reach the clerks in the factories; be it therefore

Resolved, that the delegates of the International Ladies' Garment Workers' Union, assembled in convention in Chicago, May, 1920, instruct the incoming General Executive Board to continue the organization campaign among these workers and to extend same along broader lines as hithertofore; be it further

Resolved, that in consideration of the fact that it is of great interest to the members of the International Ladies' Garment Workers' Union, and essential that these shipping clerks be organized under the joint board of the City of New York, the General Executive Board uses its influence with the Joint Board of New York City to recognize Local No. 130 and accord it representation to assure it further progress and success.

Referred to Committee on Organization.

RESOLUTION NO. 127.

Introduced by Consent of Convention.

Whereas, there is a vast field for educational activity among the workers of the ladies' garment industry, as well as in all other industries; and

Whereas, duplication and conflict ought to be avoided, in order that all available funds and energies may be used in the most economical manner; and

Whereas, the Rand School of Social Science is a well-established educational institution which, while not directly connected with any particular union, has been of great service to the workers of the needle industry, as well as to others; be it

Resolved, that the General Officers of the International Ladies' Garment Workers' Union are hereby recommended, at the earliest possible date, to enter into consultation with the officials of the Rand School, to the end that they may devise a plan whereby without conflicting with the work of mass education conducted by The Educational Department of the Union, the Rand School may become an agency to provide more intensive and systematic instruction and training along special lines calculated to develop a higher degree of efficiency among the Union's present and future officials, paid and unpaid.

Referred to Committee on Education.

RESOLUTION NO. 128.

Introduced by Consent of Convention.

Whereas, there exists in the City of Chicago an organization known as the Douglas Park Day Nursery, which devotes its activities to the taking care of the children and minors of Jewish working class families whose parents are compelled to spend their days in shops and factories to eke out an existence; and

Whereas, this nursery, being compelled to deny to a great many children the opportunity of play and protection in wholesome and healthy surroundings for lack of space, has undertaken recently to enlarge its quarters in order to be able to meet the demands made upon it in the performance of its highly praiseworthy activities; be it therefore

Resolved, that the 15th Convention of the I. L. G. W. U. donate a sum of money to this Douglas Park Day Nursery of Chicago as a token of recognition of its services and usefulness to the children of the workers in their respective locality.

Referred to the Committee on Resolutions.

RESOLUTION NO. 129.

Introduced by Members of the G. E. B.

Whereas, the Immigrant Aid and Sheltering Society, with main offices in New York City, is an organization which has rendered, during the many years of its existence, great services to the immigrant masses in providing material, moral and legal aid to such immigrants at the various ports in America, Europe and Asia; and

Whereas, this Society has always maintained a policy of impartiality and broadmindedness in extending its aid and has, therefore, received in return the unqualified support of the progressive elements and organized Jewish workers; and

Whereas, this Immigrant Aid Society has recently purchased a great building in New York City to house the prospective flood of immigration, an undertaking which requires a big fund and which it is at present appealing for to the various elements of the Jewish population in the United States; be it therefore

Resolved, that the 15th Convention of the I. L. G. W. U., alert to the interests of their unfortunate brethren in Europe, and mindful of their obligation towards the helpless masses whose immigration to the United States may reasonably be expected, levy a tax of ten cents upon each and every member of the organization, to be collected during the year 1920, said money to go towards the house building fund of the Immigrant Aid Society of the United States.

Referred to Committee on Resolutions.

RESOLUTION NO. 130.

Introduced by Delegates J. Halprin, Local No. 9; H. Wander, Local 23; M. Perlstein, Cleveland Joint Board, and S. Seidman, Local 102.

Whereas, there will take place in June of 1920, the fiftieth birthday of our General Secretary-Treasurer, Brother Abraham Baroff, rounding out a half a century of a life devoted earnestly and ably to the interests of the workers and of our organization; and

Whereas, as representatives of our organizations we feel confident that we voice the sentiment of the entire rank and file of our International and of the organized labor movement in general in paying homage to the work and services of Brother Baroff; be it therefore

Resolved, that this convention goes on record as extending to Brother Baroff its sincerest congratulations upon the event of his fiftieth anniversary coupled with a multitude of wishes for many more years of distinguished service in the ranks of labor; and be it further

Resolved, that the convention instruct the General Executive Board to arrange at some date in June, 1920, a fitting jubilee celebration to Brother Baroff as a token of our gratitude and recognition.

Referred to Committee on Resolutions.

RESOLUTION NO. 131.

Introduced by consent of Convention.

Whereas, there have occurred and are still occurring in that former part of the Russian Empire called the Ukraine and comprising all the southern provinces of Russia, inhuman massacres of Jews, the looting of their property and the practical annihilation of their homes and cities on a scale that surpasses everything experienced by the Jewish race in history's darkest ages; and

Whereas, this bloody holocaust let loose upon the helpless population of the Jews in the Ukraine has left in its trail unparalleled misery, epidemics, hunger and want which threatens to wipe out whatever life was left after the orgy of the pogrom makers—misery and want which requires immediate succor and relief; and

Whereas, such means and avenues of relief have recently been established and made possible after long months of ceaseless efforts to come in touch with the unfortunate Jewish populations in blood-sodden Ukraine; be it therefore

Resolved, that the Fifteenth Convention of the I. L. G. W. U. in its general efforts towards the raising of relief funds for the stricken and long suffering Jews of Eastern Europe take particular cognizance of the acute situation in the Ukraine and contribute generously towards the great cause of saving life and infusing hope among the survivors of the numberless ravaged communities of that territory; and be it further

Resolved, that a message be forwarded by this convention to the Department of State embodying the feelings of anguish and horror at the untold misery committed upon the Jewish communities of the Ukraine and imploring the Government to make all efforts possible to lessen the chances of the recurrence of such calamities and to register the protest of the civilized world against it.

Referred to Committee on Resolutions.

RESOLUTION NO. 132.

Introduced by Morris Sigman, Local 35.

Whereas, the Naturalization Aid League of New York has during the past two years, as well as in former years, conducted a very intensive campaign for naturalization among workers, preparing them for citizenship that they may be enabled to take their place in the general body politic of our country, as citizens and workers; and

Whereas, this Naturalization Aid League has, during the past two years in the course of its work aided almost five thousand members of our organizations in acquiring their first and final citizenship papers, thus proving that it is a very important factor of assistance to our men and women; be it therefore

Resolved, that this 15th Convention of the I. L. G. W. U. donate to this Naturalization Aid League, in recognition of its highly laudable constructive work, the sum of Five Hundred Dollars to enable it to continue its work for the best interests of the community in general and organized labor in particular.

Referred to Committee on Resolutions.

RESOLUTION NO. 133.

Introduced by Delegates of Locals Nos. 10, 25, 49, 62 and 87.

Whereas, the labor movement is getting in closer touch with national and international problems; and

Whereas, the workers will be called upon to solve economic, social and political problems of the greatest significance for the future of the working class; and

Whereas, if labor is to be effective in the leadership of the world it will require the accumulation of intelligent leadership and knowledge; be it therefore

Resolved, that the delegates to the American Federation of Labor Convention stand instructed to urge upon them the organization of a national university for the entire labor movement, modeled after the Ruskin College of England.

Referred to Committee on Education.

RESOLUTION NO. 134.

Introduced by Delegates of Locals Nos. 10, 25, 49, 62 and 87.

Whereas, the necessity of unbiased text books for adults is becoming more and more important with the growth of trade union colleges in this country; and

Whereas, lectures given at the university of the International Ladies' Garment Workers' Union on psychology, literature, economics of our industrial system, labor and management and contemporary labor problems, were taken down by a stenographer; and

Whereas, these lectures are being corrected and edited for publication by the lecturers and

are considered by authorities to be of greatest educational value; be it therefore

Resolved, that the incoming General Executive Board stand instructed to publish these lectures in book form and sell them to our members at cost price.

Referred to Committee on Education.

RESOLUTION NO. 135.

Introduced by Delegate Fannia M. Cohn.

Whereas, it is desirable to bring closer together the numerous locals of our International for various activities on the social, co-operative and educational field, which will tend to develop comradeship and fellowship; and

Whereas, this can only be possible when we will erect our own buildings wherever we have a sufficient number of members; be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union authorize the incoming General Executive Board to form a special committee on buildings for this purpose, which will co-operate with the local unions.

Referred to Committee on Officers' Reports.

RESOLUTION NO. 136.

Introduced by all Vice-Presidents.

Whereas, the practical experience of the past has shown to us that it is advisable to have nominations for members of the General Executive Board made one day in advance of the elections, upon a printed ballot, in order to insure the intelligent consideration of the candidacy presented before the convention; be it therefore

Resolved, that this convention instruct the general secretary to have such ballots printed and that the convention proceed to nominate candidates for the General Executive Board a day before election for such members is held.

Referred to Committee on Law.

RESOLUTION NO. 137.

Introduced by Delegate Fannia M. Cohn.

Whereas, the problems of our industry are becoming more and more complicated; and

Whereas, the trade is at present a gigantic enterprise and is in an ever growing need of leaders, teachers, managers, as well as journalists who are indispensable to the progress of our movement; and

Whereas, we are confronted with a dirth of organizers and business agents properly prepared for the task; and

Whereas, the growth of our membership and organization requires, for its management, men and women trained in the best methods of business administration; and

Whereas, the activities of our Union will never expand and our movement will be hampered in its progress unless it develops leadership within its own ranks; be it therefore

Resolved, that this convention instruct the incoming General Executive Board to assist those of our members who are qualified for leadership to acquire the necessary preparation, education and training for the task to which they are determined to devote their lives.

Referred to Committee on Resolutions.

RESOLUTION NO. 138.

Introduced by Students' Council of the I. L. G. W. U., New York City.

The capitalist class in this country is becoming ever more highly centralized and powerful. In order to maintain its position it recognizes the advantage of using the best brains of the country to poison systematically the minds of the workers, and thus keep them ignorant and divided. We, on the other hand, recognize that the struggle of the working class to emancipate itself is becoming ever more a battle of brains as well as one of mighty organization, therefore necessitating an ever more well informed, well trained and broad-minded leadership.

We further recognize that even the most capable and best intentioned worker cannot train himself sufficiently after a day of fatiguing work; therefore be it

Resolved, that we request the International Ladies' Garment Workers' Union to undertake to train a few promising workers, as the British labor movement does, in any school or schools that will fit them for the inevitable task, and give them the required training necessary to modern leadership, and so benefit our unions in particular and the labor movement in general.

(Signed) Students' Council of the
I. L. G. W. U.
Jennie Matyas, Chairman.

Referred to Committee on Education.

RESOLUTION NO. 139.

Introduced by Students' Council of the I. L. G. W. U., New York City.

We, the students of the Workers' University, at celebration meeting assembled take occasion to express our heartfelt appreciation and thanks to the International Ladies' Garment Workers' Union for the invaluable educational advantages it has offered us. We fully appreciate the hardships and expense of maintaining an educational department in an economic organization. Because of that, we take pride in the fact that our International has the rare foresight and vision which overcomes all obstacles, and aims for the development of our membership not only economically, but also intellectually; and

Whereas, we recognize that the problems of the working class must be solved through intelligent and well informed members of the working class; therefore be it

Resolved, that we request our International to enlarge its educational activities.

(Signed) Students' Council of the
I. L. G. W. U.,
Jennie Matyas, Chairman.

Referred to Committee on Education.

RESOLUTION NO. 140.

Introduced by Delegates David Dubinsky, Local No. 10; Sol Metz and Benj. Moser, Local No. 1, Simon Pitchersky, Local No. 3; Louis Hyman, Local No. 9; Daniel Nisnewitz, Local No. 17; H. Dessel, Local No. 64.

Whereas, the Jewish Socialist Federation is a federated body of the Socialist Party of America, and embraces the Jewish Socialists of this country; and

Whereas, during the past and present critical period in the Socialist movement of this country the Jewish Socialist Federation has valiantly and intelligently espoused and defended the cause of socialism; and

Whereas, this organization is in great need of funds for the purpose of continuing its work; be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union donate the sum of $500 in support of this cause.

Referred to Committee on Resolutions.

The president requested the various committees to present their reports. The committees reported progress.

A motion was made and seconded that the convention adjourn until Tuesday morning at 9 o'clock in order to give the committees ample time to prepare their reports. The motion was carried.

A motion was made and carried that the secretary be instructed to send a telegram of greetings to the Amalgamated Clothing

Workers of America in convention assembled at Boston, Mass.

A motion was made and carried that the secretary be instructed to send a telegram of greetings to the Socialist Party of America in convention assembled, in New York City.

Upon motion duly made and carried, the session adjourned at 10:30 to reconvene May 11, 1920, at 9:30.

SEVENTH DAY—TUESDAY MORNING SESSION.

May 11, 1920.

The eighth session was called to order by President Schlesinger at 9:45 a. m.

Secretary Baroff read the following telegrams:

Cincinnati, O., May 10, 1920.

Abraham Baroff,
Care Carmen's Hall, Chicago, Ill.
Congratulations to the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union. Accept our best wishes for the future as in the past.
The Bischoff, Stern and Stein, Cutters and Trimmers,
Harry Ruths, President.

Cincinnati, O., May 10, 1920.

Abraham Baroff,
Chicago, Ill
Accept my heartiest congratulations and best wishes for the success of the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union.
Emma Betz.

Brooklyn, N. Y., May 10, 1920.

International Ladies' Garment Workers' Union,
Chicago, Ill.
Fraternal greetings to our comrades who are in the vanguard of the army struggling for a noble and happier life for the workers.
Fraternally yours.
Brooklyn Tenants' Union, Brownsville Labor Lyceum of Brooklyn,
Harry Rich, Manager.

Brooklyn, N. Y., May 10, 1920.

Abraham Baroff,
Chicago, Ill.
Best thanks to the Convention for their kind invitation. Sorry to inform you that illness prevents me from going to Chicago.
A. Rosenberg.

Cincinnati, O., May 10, 1920.

Abraham Baroff,
Chicago, Ill.
Congratulations to the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union who are faithfully and successfully representing the interests of the working class. We hope that your assemblage will bring us good results in the future as you have in the past.
Executive Board of Local No. 63,
Jos. Gutterman, Sec'y.

Baltimore, Md., May 10, 1920.

International Ladies' Garment Workers' Union,
Convention Hall, Chicago, Ill.
Accept our heartiest congratulations to the Fifteenth Convention. May your deliberations bring new life into the rank and file.
Executive Board, Ladies' Tailors & Alteration Workers, Local 101,
Joseph Tichy, Secy.

President Schlesinger: In order to have it on record, I want to read two extracts from two letters which were received in New York and which were forwarded to me here in Chicago. One letter was sent by Samuel Gompers, President of the American Federation of Labor, and among other things he says:

"Permit me to express my earnest good wishes for the success of your convention and the hope that your convention may make a clear-cut declaration in support of the American Federation of Labor Non-Partisan Political Campaign. I also ask that you will convey to the convention my fraternal greetings, my earnest hope for the success of the convention and my sincere regret that I am unable to accept your invitation, as it is physically impossible for me to come and greet you in person.

Samuel Gompers,
President, American Federation of Labor."

The other one is from Mr. Frank Morrison, Secretary of the American Federation of Labor, which was also received in New York, and which was forwarded to me here in Chicago:

"I desire to express my appreciation of the invitation to attend your convention and also might take this opportunity of welcoming you back to the United States after your sojourn in Europe. I am sorry to say, however, that I have a number of conferences that will be held between May 3rd and 10th, the day on which the Executive Council meets in session for the purpose of preparing its report to the convention of the American Federation of Labor, which will be held in Montreal, on June 7th. Because of the work at headquarters, it is absolutely impossible for me to accept your kind invitation. If it were not for that, I should be only too glad to have the opportunity of addressing your convention this year.

Yours fraternally,
Frank Morrison,
Secretary, American Federation of Labor."

President Schlesinger: Here is a telegram from Comrade A. B. Cahan, the editor of the Jewish Daily Forward:

New York, N. Y., May 10, 1920.

Please convey regards to Schlesinger and Baroff and all the others, and ask them to explain to the Convention that I am actually unwell and that my doctor does not permit me to undertake a long trip. It is a lingering touch of grippe; otherwise I should most certainly come. A thousand thanks to the Convention for the invitation. Please ask Schlesinger to convey it to the Convention.

Abraham Cahan.

President Schlesinger: We are now ready to take up reports of committees. Is the Committee on War Sufferers ready?

Vice-President Koldofsky: Yes.

Vice-President Koldofsky thereupon read

the report of the Committee for War Sufferers:

Report of Committee on War Sufferers.

Mr. President and Delegates, Greetings:

Your Committee on Relief to the War Sufferers in Europe has felt the full responsibility imposed by you upon it in charging it to receive all resolutions and suggestions referred to it and to prepare a full and comprehensive report with recommendations to the Conventions as to the best and most effective manner our International Union may help our suffering brothers and sisters across the sea.

We have gathered our material for the preparation of our recommendations partly from the report of the General Executive Board; partly from the suggestions made to us in the resolutions proposed by delegates to this convention; from speeches held at our convention by Miss Jane Addams and Messrs. B. Zuckerman, M. Gillis, S. Polakoff and others; from the heart-rending letter addressed by the tailors' organization of Vienna, Austria, and from the incessant, horrible and blood-curdling reports which we have been receiving from the localities where savage pogroms, boycotts, hunger and epidemics are wiping out whatever lives were spared by the ravages of the war.

We have found that, notwithstanding the considerable aid which our big membership is constantly giving to the various forms of relief work—more generously, perhaps, than any other portion of the population of this country—the situation in the afflicted territories in Europe is such that it becomes our sacred duty to redouble our efforts and to increase the measure of our relief, for the need is so great that our aid can never be adequate enough in every field of this truly sacred work. Yet, aside from the fact that we must make the greatest effort to collect the biggest amount of money possible, we must also see to it that the distribution of relief be more effectively organized and carried out than what it has been done heretofore by the recognized relief organizations.

According to information obtained and conveyed to us by President Schlesinger, who has had the opportunity to acquaint himself with the situation of the needy population in Europe, as well as from other sources, we conclude that the relief work must be conducted at present principally on a constructive basis. Bread, milk, clothes and medicaments for the hungry, naked and sick are, of course, needed, but this form of relief is, after all, of a temporary and unsubstantial nature, and no matter how great our will and ability for raising relief funds may be, we cannot hope to solve in this way the misery of all the unfortunate war and pogrom sufferers.

As a workers' organization we must, therefore, see to it that our aid takes the form of constructive relief upon the basis of organization and co-operation. Relief in the afflicted territories should be utilized under the supervision of the labor unions existing there to open co-operative shops where the greatest possible number of workers may find work, and support themselves instead of relying upon soup kitchens and similar charitable institutions. For, in order to put the working populations in Europe upon a sustaining basis, it is necessary, first of all, to obtain work for them, and in order to obtain work we must first of all provide factories and tools.

Your committee, therefore, recommends:

1. That the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union, assembled in Chicago, decides that two legal holidays be assigned during the next two years, one every year—holidays on which our members are not engaged in work—and that on these two days all our members in the United States and Canada work in the shops and turn over all moneys earned on that day to the cause of relief.

2. The General Executive Board shall have the power to select these holidays and proclaim same as relief days for the war and pogrom sufferers.

3. The money earned on these days by the workers to be collected through the Joint Boards or locals and immediately forwarded to the General Office.

As regards the question of the distribution of these moneys, your committee believes that as the General Executive Board of our International is the proper agency for the collection of this fund that it should also be appointed as the proper agency for the distribution of this money. We believe that under the direct supervision of our General Executive Board the distribution of this relief money will be more effective and more equitable than through any other agency.

Should the General Executive Board, however, find it necessary to unite with other relief agencies, your committee recommends that our International unite only with such committees which are (1) in harmony with our plan of distribution, and (2) that will consent to it that our International and representatives of our General Executive Board directly participate in the local administration of these agencies and in all commissions that may be sent to Europe for that purpose.

The committee also recommends that all moneys collected on these two legal holidays from workers of all nationalities other than Jewish, in our International, be for-

warded, as on former occasions, to their respective national relief organizations

Your committee has also received a resolution, No. 60, which reads as follows:

RESOLUTION NO. 60.

Introduced by Delegate Saul Metz.

Whereas, we all realize the importance of extending a helping hand to our war-stricken brothers and sisters across the sea, and

Whereas, our organization has always done its utmost in this relief work, therefore, be it

Resolved, that this Fifteenth Biennial Convention decide to tax its entire membership with 5 cents per month for this noble cause.

Your committee recommends the rejection of this resolution as the recommendations embodied in this report are more far-reaching than this resolution.

This concludes the report of your committee.

Respectfully submitted,

S. Koldofsky, Chairman;
H. Bernstein, Secretary;
H. Schuster,
L. Lifshitz,
A. Rudin,
S. Bellenson,
Nora Levin,
H. Zuckerman,
J. Goldstein,
M. Sayetz,
M. Storm,
M. Goodman,
M. Greifer,
G. Rubin.

It was moved and seconded that the recommendations of the Committee on War Sufferers be adopted as read. Upon being put to a vote the motion was unanimously carried.

President Schlesinger: The Committee on War Sufferers had only this proposition to consider, the report covers that proposition and that concludes their work. So if there is no objection on the part of the convention, this committee will be relieved with the thanks of the convention. (Applause.)

President Schlesinger: We have here in this hall, the President and the Secretary of the Chicago Federation of Labor. The Secretary has visited us already and has been with us since we came here, but we have not had a chance to see the President here up to this present minute. (Brother John Fitzpatrick entered upon the platform and was greeted with prolonged applause.)

Most of the delegates have had the pleasure of meeting President John Fitzpatrick before. Our New York delegates have had the occasion of meeting him during the time of the steel workers' strike, when he addressed a big meeting arranged by our organization in Madison Square Garden. There are many here that never had the pleasure of meeting him and I shall therefore take the great pleasure of presenting to you Brother Fitzpatrick, who will address you. (Applause.)

Address by John Fitzpatrick.

Mr. Chairman, delegates of the 15th Biennial Convention of the I. L. G. W. U.: Of course, it gives me great pleasure to have the privilege and the opportunity of being with you in your convention. I hoped that I might be present at the opening of your convention and was urged to be present by the Local Committee and also by President Schlesinger. It was a positive urging and I had to make many excuses and show real cause before I was able to convince them that I could not be present at the opening of your convention. However, I know that the Chicago Federation of Labor was represented here in the person of the vice-president and other officers.

I happened to be in Washington at that time and later was occupied in some work in connection with the movement in the East and took up all of last week. This was the first opportunity I had to come here, and I find I could not escape the duty of being present. I am glad that the I. L. G. W. U. have arranged to hold their 15th biennial convention in Chicago, because it is going to create an impression upon the labor movement.

Now, I realize that New York is a big city and that there is a very active organization among the needle trades in New York City. But a great many folks seem to forget that there is such a place on the map as Chicago and that it is of any significance in this particular industry. So when the convention was arranged here and we have so many delegates from the East, from Boston, New York, Philadelphia, Syracuse and other places, to Chicago, we are glad to know that they are going to have the opportunity of seeing that there is another city which contains a large portion of this particular industry and other great industries of similar character. So while you are here in the City of Chicago, we not only want you to look over the field and see what is in your own particular organization, but to look around and see that if the other industries are not fairly well organized and that if the men and women in these various occupations are not imbued with the militant spirit and are on the firing line, that they are at least doing some of the things necessary to bring into our lives and into our homes the things that we ought to have.

Even those among us who keep up close to the front and see the continual advantages which the organized labor movement is gaining and see the progress that it is continually making, find it discouraging and disheartening to see the lack of cohesion

among the workers of the different trades and callings. It is true that in a particular occupation you can get the workers to stand together like a solid rock, especially when it comes to the question of increased wages or shortening of hours. But when it gets beyond that into the larger questions which are involved in the movement, then there is a decided lack of the get-together spirit, of mutual understanding and of centralizing their efforts for the general purpose of the labor movement.

That is true in the City of Chicago. It is true elsewhere, but we are not going to enlarge upon that. We only say it is a fault of the labor movement, though generally the labor movement in the City of Chicago is well organized and has a real spirit and is looking forward with great courage and great hope. We are only just getting on our feet, as it were, taking the first step. And I hope that while the delegates are in Chicago, you are going to look around in the various places, see the organization, the effect here, and if there is any word of encouragement or hope that you can scatter while you are here, we are going to appreciate it, and if there is anything you find worth while, I want you to carry the news back to your fellows and tell them of the things that you saw in Chicago which may be for the good, the benefit and service of the entire labor movement.

I don't want to take up any more of your time than I can help because I understand you are now getting the reports of your committees, but while I have this opportunity I wanted to say a few words to the convention of the I. L. G. W. U. of the magnificence and splendid co-operation and assistance which the National Committee for Organizing of Iron and Steel Workers received, not only at the hands of your International officers and Executive Board, but also from your local officers and executive boards and organizations, and it is a pleasure to have the opportunity to be present at a convention of an organization which did such noble and splendid work in that great cause, and I am glad that I have the opportunity of saying these words to you.

I know that I am not qualified, haven't the ability to say to you in the language which the workers in the steel industry would want to convey this message to you in, but that is not their fault. That's my fault, and if the steel workers could as one person express their feeling of gratitude and appreciation of the service rendered by the I. L. G. W. U. in their great struggle for justice and liberty and freedom, I am sure that it would be heard all around the world. That is the way that they feel about it.

Of course, the I. L. G. W. U. is somewhat removed from the steel industry and ordinarily you would expect that organizations closer identified with the steel industry would be willing to render support, because to the extent that success is made in the steel industry, then so will success come to the others who are closely allied or more closely identified. But in the garment industry it was not to be expected that the workers in these trades would go to the extent that they did in rendering the assistance to the steel workers. Of course, it indicates that the men and women in the garment industry are alive to the problems of today, not alone to the problems of America, but to the problems of the world, and the officers and members of these organizations of the I. L. G. W. U. have given serious consideration and thought to the entire program. They have looked over the entire labor field and they thought, and have come to the conclusion that the organization of the steel industry is a very vital necessity in the lives and the affairs of the men and women of labor, and because of that, because you concluded that that was a vital thing, that you threw your support wholeheartedly into that situation. As the Chairman of the National Committee for Organization of the Iron and Steel Workers, I know that as the steel workers would not have the opportunity of expressing themselves to you on this subject, I am just taking this opportunity now to say to you these few words of appreciation. I may go a little bit further in connection with the strike itself, and relate to you in brief the efforts to organize the steel industry as the situation presents itself to labor generally.

First, we will have to understand that some years ago, under the form of organization that existed then, the steel industry was organized, that is, the various companies and corporations engaged in the steel industry were organized and brought into relation, with the organizations that existed then. They were a skilled workers' organization; that is, the men of these organizations were skilled mechanics, and no heed was paid to the common laborer. The United States Steel Corporation was organized, and in its desire to get absolute control of the steel industry it made its declaration that there would be nothing that would interfere with its control, and they found that labor, organized labor as it was then, would interfere with their control, so in order to eliminate the factor of organized labor in the industry, they set aside twenty million dollars to remove the influence of organized labor. After a period of years, the program and tactics of the steel corporation were so effective that the interests of labor were gradually lessened and eventually wiped out.

Now then several attempts have since been made to organize the steel industry.

The mine, mill and smelter men or the machinists or some other organization would make an attempt to organize their men in the steel industry, and after spending time and effort, their efforts would collapse.

Now then, as a result of the war, various efforts of organization were put into effect, and as applied to our industrial situation and our program of organization, there was a scheme of organization originated and applied among the skilled workers so effectively that the trades involved secured complete control over the affairs of the organization. This plan is known as the system federation plan, as used by the shop organizations on the railroads.

It was organized in Kansas City, probably about 12 years ago, and as a result of the system federation plan of organization, all of these organizations were brought into close connection and their efforts centralized and the committee going to the management, represented all of the workers and in that way they were able to get results.

There was no group of workers that have made more progress than the condition they are in, getting away from the control that was over them, to a greater extent than that which was made by the shop organizations on the railroads.

Now, then, when we found that this plan of organization was so very effective we had a situation here in Chicago and that was the packing industry.

Now, with all of the failure that had happened in the steel industry in the past, the miserable situation in which the organized workers found themselves in in the steel industry the situation was changed when this program of the system federation of labor was put into effect in the steel industry. We asked the international organizations to get together in a common group, outline the plan of organization, each one making its pledge and declaring that they would stand together in that fight, come what would, and you saw the result. Why, men felt it was hopeless, and even those who ought to be best posted on the labor movement in this country and elsewhere looked with suspicion upon the efforts of the National Committee to organize the Iron and Steel Workers, and a great many of them held aloof, and when it came to the critical moment, to the point of striking, a great number of these international officers and representatives felt that it was a bugaboo. When we said that we had 300,000 steel workers organized, there were lots of international officers and representatives of labor would tell you, if you got them into a corner, that we did not have over 10 per cent organized.

Judge Gary said 10 per cent and a great many of these other fellows said 10 per cent, and while we said three hundred thousand organized they said, "Oh, that's bluffing. These fellows are doing a lot of bluffing and talking and they will not be of any result."

I will not take up your time telling you about the different stages we had to go through. Of course, we did not want the strike. We tried to prevent it. A great many folks will say, "Well, in these contests between labor and capital they are all right as far as they go, but there is the great third party who is the innocent bystander and who has nothing to say, and why should labor and capital be allowed to get into these contests when this great army of the third party has no say and is excluded and unquestioned in the matter?"

In order to meet that situation we went to the President of the United States. We thought that if there was anybody in the United States that was representative of the innocent by-stander, of the public, of the third party, or no matter what you want to call it, we thought that the President of the United States was that person, and we went to the President of the United States and we said to him, "We are trying to get consideration for the slaves in the steel industry and we asked for a conference and we have been refused." The President of the United States said, "Well, you come to me two days before your time set for settling your strike, and in two days I can't do very much."

I was spokesman on that occasion and I said to the President, "Mr. President, we come to you with this proposition: If it will take you two hours, two days, two months, to work out whatever you are going to do in the situation, you can have unlimited time." He said, "Well, with that understanding I will take it. I will be glad to do the very best I can in the situation."

So we went to the representative of the common people, of the so-called innocent by-stander, and after a sufficient time the President notified us that he had failed, just like every other effort to deal with the steel industry had failed. The President of the United States failed and when he sent that word to us, there was nothing left for us to do but to go ahead with that strike.

Now I know that there is one point in that strike situation which may bring criticism to the men handling it, and that was that after the President had notified us of his failure he requested President Gompers to use his influence to postpone the strike until October 6th, until his Industrial Commission would meet in Washington. Well, we were pretty well convinced as to what

kind of a trap arrangement his industrial commission was and we had perfected our plans and we were not going to destroy the movement by taking any postponement again. To do it would have destroyed this organization, and I think there was considerable purpose in asking us to postpone it at that particular time. However, we did not do that. We went into the strike. Now, nobody who has any notion of the situation will realize when you know this, that the steel corporation had taken every advantage of labor that it possibly could. It divided the workers. After twenty years of slavery of the most degrading kind of toil, in the short space of a year, these men were organized and marshaled in such a way that on the 22d day of September they left their places of employment, and this gigantic steel corporation with all its power and influence had to go down. The steel industry had to stop and they stopped for a considerable period of time. Now, there came to workers a realization of their own strength and power. And when I think that they could have been brought together in that contest in the way they were I say all honor is theirs. They made a tremendous fight.

Now, some people will say that our fight was not a success. If you look at any effort of labor in the way of dollars and cents the whole movement might be a failure. The purpose of the strike was to break the hold which the U. S. Steel Corporation had over the lives of the men and women and children of the industry. That was the blow that had to be administered. Here is another corporation bigger than the United States government and has more power and influence in the affairs of this country than the United States Senate or the United States Congress or the Cabinet of the President. You can't begin to imagine how large that power was and still is and was a blow against the tyranny and the autocracy of that combination made us all to realize that men, women and children have some rights on the face of the earth, and it was a blow worth striking and it is going to pay in the days to come.

We are always making progress. We may get our bumps and our set-backs, we may get kcked in the face here, there and elsewhere, but gradually, continuously and everlasting is the labor movement making its road upward and onward and we are going to continue to do that. We care not what the attitude of the beef trust is, or the steel trust. These are lawless corporations. They are anarchistic corporations that defy the right of government, defy the rights of law and the rights of men, women and children and in that way they are the most dangerous institutions that exist in the United States today. Now, what is our duty in that situation As fathers and mothers, looking into the future with hope and confidence, and ready to do our part in the onward march of humanity—are we going to sit by and allow that monster of anarchy and profiteering, as represented by the steel trust, the beef trust, the railroad magnates, by the Wall Street crowd, are we going to allow them to destroy our liberties and our future? I say to you, "No!" We are going to make our fight! We know that we respect the law! We live within the law, we are part of the law, and we are going to make America what it was and intended to be—an abiding place for liberty-loving men, women and children—that is what we are going to attempt in realizing that kind of institution upon the face of the earth!

Labor always profits by the experiences it gains. They help us in our future activities. There is so much to be said upon the different aspects of the labor movement. What I regard as the biggest question confronting the A. F. of L. today is whether the steel industry will be organized. Without an organized steel industry, you have a spineless, lop-sided labor movement in America; and we intend, through the organization of the steel industry, to make big strides in the labor movement of America. We know that we have your co-operation and assistance and that is one task towards which we are pointing our energies.

We have got to stand up and make this fight. Our enemies are arrayed against us. We have got to rally ourselves together. We have to centralize our efforts. I am confident that the labor movement in America is the most forward looking in the entire world. We have the intelligence and the ability and all we have left to do is to marshal our forces.

We want these advantages and opportunities for our children and our children's children. That is the responsibility and the duty upon you and me. We want to hold that which we have and make it better for those who are to come afterwards. I am glad to have had this opportunity of meeting with you and talking to you and I hope that the convention will be successful, and wish you God speed in your work and that your organization will go on and prosper in the years to come as it has in recent years and take its place as it always has had in this great struggle of labor. (Prolonged applause.)

President Schlesinger introduced Mr. E. N. Nockels, Secretary Chicago Federation of Labor, who made an appeal for assistance in support of the weekly magazine which they publish, "The New Majority."

Upon motion made and carried, it was

recommended that the request made for rendering assistance to the "New Majority" be referred to the Committee on Resolutions.

President Schlesinger: Brother Fitzpatrick, I want to say on behalf of the delegates to this convention, as well as on my own behalf, that we are certainly proud to have you with us. I remember the activities of Brother John Fitzpatrick in our industry 25 years ago. I remember when he was particularly active in the years 1902, 1903 and 1904. I well remember the several occasions when Brother Fitzpatrick, then the representative of the American Federation of Labor, would go with us to take up adjustments and complaints and even attend our conferences that were held in Chicago between us and the associated manufacturers. For all this we feel, indeed, grateful, and I regret that I have no time to dwell on all the good work he had done for us. Brother Fitzpatrick, we are honored to have you with us.

President Schlesinger thereupon called upon Vice-President Perlstein, Chairman of the Committee on Organization, to present his report.

Report of Committee on Organization.

Chairman and Delegates, Greetings:

The Committee on Organization had before them the vital problems affecting directly the organization of thousands and thousands of workers in our industry who are still unorganized. The problem of how this organization of workers may be brought about does not consist merely of the hard work of making these workers realize the necessity of organization and of bringing them under the banner of our great International, but also of accomplishing this with as much effectiveness and vigor as possible.

There are two vital elements which must be considered before our work can be successfully undertaken and carried on. First, in the problem of organization, the work of organizing our staff, etc., and secondly, the means of carrying it out. As to the latter, we feel that the different organization campaigns we have to consider, carry with them a great financial burden. Under the present circumstances, therefore, if we earnestly want to begin to carry out the work successfully the present per capita paid by the Locals to International is not sufficient, and we believe that the per capita must be substantially increased. Even with this increase we are not sure that the work can be successfully carried out. It is, therefore, our duty to recommend to the incoming General Executive Board that no work undertaken or decided upon at this convention should be postponed or delayed on account of lack of funds, and at any time the General Executive Board finds it necessary to levy a special assessment for the carrying out of the work, and that the Locals should loyally and cheerfully pay their share and thus contribute to the successful carrying out of this work.

The Out-of-Town Problem.

Since we have succeeded in bringing about an almost 100% organization in our trades located in the large industrial centers, and since the working conditions in these trades have been materially improved, we find that it is no more than natural that a great many employers should seek to avoid union working conditions and union standards of wages in their shops. We find that during the last few years a great number of employers of every brand of our industry have begun to move their shops out of the large industrial cities and open shops in the vicinity of these. The situation has at present reached a point when immediate action is necessary. It has become such a menace that if a stop is not made to it thousands and thousands of our members who have suffered and sacrificed to build up their organization, will be left helpless. The competition between the so-called town and out-of-town shops has so developed that it will be impossible for the members of our different organizations not only to progress and better their conditions, but even to hold their present standards.

Many resolutions dealing with this problem have been introduced by the various locals:

RESOLUTION NO. 1.

Introduced by Locals 15 and 25.

Whereas, experience has proven that the separate efforts of the locals to organize the industries out of town were futile, and

Whereas, the menace of competition between the out of town shops and the workers in the organized centers of the industries, is increasing every day, and

Whereas, only united and centralized efforts on the part of the International will be able to combat this evil, be it therefore

Resolved, that this convention instructs the International Executive Board to organize a special department for organizing work out of town, and that an adequate sum of money shall be assigned for this purpose, and to carry on this work.

RESOLUTION NO. 11.

Introduced by Delegate Max Bruck, Local 21.

Whereas, the Fourteenth Biennial Convention of the International Ladies' Garment Workers' Union, held in Boston, Mass., has adopted resolution No. 34 dealing with the organizing of the Newark waist, dress and white goods workers, and

Whereas, the International through various reasons was not in a position until now to undertake such organizing campaign in Newark, and

Whereas, the necessity has never been greater than at present to organize the above mentioned workers, be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union instruct the incoming Gen-

eral Executive Board to start and to conduct an organizing campaign in Newark, in the waist, dress and white goods industries.

RESOLUTION NO. 30.

Introduced by Delegation of Local No. 50.

Whereas, there are a great number of nonunion shops in the small towns around the City of New York, making children's dresses, waists and dresses, house dresses and kimonos, white goods and other cotton garments where conditions are detrimental to the present prevailing conditions of the organized shops in the City of Greater New York, and

Whereas, these existing conditions are encouraging New York manufacturers to reduce their New York factories to a minimum and to open nonunion shops in the outskirts of New York, and

Whereas, the abolishing of the inferior conditions existing in the outskirts of New York is of utmost importance to the above mentioned industries, be it therefore

Resolved, that this convention instruct the incoming General Executive Board that immediately after this convention an out of town organization committee be formed under the jurisdiction of the General Executive Board of the I. L. G. W. U. and immediately an organization campaign be started. This campaign is to be carried to the extent of unionizing the non-organized shops and bring about the establishment of the same conditions that are prevailing in the organized shops of Greater New York.

RESOLUTION NO. 31.

Introduced by Delegates of Locals Nos. 45, 48, 89 and 80.

Whereas, the continued activities of the various locals in the City of New York have compelled the manufacturers to grant union conditions; and

Whereas, to avoid our activities, the manufacturers eager to make money, have encouraged former contractors and speculators to open shops in the following localities;

Mamaroneck, New Rochelle, Portchester, Yonkers, Tuckahoe, Harrison, Hackensack, Union Hill, Passaic, Garfield, Lodi, Long Branch, etc., all in the vicinity of the City of New York; and

Whereas, it has been impossible for the locals of the Cloak, Suit, Skirt, Waist, Dress, Raincoat, Embroidery, White Goods and Children's Dresses, to keep up their active campaign to organize these workers because it requires enormous expenditure of both money and energy; therefore, be it

Resolved, that the incoming General Executive Board be instructed to start a campaign to organize these shops and thus prevent the manufacturers from avoiding union standards.

RESOLUTION NO. 84.

Introduced by Delegation of Local No. 66.

Whereas, the ladies garment industry is spreading throughout the country, new factories being opened daily by the manufacturers of our trades in the adjacent territory of New York City, and in the various states of the Union, and

Whereas, the need of a national organization campaign to organize the workers in the waist and dress trade, house dress and kimono trade, embroidery trade and corset industry, is of vital importance to the very life of our unions in New York, and the union standards in our trades, and

Whereas, well planned, concerted and systematic campaigns are needed to attain the objects in view, be it therefore

Resolved, that a special organization department be instituted as part of the International, under the jurisdiction of the president and General Executive Board of the I. L. G. W. U., for the purpose of unionizing the unorganized workers in the ladies' garment trades in the City of New York, out of town workers and others all over the country.

Referred to committee on organization.

RESOLUTION NO. 65.

Introduced by Delegation of Local No. 23.

Whereas, the skirt trade is thoroughly organized in New York City, and

Whereas, in the states surrounding New York there have, for the last few years, been opened a great number of skirt shops which are not organized, and work under nonunion conditions for very low wages and long hours, offering keen competition to the union shops in New York, be it, therefore

Resolved, that this convention go on record in sending a special staff of organizers to these cities to unionize the workers in these shops.

RESOLUTION NO. 76.

Introduced by Delegates of Locals Nos. 7, 24, 49, 56 and Boston Joint Board.

Whereas, the New England States are becoming centers of women's clothing manufacturing where large factories are being established and where thousands of workers are being employed, and

Whereas, Boston is the only city in the New England States where the ladies' garment industry is organized, and

Whereas, the unorganized workers, due to the fact that the standards under which they work are far below the union standards, are continually jeopardizing the existence of the union in this territory, and

Whereas, such cities as Worcester, Malden, Melrose and other towns and cities where thousands of men and women are employed are still unorganized, and

Whereas, thousands of workers in the women's clothing industry in the New England States are receptive to trade union propaganda and would organize themselves if an intensive organizing campaign would be conducted, be it, therefore

Resolved, that the Fifteenth Biennial Convention assembled in Chicago instruct the incoming General Executive Board to place an organizer in the field for the New England States, with headquarters in the City of Boston.

In order sucessfully to go ahead with our work, these so-called out-of-town or vicinity shops must be organized. A special department which should be known as the Organization Department of Out-of-Town Shops, should be opened. This department should be under the management of a person selected by the President and General Executive Board who shall work under the direct supervision of the President of our International Union. The vicinity towns where the shops are located should be divided into districts and each district should have its manager with as many organizers as necessary. All these district managers are to work under the direct supervision of the general manager of the Organization Department for Out-of-Town Shops.

We strongly urge the adoption of this resolution and that the President and the members of the incoming General Executive

Board be instructed to immediately proceed with the organizing of this department so that the work may begin as soon as possible.

Upon motion the resolution was adopted.

ORGANIZATION WORK IN THE CORSET INDUSTRY.

There are still thousands of workers in this industry in New York, New England and the Middle West who are yet to be organized.

Realizing the obstacles lying in our way in unionizing the workers of this large industry and after careful deliberation, we recomend that the incoming General Executive Board consider the plan of opening a special department for the organization of the corset workers. This department should be under the management of a department head who is to be under the direct supervision of our President and General Executive Board. It is our opinion that this plan, if successfully carried out, will bring thousands and thousands of the workers in the corset industry into the ranks of our International Union.

Upon motion the recommendation of the committee was adopted.

RESOLUTIONS DEALING WITH ORGANIZATION WORK IN THE CITY OF BALTIMORE.

RESOLUTION NO. 13.

Introduced by Delegation of Baltimore Locals.

Whereas, there are thousands of unorganized workers in the ladies' garment industry in the City of Baltimore, engaged in the making of waists, dresses, house dresses, children's dresses, skirts, petticoats, middy blouses and white goods, in addition to those workers not directly employed in the making of the garment; and

Whereas, the conditions under which these workers are employed, in both wages and hours of employment, are of a standard much lower than that prevailing in many other cities in the same trades, and detrimental to the welfare of the workers in those cities, as well as the workers in Baltimore; and

Whereas, a large percentage of these workers are colored and can only be approached by members of their own race; and

Whereas, a campaign recently carried on under the direction of the General Executive Board resulted in the revival of Local No. 72, which now has a membership of approximately one hundred, who hold regular weekly meetings and are very desirous of helping the International to build a strong organization covering all branches of the ladies' garment industry mentioned above; and

Whereas, the Maryland State Federation of Labor in convention assembled in April, 1920, adopted a resolution pledging its support to the organization work of the International Ladies' Garment Workers' Union in Baltimore; be it, therefore

Resolved, that the International Ladies' Garment Workers' Union, in convention assembled in Chicago, Ill., May, 1920, instructs the incoming General Executive Board, to assign organizers, including at least one colored organizer, for the purpose of continuing the organization campaign, to bring about a successful and effective organization of all the branches of the needle industry mentioned above, in the City of Baltimore.

Upon motion recommendation of the committee was adopted.

RESOLUTION NO. 46.

Introduced by Joseph Snyder, Delegate of Local No. 4.

Whereas, the Cloakmakers' Union, Local No. 4, of Baltimore, and the oldest union of the International Ladies' Garment Workers' Union, has encountered numerous difficulties in the work in which it is engaged, particularly in the fact that there has recently become apparent a marked decrease in the membership, due to the manufacture of skirts in unorganized white goods shops at prices about half of what they would be if these shops were organized, and due also to the fact that a great number of our members employed in shops that are making work the same kind as Local 17 of New York, and due to the fact that a number of the shops are moving out of the city into small villages in the State of Maryland where the work is done by negro women and country girls at wages far below the union standard, and

Whereas, Local No. 110, Cutters' Union, is still in the early stages of its organization, having been compelled to spend months agitating and explaining the benefits of organization and the value thereof to the workers and would even now be helpless without aid in perfecting its organization although it is doing excellent organization work, considering the fact that it is still a young local, and

Whereas, the decision of the last General Executive Board was that a staff of organizers be sent to the city of Baltimore organizing shops that are making middy blouses, skirts and the country shops; be it therefore

Resolved, that the new incoming General Executive Board be and is hereby authorized and directed to continue the organizing work of this city and further that the staff of organizers be sent to this city and kept on the job continuously until the entire trade is thoroughly organized.

Respectfully submitted by,
Joseph Snyder.

RESOLUTION NO. 14.

Introduced by Delegates of Baltimore Locals.

Whereas, the Ladies' Tailors' Union, Local No. 101 of Baltimore, has succeeded in establishing the forty-four hour week work and a week work system with a minimum scale of wages corresponding to the scale of wages prevailing in the City of New York, and other organized cities; and

Whereas, there are a great number of women workers employed in the same establishments as the members of Local No. 101, who are engaged in the making of dresses, who are still unorganized and working more than forty-four hours a week at very low wages; and

Whereas, two different systems of the kind described above make the further progress of the organized workers in Local No. 101 very difficult and is detrimental to the existence of the local; therefore, be it

Resolved, that the International Ladies' Garment Workers' Union in convention assembled in Chicago, Ill., May, 1920, instructs the incoming General Executive Board to carry on an organization campaign among these workers, to be ultimately incorporated in Local No. 101.

RESOLUTION NO. 15.

Introduced by Delegation of Baltimore Locals.

Whereas, there are hundreds of alteration workers, men and women, engaged in the altering of ladies' garments in the different department and other stores in the City of Baltimore, and

Whereas, a number of these workers have expressed a desire for an organization to improve their working conditions; and

Whereas, the Ladies' Tailors' Union, Local No. 101 of Baltimore, is ready to co-operate in every possible way in organizing the alteration workers and bringing them into Local No. 101, therefore, be it

Resolved, that the International Ladies' Garment Workers' Union, in convention assembled in Chicago, Ill., May, 1920, instructs the incoming General Executive Board to co-operate with Local No. 101, in carrying on an organization campaign among the alteration workers, to be ultimately incorporated in Local No. 101.

We recommend same be referred to the incoming General Executive Board for consideration and action.

Upon motion recommendation of committee was adopted.

ORGANIZATION WORK IN CINCINNATI.

RESOLUTION NO. 22.

Introduced by Delegates of Cincinnati Locals.

Whereas, there is a large number of white goods, house dresses, kimonos, and middy workers in Cincinnati still unorganized, and

Whereas, the wages of these workers, of which the majority are girls, average not more than $12 per week, in spite of the daily increase of the cost of living, and

Whereas, the conditions of those trades are not only detrimental to the workers of Cincinnati, but are also undermining conditions in other cities where the same trades are organized, be it

Resolved, that the Fifteenth Biennial Convention held in the City of Chicago, instruct the incoming General Executive Board to begin an organization campaign in the City of Cincinnati.

We recommend the adoption of this resolution.

Upon motion recommendation was adopted.

RESOLUTION NO. 23.

Introduced by Delegates from Cincinnati Locals.

Whereas, the Joint Board of Cincinnati has made several attempts to organize the several hundred skirtmakers working in the single skirt shops, and

Whereas, conditions prevailing in those shops are such that they are becoming a menace to conditions in the union shops, be it, therefore

Resolved, that the Fifteenth Biennial Convention, held in Chicago of the I. L. G. W. U., instruct the incoming General Executive Board that an organizer be placed in the City of Cincinnati to assist the Joint Board in organizing those workers.

We recommend the adoption of this resolution.

Upon motion recommendation was adopted.

RESOLUTION NO. 57.

Introduced by Delegates Bella Metz and H. Silberman, Local No. 90.

Whereas, the Custom Dressmakers' Union, Local 90 of the City of New York, has made many attempts to organize the 8,000 workers engaged in that industry and met with failure, and

Whereas, the five hundred workers that do belong to the union have the greatest difficulty in maintaining the conditions obtained in some of the shops, due to the fact that the greatest number of establishments in the city are nonunion and conditions therein are much inferior to those in union shops, and

Whereas, the same firms that have signed up agreements with the Ladies' Tailors' Alteration and Special Order Makers' Union, Local 80, are also making dresses with nonunion workers under nonunion conditions, and in most cases union men and the nonunion girls work in the same building and on the same floor, and

Whereas, wherever the tailors are engaged in strike, the firms are using the girls as strikebreakers, and

Whereas, it is a well established fact that the employers are gradually breaking in the girls to do the tailoring, particularly skirt making and in all such cases the men are laid off and girls engaged, be it, therefore

Resolved, that the Fifteenth Biennial Convention of the I. L. G. W. U., assembled in Ashland Boulevard Auditorium in Chicago, Ill., go on record in instructing the incoming General Executive Board to make suitable arrangements between Locals 80 and 90, so that effective organization work in the custom dressmaking trade can be carried on; and be it further

Resolved, that this convention authorize the incoming General Executive Board to appropriate the necessary funds for making such organization campaign a success.

We recommend that action on this resolution be referred to the General Executive Board.

Upon motion recommendation was adopted.

RESOLUTION NO. 63.

Introduced by the Delegates and Locals Nos. 7, 20, 54, 87, 111, 102 and 114.

Whereas, the raincoat making industry, in the past few years, has spread and developed throughout the eastern and western states where raincoats are manufactured under the lowest wages and most deplorable conditions, and

Whereas, we have to consider the fact that out of the 20,000 workers employed in our industry only four to five thousand are organized and the rest are unorganized, which undermines the foundation and existence of our organized locals, be it therefore

Resolved, that this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union, held in Chicago in the month of May, instruct the new incoming General Executive Board, which begins functioning immediately after the adjournment of this convention, to place organizers in our industry in order that the improved conditions of the already organized locals may be protected.

We recommend the adoption of this resolution.

Upon motion recommendation was adopted.

RESOLUTION NO. 69.

Introduced by the Delegation of Local No. 45.

Whereas, the designers of the cloak and suit industry of New York were granted a charter by the General Executive Board of the I. L. G. W. U. on the 23d day of January, 1919, as the "United Designers of Ladies' Wear. Industry of New York and Vicinity, Local No. 45, International Ladies' Garment Workers' Union," and

Whereas, in a period of one year's time the designers succeeded, due to the unstinted support of the Joint Board of the Cloakmakers' Union of New York, in organizing fifty or more percent of the workers in the cloak and suit industry, and

Whereas, the growth of the Designers' Union, Local No. 45, demonstrates that the conditions of the designers became unbearable, and

Whereas, notwithstanding the constant rise of the various commodities, the designer has been working on the old standard of wages paid him five or six years ago, and

Whereas, the average designer in the cloak and suit industry is absolutely underpaid although he is recognized as an indispensable factor in the industry, therefore, be it

Resolved, that the incoming General Executive Board be directed to look into the existing conditions of the designers and devise all possible and practicable ways and means to ameliorate the prevailing unfavorable conditions of the designer, and be it further

Resolved, that the incoming General Executive Board be directed to continue the work of organization in New York and vicinity, to the end that all designers employed in the women's apparel industries, become union designers of Local No. 45.

We recommend the adoption of this resolution.

Upon motion recommendation was adopted.

RESOLUTION NO. 78.

Introduced by Delegation of Locals Nos. 3, 21, 80, 101 and 104.

Whereas, the Ladies' Tailors, Alteration and Special Order Union, Local No. 80, has during the last four years successfully organized the Ladies' Tailors and Alteration Workers, gaining considerable concessions for them and is now the controlling factor in the trade, and

Whereas, the bulk of dressmakers consisting of about 8,000 are mostly women who are unorganized, work for the same employers, in the same factories and are competing with the ladies' tailors, thus endangering the conditions of our trade, and

Whereas, this state of affairs is being felt more and more keenly in the ladies' tailoring trade, hampering and retarding the progress of Local No. 80, and which, in the near future, endangers the very existence of the local, be it, therefore

Resolved, that the Fifteenth Biennial Convention of the I. L. G. W. U. instruct the incoming General Executive Board to undertake immediately an organizing campaign to organize the dressmakers of the City of New York.

We recommend the adoption of this resolution.

Upon motion recommendation was adopted.

RESOLUTION NO. 80.

Introduced by Delegates of Locals Nos. 80, 3, 21 and 104.

Whereas, The Chicago Ladies' Tailors' Union No. 104, since the amalgamation of Local No. 71 and the independent ladies' tailors' union in the City of Chicago into Local 104 in July, 1918, has with great effort changed the condition of the ladies' tailors from a $24 week basis to a $55 minimum and from countless hours to a 44-hour week; and

Whereas, the employers, in order to counteract our activities are endeavoring to train nonorganized dressmakers in separate shops where our members cannot come in contact with them for the sole purpose and intention of destroying our organization; and

Whereas, the Chicago Ladies' Tailors' Union, Local 104, has made several unsuccessful attempts to organize said dressmakers; therefore, be it

Resolved, that the Chicago Ladies' Tailors' Union, Local 104, appeal to the convention of the International Ladies' Garment Workers' Union, now in session in this city; and be it further

Resolved, that a vigorous campaign be instituted for the purpose of organizing all the custom dressmakers, of which there are approximately 3,000 in the City of Chicago, and which are undermining our trade and threatening the existence of our organization.

We recommend the adoption of this resolution.

Upon motion recommendation was adopted.

RESOLUTION NO. 85.

Introduced by Cleveland Delegation.

Whereas, there are about fifteen hundred to two thousand unorganized waist makers in the City of Cleveland; be it

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union, assembled in the City of Chicago, hereby instructs the incoming General Executive Board to begin immediately an organization campaign to have the above industry unionized and union working conditions established.

We recommend the adoption of this resolution.

Upon motion recommendation was adopted.

RESOLUTION NO. 86.

Introduced by Cleveland Delegation.

Whereas, the shop of the Printz-Biederman Co. in the City of Cleveland, is not unionized as yet; and

Whereas, this is the only cloak firm in the City of Cleveland, which does not have an agreement with the union; be it, therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union, assembled in the City of Chicago, hereby instruct the incoming General Executive Board to give its full moral and financial support to the Cleveland locals to have this firm unionized.

We recommend the adoption of this resolution.

Upon motion recommendation was adopted.

RESOLUTION NO. 89.

Introduced by Delegation of Local No. 66.

Whereas, the 12,000 Hand Embroidery Workers in the City of New York are subdivided in about 1,200 shops carrying on a

throat-cutting competition amongst themselves, and,

Whereas, under such conditions it is very hard and practically impossible to establish union conditions and standards in a number of shops without having union standards introduced in the entire industry, and,

Whereas, it was proven that only through the medium of a general strike can such workers be organized, be it therefore

Resolved, that the incoming General Executive Board, shall and is hereby instructed to proceed with an organization campaign to organize the Hand Embroidery Workers in the City of New York, and that they be empowered to call a general strike when in their judgment conditions will be favorable.

We recommend the adoption of this resolution.

Upon motion recommendation was adopted.

RESOLUTION NO. 94.

Introduced by Delegation of Local No. 66.

Whereas, the I. L. G. W. U., at its Fourteenth Biennial Convention held in Boston, decided that the International shall employ an Italian organizer to assist Local 66 in its work of organization among the 12,000 Singer and Hand Embroidery workers in the City of New York, and

Whereas, due to the fact that the International was involved in great general strikes and organization campaigns throughout the country for the last two years, it could not carry out said decisions, be it therefore

Resolved, that the incoming General Executive Board instruct the General Office to place an Italian organizer immediately on the job to carry the gospel of Unionism to the unorganized hand embroidery and Singer embroidery workers.

We recommend the adoption of this resolution.

Upon motion recommendation was adopted.

RESOLUTION NO. 102.

Introduced by Delegates of Local No. 62.

Whereas, a great number of non-union shops of Greater New York are making white goods under non-union conditions, which is detrimental to the present prevailing union conditions in the shops of the City of New York, and

Whereas, these existing conditions are encouraging New York manufacturers to reduce their New York factories to a minimum and to open non-union shops in the outskirts of New York, and

Whereas, the abolition of the inferior conditions which exist in the vicinity of New York are of vital importance, and

Whereas, the Boston Convention has endorsed a similar resolution to do organization work, be it therefore

Resolved, that this convention instruct the incoming General Executive Board to make a strenuous effort to carry out this resolution as soon as possible and that they organize these shops and thus prevent the manufacturers from avoiding union standards and that union conditions be established.

We recommend the adoption of this resolution.

Upon motion recommendation was adopted.

RESOLUTION NO. 103.

Introduced by Delegate Zucker, Local No. 46.

Whereas, the Petticoat Workers of New York have recently carried on a strike of ten weeks for union recognition and collective bargaining and were forced to give up the strike on account of lack of work in the trade, and

Whereas, the workers in the petticoat trade have proven to be good strikers by their energetic and active picketing and have shown their determination to have a union, and

Whereas, after the strike had been given up almost all of those on strike were members of the union and had assessed themselves to pay fifty cents a week outside of the dues to the union for its maintenance, and

Whereas, the workers who have been active in the strike (235 were arrested for picketing) are being blackmailed by the employers and are suffering on account of being discriminated against in the shops, and

Whereas, the petticoat employers have lost trade and hundreds of thousands of dollars in fighting the union during the strike and it will take them quite some time to re-establish their business to the conditions that it was in prior to the strike, be it therefore,

Resolved, that this fifteenth convention of the International Ladies' Garment Workers' Union instruct the incoming General Executive Board to renew activities in the petticoat industry of New York immediately after the convention and bring about a settlement with the employers, and be it further

Resolved, that if a settlement will not be reached in a peaceable way, the General Executive Board shall be empowered to sanction another strike in the petticoat trade and to make the strike successful, an assessment of fifty cents (50c) shall be levied on all the members of the International Ladies' Garment Workers' Union which will make it possible to carry on the strike effectively and to a victorious conclusion.

We recommend that the second "Resolved," of this resolution be changed to read as follows:

"Resolved, that if a settlement will not be reached in a peaceful manner, the General Executive Board be empowered to sanction the calling of another general strike in the petticoat trade of Greater New York."

Upon motion recommendation was adopted.

RESOLUTION NO. 107.

Introduced by Delegates Sol Seidman of Local No. 103, Waist & Dressmakers of Los Angeles and Locals 15, 25 and 62.

Whereas, there are thousands of waist and dressmakers in the cities of Los Angeles and San Francisco, that are unorganized, and

Whereas, those workers are compelled to work for low wages, long hours and under non-union conditions, and

Whereas, those employed in these industries are Mexican and English speaking girls and are, therefore, more difficult to organize than the workers employed in the same industry in all other cities, and

Whereas, the International Ladies' Garment Workers' Union has already begun an organization campaign in order to establish union standards in the waist and dress industry in the cities above mentioned, be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union instruct the General Executive Board to do everything in its power to

organize the waist and dressmakers in the cities of Los Angeles and San Francisco, and assign as many people necessary for this purpose, and, be it further

Resolved, that this convention instructs the General Executive Board to endorse a strike, if necessary, in order to accomplish the purpose of establishing union standards in those cities.

We recommend that this resolution be referred to the incoming General Executive Board for action.

Upon motion recommendation was adopted.

RESOLUTION NO. 113.

Introduced by Delegates of Local No. 62.

Whereas, Chicago is one of the big centers of organized workers and there are a great number of women workers still unorganized, and

Whereas, the necessity of organizing these workers has never been greater than at the present time, be it therefore

Resolved, that the incoming General Executive Board, be instructed to continue the good work that it has started.

We recommend the adoption of this resolution.

Upon motion recommendation was adopted.

RESOLUTION NO. 114.

Introduced by Delegation of Locals Nos. 14, 70 and 82.

Whereas, a great number of unorganized women are employed in the ladies' garment industry of Toronto, Ontario, and

Whereas, this unorganized element is of great detriment not only to the ladies' garment industry of Toronto, Ontario, but also to the entire ladies' garment industry of the United States and Canada, and

Whereas, men organizers, appointed by the union, failed to achieve satisfactory results, and

Whereas, only women organizers can have access to this unorganized element in the ladies' garment industry, be it therefore

Resolved, that the Convention instruct the General Executive Board to send an English speaking woman organizer to consolidate the ranks of the ladies' garment workers of Toronto.

We recommend that this resolution be referred to the General Executive Board for action.

Upon motion recommendation was adopted.

RESOLUTION NO. 115.

Introduced by the Delegates of the Montreal Locals.

Whereas, the ladies' garment industry in all its branches has in recent years, developed to very large proportions all over the Dominion of Canada, especially in Montreal and Toronto, and

Whereas, it is absolutely essential that the workers employed in these industries become organized, and

Whereas, to be successful a systematic campaign must be conducted throughout the Dominion of Canada, especially in the larger centers, and

Whereas, to do the above work successfully, it would be advisable and necessary to put an organizer in charge of the entire work, and

Whereas, the workers already organized in Canada, are mainly engaged in the cloakmaking industry, and are too few in number to be able to support financially such an undertaking, be it therefore

Resolved, that this convention instruct the incoming General Executive Board to undertake this most important work of organization, and thereby bring many thousands of unorganized workers under the fold of the International Ladies' Garment Workers' Union.

We recommend the adoption of this resolution.

Upon motion recommendation was adopted.

UNORGANIZED TRADES IN ST. LOUIS.

We strongly recommend that an immediate organization campaign be undertaken in the city of St. Louis to unionize the ladies' garment shops. We realize the task of the problem, but at the same time we urge the incoming General Executive Board to undertake this campaign as soon as possible and have the thousands of workers in our industry in that city unionized through the establishment of fair working conditions.

Resolution No. 108 to that effect was introduced by the St. Louis locals:

RESOLUTION NO. 108.

Introduced by Delegation of St. Louis Locals.

Whereas, the Executive Board of St. Louis had made several attempts to organize the thousands of workers in the skirt and dress industry, and

Whereas, the conditions prevailing in these shops are such that they are becoming a menace to conditions in union shops, and

Whereas, the last convention held at Boston, Mass., in 1918, has accepted a recommendation to this effect, be it, therefore

Resolved, that the 15th Biennial Convention of the International Ladies' Garment Workers' Union, held in Chicago, instruct the incoming General Executive Board to place an organizer or a staff of organizers in the City of St. Louis to assist the local Executive Board in organizing these workers.

Upon motion recommendation was adopted.

ORGANIZING THE COLORED WORKERS.

Thousands of colored workers are working in our industry and hundreds are coming in daily. Although from the report of the General Executive Board we learn that a great many of these colored workers are beginning to realize the necessity of organization and of joining our ranks, it is nevertheless, necessary, in order to bring about more effective organization among them that a vigorous campaign on a large scale be undertaken to have these workers enrolled under the banner of our organization.

Upon motion recommendation was adopted.

At this point Miss Goff of Local 62, New York, arose to state that "while we appreciated the assistance of our International so far, we felt that much more should be done for the white goods workers; that while our brother cloakmakers are ready to undertake co-operative enterprises in their industry, the white goods workers are behind and have not kept pace with the rest of the workers in the needle industry."

Secretary Baroff remarked that it was one thing to make resolutions, but it was quite another matter to have them carried out; that a great deal had been done for the white goods workers and that with the per capita tax at present received by the International whatever had been accomplished was a miracle. He stated that if the locals were desirous of having the International continue this work, they would have to raise the per capita tax in order that there should be sufficient money to carry on this work.

Pres. Schlesinger: I should like to say a few words in regard to Miss Goff's remarks. It so happens that cloakmakers are not so difficult of organizing as the white goods workers. The white goods workers seem to be satisfied with their lot, with low wages and long hours. A large number of them are colored girls, and it will take some time to educate them. We have already spent tens of thousands of dollars in an attempt to organize them, and although we have not fully succeeded, the money has not been wasted because they are being educated to the importance of the trade union movement. I do not want to argue against this resolution. The General Executive Board should do all it can to bring about 100 per cent organization in every trade. I merely wanted to clear up certain matters for the information of Miss Goff as well as the rest of the delegates.

ORGANIZATION OF THE UNORGANIZED WORKERS OF GREATER NEW YORK.

Many resolutions referred to and acted upon by this committee are resolutions which deal with the organization of the unorganized workers of Greater New York. We feel that the more effective way of dealing with the organization of these workers would be in a collective manner instead of individual locals doing organization work in their own craft.

We, therefore, strongly recommend the organization of a Joint Board or Joint Boards of all the locals who are not affiliated in any Joint Boards at present and until same can be accomplished all the locals of Greater New York should form a District Council and that the locals affiliated in Joint Boards should be represented in District Council through their Joint Boards. Later when Joint Boards will be organized all the other trade locals shall also be represented by their Joint Boards. In order that this District Council function effectively with the problems confronting it, it should have its manager or secretary a paid official, and under the direct supervision of the International.

Pres. Schlesinger: The committee presents two reports upon this proposition. The majority report is that all the locals in the City of New York form a District Council to which every organization regardless of trade shall belong. The minority report states that although it favors the District Council, it should consist only of those locals that are not affiliated with the Joint Board.

Brother Berlin spoke in favor of the minority report. He felt that the locals affiliated with the Joint Board would not be interested in a district council.

Brother Prisamt spoke in favor of the minority report.

Miss Friedman spoke in favor of the majority report, pointing out that a district council will save a great deal of duplication of organizing effort and will be of immense assistance to the smaller locals in their work of strengthening their organization.

Brother Zucker spoke in favor of the district council. He showed how because of the lack of a district council one union is sometimes unwittingly scabbing on the other; that a strike would be conducted by one union and the work given to the workers of another union. He felt that a district council would do away with such conditions.

Brother Kaplowitz spoke in favor of the minority report.

Delegate Yanowitz spoke in favor of the majority report. She stated that just as there were 48 states, each with their councils, and at the head a Congress and a President, it was possible for the International to have the same sort of an organization for the benefit of all concerned.

Del. Kestin: I agree with the majority report, but I do not see why those affiliated with the Joint Board should belong to a third organization, namely the District Council. I believe that in order that harmony should prevail that only those locals that are not affiliated with the Joint Board should participate in the District Councils.

Brother Gorenstein: I believe that if we want the District Council to be effective it should be a council of all the trades otherwise it would be a failure from the start. I believe that all the trades should be united into one council,

Brother Hurwitz spoke in favor of the resolution.

Brother Chazanow spoke in favor of the resolution and offered an amendment that District Councils be established in other cities as well as in New York.

Pres. Schlesinger: It is all right to discuss matters from the point of view of vision and ideals. But we must consider how the ideals will work out in practice. Immediately after the convention at Cleveland, at which I had the honor of being elected president, I called several conferences of the representatives of the various locals of the City of New York. They discussed the proposition of forming a District Council and no District Council was formed. Now what I should like to see this convention do is not merely to accept words, but that something should be done that will be of benefit to the industry. The representatives at that council stated that this District Council would be a great burden upon them; that already they were paying dues to the locals, to the Joint Board and to the International and that they were after all workers and their means were limited. Now I feel that this matter can come to an adjustment. I believe in the necessity of bringing all the locals together as closely as possible. I do believe that the concern of one local should be the concern of all locals. But let us try to do this in a practical way.

I therefore recommend both reports, the majority report as well as the minority report, to have a District Council with which all the locals of the International in that district are affiliated and wherever a Joint Board exists that it should be represented on that council.

Del. Peristein: I move that we refer this amendment to the Committee on Resolutions.

This motion was carried.

Upon motion the convention adjourned to meet at 2:00 o'clock in the afternoon of same day.

SEVENTH DAY—TUESDAY AFTERNOON SESSION.

May 11, 1920.

The ninth session was called to order by President Schlesinger at 2:15 p. m.

Pres. Schlesinger: The Chairman of the Credential Committee has an additional report to make to the convention.

Delegate Braslaw read the report of the Credential Committee as follows: "The Credential Committee received a substitute credential from Local 20 for Jack Adler. The committee also received protest against Jack Adler. Being that the objections were not substantiated, the committee recommends the seating of Mr. Adler as delegate to the convention."

Upon motion made and carried, the report of the Credential Committee was adopted.

Pres. Schlesinger: The Chairman of the Committee on Organization will continue reading the report of that committee.

Vice-President Peristein, the Chairman of the Committee on Organization, continued the reading of the report of that committee.

Delegate Rothenberg: In this particular question I am trying to get information. In our local we have also men that are employed in the trades that will affiliate with the district council. Can we as a local send delegates to the district council

Pres. Schlesinger: I think there is a provision in our Constitution that wherever there are joint boards, the joint boards are to act for them.

Vice-President Peristein made a motion to adopt the report of the committee, and after calling for a vote, the Chair was in doubt.

Pres. Schlesinger: The report of the committee is that all trades where no joint boards have been in existence until now should be organized in joint boards. That is one thing. As regards district councils, every local which is not affiliated with the joint board should become part and parcel of such a council and in all such trades where there are joint boards, the joint board is to become a part of this district council covering all the locals that are affiliated with it.

A vote was taken on the report and Secretary Baroff announced the following result: 85 for and 35 against. Pres. Schlesinger then announced that the report of this committee is adopted.

Vice-President Peristein moved that the report of the committee as amended be adopted as a whole. The motion was seconded and after a vote, was carried.

Thanking the President and the delegates for giving us the honor of helping you to devise in bringing in the thousands of unorganized workers under the banner of our International Union, we remain

Your Committee on Organization,
M. Peristein, Chairman;
I. Horowitch, Secretary;
Jos. Schneider,
Louis Wexler,
Ethel Ayon,
Chas. Kreindler,
E. Auerbach,
S. Reitman,
Frank Foder,
Conrad Mutze,
Jos. Kestin,
A. Schechtman,
Sarah Spanier,
J. White,
A. Betchak.

Vice-President Lefkovitz, Chairman of the Committee on Relations with National and International Garment Workers Unions, read his report.

Report of Committee on Relations with National and International Garment Workers' Unions.

Mr. Chairman and Delegates, Greetings:

Your Committee on the Relations with National and International Garment Workers has had a great and important task to comply with, which was gladly done because we consider this as one of the greatest constructive propositions ever placed before any of our conventions.

There being two different and distinct matters to deal with: national and international relations of garment workers, the committee has, therefore, after the most thorough and careful consideration, divided its report into two parts. But before giving you the details of same, we find it necessary to express our gratitude and appreciation to the General Executive Board for submitting to the convention this important matter of relationship with all the kindred needle trades which has been the dream of every true, conscientious man and woman for years and which will be an epoch-making, historical act in the labor movement of this country and the world at large, and will benefit directly all the workers concerned.

On national relations of garment workers, we have received one resolution:

RESOLUTION NO. 9.

Whereas, it is a fact that the strength of the workers depends upon their solidarity and co-ordination of action, and

Whereas, at present we may expect a period of great strife and struggle in all of the industries, especially in the needle industries, and

Whereas, the interests of all of the workers of the needle trade industries in the United States and Canada are similar and identical, and it will be possible to carry on much more efficient organization work if they will be united into one central body, be it therefore

Resolved, that this Convention instructs the General Executive Board to call a conference of the needle trade industries in the United States and Canada, without regard to their affiliation, for the purpose of forming the alliance for offensive and defensive purposes. Said alliance shall include the textile workers as a part of the needle trade industries.

In addition to this resolution, we have the recommendations of the General Executive Board. We can safely use the language of the report in justifying our conclusions on the matter of national relations of the needle trades in America and Canada:

"The International Ladies' Garment Workers' Union occupies, at present, an enviable position in the American labor movement. We are one of the largest labor organizations in America and the largest union in the garment industry in the world. The position which we occupy in our industry at present has been a source of joy and strength to our members and simultaneously a thorn in the flesh of our employers. Our very strength behooves us, therefore, to redouble our efforts to keep our organization intact and to increase its forcefulness and integrity.

We believe that we have reached the logical stage in our development when it is incumbent upon us to take the initial steps for the formation of an alliance of all the garment unions of America. A tailors' alliance of one-half a million workers will be a power against which the employers will not so lightly undertake a fight. It will also be in a position to exert a strong influence on public opinion and national policies. The usefulness of a trade federation of this kind is practically unlimited. We are convinced that all the other needle trades will receive the proposition with joy. Let us make the beginning and success is assured."

We therefore recommend that this convention instruct the incoming General Executive Board to proceed, immediately after the convention, with the formation of an alliance of all unions of men's and women's garment and cloth-hat gear workers: our International, the Amalgamated Clothing Workers, United Garment Workers' Journeymen Tailors, United Cloth-hat and Capmakers, Furriers, Neckwear Workers and other kindred organizations; each union to preserve its autonomy as before; none of the component parts of this alliance are to interfere in the internal affairs of the others, but they are all to stand together when circumstances should require. The fight of one union should at once become the fight of all the other component organizations.

Your committee is conscious of the powerful sentiment which exists widespread throughout the rank and file of the workers in the needle trade for the formation of such a defensive and offensive alliance. Your committee is equally conscious of the difficulties, largely technical in their nature, which may lie in the path of the realization of this project, as we are to deal in the consummation of this plan with divisions of workers who have, hitherto, been organized separately and who have quite naturally, in the course of their existence, developed strong organization sympathies which may cause certain difficulties in the manner of adequate distribution of influence and position within this alliance. We, nevertheless, are confident that the logic of events which has given birth to the idea of such an alliance of needle trades, that the legitimate and wholesome causes which have provoked such a general approbation of this plan and such a mighty sympathy for it in every quarter, will overcome whatever technical or organic difficulties there may be in the way of the realization of this powerful instrument for the workers' welfare.

We are of the firm belief that the delegates of this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union will receive the recommendation of our committee with wholehearted acclaim.

Delegate Davidson stated that he believed the textile workers should be included in the alliance.

Pres. Schlesinger: I want to say the following for the benefit of the delegates so that I might be understood on the proposition: first, when we discuss here at our convention the formation of an alliance, that this is not a theoretical question with us now, that it really means bringing something into life, into existence. It does not mean that we will go on record in adopting a certain principle and wait until the time will come when it will be possible to carry out this principle, but it simply means that immediately after the adjournment of the convention that something is brought into life, not only in principle. Having this in mind, I went to call your attention to this, that it is unfortunate that at the present time, there are two textile workers in this country. There are two textile workers' unions in this country. One claims a membership of seventy to eighty thousand. This is the Textile Workers' Union, affiliated with the A. F. of L. There is another textile union, which has been formed recently, which is quite a success, and which claims a membership of fifty or sixty thousand. You understand that when we come into this work of forming an alliance, that you will either have this one or the other one in. You are not here to decide as to whether you recognize one group of workers and not to recognize the other group of workers. As far as getting the two of them in, this would be impossible. I don't think it is necessary to dwell very long upon this proposition.

Delegate Hyman stated that he was in accord with the resolution and was in accord with the explanation given by President Schlesinger, and stated that by including at the present moment the textile workers it will make the proposition much harder and would have a reverse effect than the one which the convention wishes to arrive at.

Vice-President Lefkovitz stated that they did not want to put a block in the way of starting this alliance, and urged that the recommendation of the committee be accepted, and stated that the report does not for all time exclude the textile workers.

President Schlesinger called for a vote on the motion to adopt the report and the motion was unanimously carried.

Vice-President Lefkovitz continued reading the report:

"On the question of international relations with garment workers' unions, your committee had the report of the General Executive Board to act upon, and has derived its ideas and inspiration also from the report of President Schlesinger upon his trip to Europe.

We feel that we have to reiterate our commendation and appreciation to the General Executive Board for sending President Schlesinger to Europe upon a mission which he so ably fulfilled and at the end of which he had brought to us such a masterful and illuminating report of the condition prevailing among the workers in Europe in general and upon the needle workers in particular.

Your committee fully endorses that part of the report of President Schlesinger which says, "We, the Ladies' Garment Workers of America, are greatly interested in the establishment of a permanent and influential International Tailors' Secretariat.

We are interested today, as never before, that the working conditions of the garment workers in Europe and every other part of the world are raised to a higher level and that their standards be not lower than our own.

Sooner or later masses of European workers will again begin to immigrate into this country—among these, thousands of tailors, men and women. We are vitally interested that they should come to our shores and into our industry as members of organized labor, as such who may not threaten our standards of work and living. But aside from that, and perhaps above all, we feel that it is our great and sacred duty to lift up, at this particular moment, the hand of our brothers and sisters in Europe, and strengthen their position by every means available.

We are members of one and the same great working class, our interests are no less identical now than what they were before the war. There is no reason why the next few years should not see the formation of such an effective international body of garment workers which will be able at one stroke to demand and enforce better uniform working conditions in our industry the world over, through the same determined effort and the same legitimate means that we are employing in each individual country and each individual trade at present."

Your committee therefore recommends:

1. That the convention sanction the reaffiliation of the International Ladies' Garment Workers' Union with the Tailors Internationale Secretariat.

2. That this Fifteenth Biennial Convention send two delegates to the congress of garment workers' unions to be held in the City of Copenhagen, Denmark, in August, 1920, to represent the International Ladies' Garment Workers' Union, one of these two delegates to be the President of our International.

3. That the second delegate shall be

nominated and elected by the delegates of this Fifteenth Biennial Convention in accordance with the laws pertaining to the election of general officers of the International Ladies' Garment Workers' Union.

4. The incoming General Executive Board shall be empowered to assist the European garment workers' organizations morally and financially in their organization, agitation and educational aims, upon the report of our representatives at the Copenhagen congress. We also approve the donation given to the European organizations by President Schlesinger.

5. The delegates to the Copenhagen Congress are authorized to inform the European tailors' unions that members of their organizations, carrying union cards of good standing and with the record of loyal membership, will find aid and protection within the ranks of our organization as brothers and sisters of ours and will be extended the privilege of affiliation from the first day of their arrival to America.

Vice-President Lefkovitz moved that the report of the Commitee on International Relations be accepted. Delegate Kaplowitz moved for an amendment of the motion that the committee elected should be elected by the General Executive Board.

Delegate Student moved for an amendment to the amendment that only one delegate should be sent to the Copenhagen Congress and that delegate should be the President of the International.

Delegate Zucker stated that in his opinion the delegates to the Copenhagen Congress should be elected by the Convention. He also favored the sending of two delegates, one to be the president of our International and the other to be elected on the floor of the convention.

President Schlesinger: We have a motion and two amendments. The motion is to adopt the report of the committee. The amendment is that the selection of the delegates to the Copenhagen Congress should be left to the General Executive Board. The amendment to the amendment is that one delegate be sent there. The way to vote upon this proposition, in my judgment, is, first of all, to vote upon the report of the committee. If the committee's report is adopted, then naturally the amendment to the amendment falls away. After a vote has been taken on this, we will take a vote on the question of where they shall be elected—here or by the General Executive Board. First of all, the report speaks of encouraging the reorganization of the International Secretariat and it speaks of the selection of delegates. We will first take a vote on the first part of the committee report sanctioning the reaffiliation with the the International.

A vote was taken on that part of the committee report which was carried.

President Schlesinger: We will now take a vote on the other part of the report which calls for the selection of the delegates and on this proposition there is a motion to adopt the report of the committee which calls for the selection and sending of the two delegates to the convention in Copenhagen and that the selection should be made here. That is the original motion, to adopt the report of the committee. There was an amendment that the selection of these delegates be left to the General Executive Board. Then there was an amendment to the amendment that only one delegate be sent. We will first of all vote upon the question whether to have two delegates or one delegate. The motion is that we send two delegates. If you vote for it, then naturally it means for the report of the committee. If you vote against it, it will mean for the amendment that we only send one.

A vote was thereupon taken and the secretary announced that 119 delegates were in favor of sending two delegates and 94 were in favor of sending one delegate.

Pres. Schlesinger: That means that that part of the report of the committee relating to the number of delegates that the motion to adopt the report of the committee has been accepted. The amendment then falls away. Now we will take up the third proposition as to the selection of the delegate. The motion is that they be selected here at the convention. The amendment is that the General Executive Board do the selecting. We will take a vote upon the original motion. All who favor the adoption of the report of the committee and that the election of the delegates takes place here, at the convention, will please raise one hand."

Thereupon the motion was carried by an overwhelming vote.

Vice-President Lefkovitz continued reading his report:

Your committee also had to act on Resolution No. 40 introduced by delegates of Locals Nos. 45, 48, 80 and 89, which reads as follows:

Whereas, after the World War, owing to the demobilization of the huge armies, the shutting-down of war industries, and high taxation, hundreds of thousands have been thrown out of work, thereby congesting the labor market and augmenting competition between worker and worker the world over; and

Whereas, it is to be expected that great numbers will immigrate to this country from war-stricken Europe, and that a high percentage of them will be women. This will complicate the situation which we shall have to meet at a time when we are reorganizing our national life from a war to a peace basis; and

Whereas, it is now necessary to prepare to meet the situation with clear understanding and foresight in order that our organiza-

tion may be able to withstand the first great shock from so sudden a transition, and always maintain the standards and conditions which it has secured through long years of struggle and sacrifice; and

Whereas, next June, in the City of Genoa, Italy, an international congress of labor unions will be held, at which questions relative to immigration will be discussed, and to which our International, through the Italian Chamber of Labor of New York, and by a direct communication from the General Executive Board of the Federazione Generale del Lavoro of Italy, has been invited for participation; therefore be it

Resolved, that this convention send a representative to that Congress to make all necessary arrangements and join all alliances

The committee recommends that inasmuch as the Congress of Workers in Italy will be composed of different crafts of labor and not of garment workers solely, that the invitation extended by the Italian Confederation of Labor be referred to the coming convention of the American Federation of Labor and our delegates be instructed to try their utmost to see that the request embodied in this resolution be adopted by the American Federation of Labor.

Delegate Ninfo spoke against the recommendation of the committee and urged that a delegate be sent as it was important at the present time that the International be represented at that conference of Italian Confederation at Genoa.

Delegate Zucker: I move that this resolution be referred to the incoming Executive Board.

Delegate Berlin opposed the amendment because he felt that the responsibility of sending or not sending a delegate should be shouldered by the members of the convention. He felt that this was an organization covering the entire labor movement and that a representative should come not from the International, which represented only one industry, but from the American Federation of Labor, which represented all industries.

Vice-President Lefkovits concurred with Delegate Berlin's remarks and felt that the amendment should not be accepted and the matter taken up at once.

Delegate Antonini pointed out that the new element of immigration into the needle trades would consist mostly of Italians and that everything should be done to see that they were properly educated to the importance of labor organization. He thought that it was just as important to send a delegate to this convention as to the Copenhagen Congress.

Pres. Schlesinger: I do not believe that the resolution should be referred to the incoming General Executive Board as their action one way or the other might be misinterpreted. I am surprised, however, that Brother Antonini says that it is just as important to send a delegate to the Italian convention as it is to the Copenhagen convention. We must remember that in Austria, at the present time, a finisher gets 73 crowns a week (there are 260 crowns in one dollar) and with this in mind, I believe something must be done as to help them in some way to raise their wages and standards and since they have nobody else. I think it is our duty to do so. I sincerely hope that the Italian delegates will not feel aggrieved and will regard this as a matter of prejudice. There are many nations in Europe at the present time, and many new nations have been formed, and we, of course, cannot take the part in the work of every country. We must try to avoid national feeling. That is the cause of much trouble. I do not want the Italian delegates to feel that they have not been treated fairly at this convention, and although it may not be advisable to send representatives to this Genoa conference, I would simply say that the delegates use consideration in discussing this question.

The matter was put to a vote. 120 voted in favor of the resolution and 57 against.

Brother Lefkovits: This concludes the report of your committee on national and international relations with garment workers' unions. We feel that the decisions of this convention with regard to these two most important questions will be of a lasting benefit to all the workers concerned and a step forward on the way towards the emancipation of the working class.

Respectfully submitted,

Samuel Lefkovits, Chairman.
Henry Zucker, Secretary.
Saul Metz.
M. Steinberg.
L. Hyman.
H. Berlin.
H. Konikoff.
S. Robinson.
John Porus.
J. Ginsberg.
Charles Green.
S. Hederman.
B. Gilbert.

President Schlesinger then called upon Vice-President Halpern to report, as chairman, for the Committee on the Union Label and Union Owned Shops.

REPORT OF COMMITTEE ON UNION LABELS AND UNION OWNED SHOPS

To the Officers and Delegates of the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union:

Greetings: Your Committee on the Union Labels and Union Owned Shops and Stores beg leave to submit to you a report of its findings.

To our first session we invited our President Schlesinger to participate in the discussion of the questions before us. In addition to Brother Schlesinger's analysis, we have carefully gone over the recommendations of the General Executive Board which reads as follows: "The General Executive Board desires to advance a proposition which it has for a long time, deemed to be of importance to our workers, and which it believes is ripe for enactment into practice at the present. We recommend that the International establish union-owned factories and retail stores. During his trip in Europe, President Schlesinger had the opportunity to familiarize himself with this problem. Wherever he came, to Germany, France, Holland and Austria, he found union-owned tailor shops and found them to be the largest and the best in the industry. There is no reason why we cannot do the same in the United States, and even on a larger and more attractive scale than in Europe. It can scarcely be denied that the idea of industrial and distributive co-operation has made greater strides in the United States during the past two years than it did before in an entire generation. For reasons which it is probably out of place to recite here but which can be principally ascribed to the maddening rise in the cost of living and the growth of profiteering, the idea of checking the traffickers in the necessities of life through co-operation has grown by leaps and bounds."

Your committee, after having carefully studied the different recommendations, is of the unanimous opinion that our International immediately begin preparations for the establishment of such shops and stores in any branch of our industry and in any locality which the General Executive Board may deem advisable.

Your committee feels that the benefits and advantages accruing from the operation of such shops and stores to our union will be numerous:

1. Practical knowledge of operating factories in our industries will help us considerably in our disputes with the manufacturers in the various contentions with regard to wages, hours, etc., based on practical experience attained through the operation of such shops.
2. Union owned shops will eventually lead to the standardization of the market price for garments which is so irregular and fluctuating at present.
3. Union owned shops will supply the market with merchandise required in time of strikes which will serve as a weapon against arbitrary employers, and will give employment to a great number of our workers in times of lock-outs or in other sudden attacks upon our members which our employers attempt from time to time.
4. Union owned shops equipped with the most modern improvements to secure the safety and comfort of our workers will serve as an example for the entire needle industry.
5. The workers employed in union owned shops, conscious of the fact that the profits derived therefrom will not go to the benefit of any individual, will contribute the best in them for the success of such enterprise.
6. The union owned shop will be the first step towards collective ownership.
7. Union owned shops will enable the workers to take part in the management of such shops.
8. Union owned shops will enhance the moral and intellectual value of the worker in his own eyes as well as in the eyes of the general public.
9. The union owned shop will demonstrate to the working class and the entire world that the producers themselves can and logically should take the place of the present so-called captains of industry in our system.
10. While our International has been advocating the union label for the past twenty years and has exerted a considerable amount of energy to promote the union label idea, your committee frankly admits that we have in no way met with any success, due to the peculiar circumstances and different elements embraced in our industry. Union owned shops will be the first step which will lead towards the ultimate recognition and demand for union made garments bearing the union label.

Your committee received the following resolutions pertaining to the subject matter of its deliberations and recommends the adoption of same:

RESOLUTION NO. 10.

Introduced by Delegation of Local 25.

Whereas, co-operative undertaking among the workers tend to decrease the cost of living, and stimulate the solidarity of the workers, and

Whereas, the banking institutions are the basis of all of the industries and that no adequate co-operative undertakings are possible as long as we have no co-operative banking system to finance these undertakings, be it therefore

Resolved, that the convention instructs the incoming General Executive Board to call a conference of all of the unions for the purpose of establishing a co-operative banking institution connected with the Federal Reserve System; and encourage all co-operative undertakings among the workers of the unions.

RESOLUTION NO. 19.

Introduced by Delegation of Local No. 70.

Whereas, the high cost of commodities is chiefly due to the profiteering by wholesale and retail merchants, be it therefore

Resolved, that this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union instruct the incoming General Executive Board to assist its various locals in the different cities to organize co-operative grocery stores under the auspices and management of the Joint Boards.

RESOLUTION NO. 26.

Introduced by Delegation of Local No. 9.

Whereas, it has been demonstrated that the co-operative movement, where strongly organized and highly developed, is not only helpful in fighting the constant increase in the cost of living, but is also giving to those workers who are active in the movement, the knowledge and experience required for the management of industrial and commercial undertakings, and

Whereas, it is our aim to abolish the present industrial system and to substitute the management and control of the industries of the nation by the workers in the interests of all, making it, therefore, greatly important that the workers learn to manage their own industries here and now so that when history will call upon them to take their rightful place in society it should find them ready for the task, and

Whereas, some of our local unions are engaged in activities of a co-operative nature but have not accomplished much owing to the lack of help and encouragement from the International Union, be it therefore

Resolved, that the incoming General Executive Board be instructed to do all in its power in helping the co-operative movement of America in becoming a powerful weapon for the emancipation of the working class.

Delegate Litvakoff spoke against the resolutions.

President Schlesinger: Brother Litvakoff is opposed to the establishment of union owned shops and stores. He claims that it is possible only in such countries where the workers are the sole controllers of the government. In other words, it is possible only in Russia and not anywhere else. He is afraid the union might become a contractor and act like other contractors.

Brother Lanch was in favor of the resolution, but felt that the activity of the International should be confined to the extent of supplying its members only and should not be extended to producing and competing in the open market.

Delegate Feinberg was very much surprised that anyone should be afraid of competing with employers, that there was an opportunity of realizing those ideals of which they have long been dreaming, and have dreamed, about peacefully,—the ownership and control of industries by the workers. He felt that the success of this movement would be an inspiration to workers all over the world.

Delegate Belafsky spoke against the resolution.

Vice-President Sigman stated that the purpose of owning and controlling shops was as follows:

1. To prove that it was possible to have sanitary factories.
2. That it was possible to reduce hours of work and pay higher wages.
3. That in spite of these higher wages and reduced hours we could sell the product cheaper than the present manufacturers do.
4. To prove that the high cost of living was due, not to the wages of the workers but to the profiteering of the capitalists.

President Schlesinger: I want to say that we shall accomplish things not by phrases but by real action. I have also had my day when I thought that the mere use of phrases was enough, but later I reached the conclusion that with mere phrases one is not able to go very far.

The subject of co-operatives or of union owned shops has been covered by the previous speaker as well as those who spoke against this proposition. I do believe, as Bro. Sigman has told you, that we in our industry are quite differently situated than the workers of other industries. You don't find small mine owners. You know the reason why so many men leave our industry to go into business. It does not require very much capital. If it is possible for men who were mere workers to start a factory and in a few years to become very successful, why shouldn't it be possible for the same men, before they leave the union, to establish a collective factory, a union owned factory? You know that it is not quite a year since working conditions in our industry have been reduced from forty-nine hours to forty-four. That means five hours a week for every person employed in the industry. We have a total number of about 75,000 cloakmakers in our industry so that it means that we have reduced 75,000 times five hours every week. What should have been the result? Our seasons should have been extended, but that is not the case. The reason for it is that the employers have today raised prices. The manufacturers who are producing the product and the retailer who is selling it are profiteering to such an extent that it makes it practically impossible for the people to buy garments. I, therefore, say that the union should open shops and open factories, if only for the purpose of compelling the manufacturer and the storekeeper to reduce the very exorbitant rates. I think even this would pay. I say that it behooves us to demonstrate to the employers that it is possible for the worker to make in a seven hour day the product that is turned out in eight hours in other shops, providing the conditions are so congenial that the workers can work bet-

it would be possible for us to turn out in seven hours a day just as much as that they ter. I am certain that in union owned shops turn out in an eight hour day in private shops.

We must use these two arguments. We must use the strength of our organization and we must demonstrate to them the possibility of doing it. I am certain, that if you start in with this work, it would not take very long before we will be a dominating influence in our industry."

President Schlesinger introduced Brother Yanofsky who was given permission to speak from the floor. He spoke in favor of co-operative union owned shops. He stated that this is the very thing we have always been striving for, that the worker himself should be able to take the industry in his hands and become the sole controller of it.

He further stated that the union owned shops will practically bring about a standardization of prices. The union owned shop will make a very good selection of its workers. They will not take into the shop those who use phrases and nothing else. They will take in men who have brains, who will understand the work in the shop and who will be able to make a big success of it. The union owned shop is the beginning of the social revolution. "You cannot, however, create a new order of society with ignorance and petty jealousies. In a union-owned shop we will have a school for learning. Up to now we have been slaves. In working our own industries we will learn to be independent, to stand on our own feet and to develop our own will-power and therefore I say there can be nothing more important than the co-operative union owned shop."

Vice-President Halpern continued reading the report.

In considering the question of funds required to establish and operate such union owned shops, as we recommend, we are of the opinion that the initial amount of money should be raised by our workers themselves and that only with such funds raised by our own membership shall these shops be started. To begin with, your committee recommends that this Fifteenth Biennial Convention assess each member of the International with the sum of $1.00. We recommend that locals are to advance these funds immediately after this convention and that the entire amount assessed upon each local should be paid out not later than September 15, 1920. The fund collected from the levy of this assessment will enable us to begin the undertaking, and as we proceed with our work to adopt other practical suggestions as to how to raise further funds if needed.

Such shops, when established, may, however, find difficulties in placing our products on the market, and in order to be prepared to cope with such possible obstructions (should they in any way present themselves) we recommend that in connection with the shop or shops a store or stores should be established, in the course of our procedure, in order to directly reach the consuming public. It should be understood that the profits made of this enterprise shall be kept as a reserve fund in order to be able to meet any possible business adversity. These profits shall also be used for the furtherance of the idea of union owned shops and stores.

Taking the above into consideration, the committee recommends that this Fifteenth Biennial Convention approve the recommendations of the General Executive Board and instruct the incoming General Executive Board to set immediately to work to bring the above recommendations into practical life.

This completes the report of your committee.

(Signed)

Jacob Halpern, Chairman.
Max Bruck, Secretary.
Ph. Kaplowitz.
B. Karp.
Fred Monoson.
A. Goldin.
S. Pinkowsky.
Herman Becker.
Max Stockman.
Jos. Rosenblatt.
F. Magnavita
C. Yondolli.
H. Silberman.
A. Schneider.
S. Goldberg.

Vice-President Halpern moved that the entire report be adopted. Motion passed, with the thanks of the convention extended to the committee.

Upon motion being duly seconded and carried the convention was adjourned to meet Wednesday, May 12, 1920, at 9:30 a. m.

EIGHTH DAY,

WEDNESDAY MORNING SESSION,

May 12, 1920.

The tenth session was called to order by President Schlesinger at 9:30 a. m.

Secretary Baroff read the following telegrams:

New York, May 11, 1920.

Benjamin Schlesinger,
Hotel Morrison,
Chicago, Ill.

I should love to come to your convention, but cannot undertake trip at this time. Please convey my loving greetings to the delegates. Success to your convention, and may your International maintain its proud place in the fore-

front of the struggles of progressive labor, for social justice and human happiness.

Morris Hillquit.

New York, N. Y., May 11, 1920.
International Ladies' Garment Workers,
Chicago, Ill.

Your invitation wells up profound gratitude. Unfortunately attendance at Socialist Convention makes impossible my coming to Chicago. This deprives me of a great pleasure to meet officers and delegates and follow work of convention with interest and to congratulate you upon your achievements. The International has earned an enviable place in the world's labor movement. This convention, I hope, will cement together the American Needle Workers and ultimately those the world over.

Yours,

Jacob Panken.

New York, May 11, 1920.
Convention of I. L. G. W. U.,
Chicago, Ill.

The Suitcase and Bag Makers' Union of New York extends their hearty greetings and good wishes to your convention. May your deliberations prove to be of great benefit to the workers in the garment industry, and may it also go on record that your convention is the only convention that dwells on most vital problem and plans for the welfare and deliberation of the workers of the world. Wishing you great success in all your undertakings.

L. Werner,
Manager.

Los Angeles, Cal., May 11, 1920.
B. Schlesinger,
Pres. International Ladies' Garment Workers' Convention,
Chicago, Ill.

May your heavens kiss the earth, your ideals be welded with the practical sense, your resolutions be guided by common sense, needed more than ever in these times, is the sincere desire of Local 52 Ladies' Garment Workers' Union.

D. Mellinkoff,
Business Agent.

Philadelphia, Pa., May 11, 1920.
International Ladies' Garment Workers' Convention,
Chicago, Ill.

The workers of Wax Brothers' shops send their best wishes and success to the Fifteenth Biennial Convention of the International. We are especially proud that our shop is represented at the Convention by two delegates, Rose Litman and Harry Tennenbaum. We wish them success in their work.

The Workers of Wax Brothers' Shop,
Max Levy, Chairman.

Philadelphia, Pa., May 11, 1920.
Benjamin Schlesinger,
Pres., N. L. G. W. U.,
Chicago, Ill.

Be greeted, delegates, to the Fifteenth Convention of the I. L. G. W. U. The crown of glory and success is now in your hands, at a time when our International is on the height of its accomplishments, marching from one victory to another, on its way to a better humanity, in a new world of the free, politically and industrially. It affords me great pleasure to carry a membership card in good standing, though I am for several years not working in the trade. I keep my pledge to remain a member in the organization and help it grow with great sacrifice. My soul is with you, the real representatives of the workers in the shops of the ladies' garment industry.

M. Polin,
Mgr. Philadelphia Jewish Daily Forward.

Washington, D. C., May 6, 1920.
Ab. Baroff,
31 Union Square,
New York City.

It is with deep regret that I announce the death of President Gompers' wife at 7 o'clock this evening. Funeral services at Charles A. Benedict's Funeral Parlors, 150 West 13th street, New York City, at 11 o'clock Sunday morning.

Frank Morrison.

Philadelphia, Pa., May 11, 1920.
International Ladies' Garment Workers' Convention,
Chicago, Ill.

My best greetings to you, delegates. Proud of the great achievements of our International, I feel that my devotion and sacrifices as one of the pioneers did not go in vain. The establishment of week work in our industry is the assurance that the condition of our great membership will grow better and better, the solidarity stronger and stronger, so that no power will be able to overcome it. Long live the I. L. G. W. U. Long live the solidarity of all the workers.

Miss Beckstein.

New York, May 10, 1920.
Convention of International Ladies' Garment Workers' Union,
Chicago, Ill.

We appeal to you in the name of all the deportees rounded up and held for deportation in Pittsburgh, Philadelphia, Boston, New York, for generous financial assistance. We need funds for legal defense, care of families, relief of our imprisoned comrades and clothes for those sent out.

Central Executive Committee of Deportees' Defense Committees.

S. Miller, Secy.,
47 West 42d St., Room 309,

Philadelphia, Pa., May 11, 1920.
International Ladies' Garment Workers' Convention,
Chicago, Ill.

Be greeted, delegates, to the Fifteenth Convention, which may rightfully be called the Victory Convention of our International. As hard as was the work to build up a strong, powerful organization of the workers in our industry, the more sweet it is to see the great change to the better we reached. I am especially pleased with the establishment of week work, which does away with the main cause of friction amongst the workers in the shops. May your assembly be crowned with success.

Miss Sarah Greenburg.

Secretary Baroff: I move you that the telegram from the deportees' committee shall be referred to the Resolution Committee.

President Schlesinger: There is a telegram here from those that are to be deported. If there is no objection this request will be referred to the Committee on Resolutions.

Vice-President Schoolman, the Chairman of the Committee on Benefits and Sanatorium, will now read his report.

Whereupon Vice-President Schoolman read his report as follows:

REPORT OF COMMITTEE ON BENEFITS AND SANATORIUM.

Greetings:

The causes and motives, which have prompted the delegates to the 14th Convention of the I. L. G. W. U., at Boston, to adopt unanimously, the recommendation of levying a one dollar annual per capita assessment upon every member of the International, for the purpose of constructing and maintaining a sanatorium for those in our midst who suffer from the so-called proletarian disease, are still very fresh and familiar to us.

The advancement of that proposal was prompted by the consciousness of our great responsibility for the life and comfort of those unfortunates and by the feeling that we are in duty bound to guard against the spread of this disease among our workers by every means available. We, thereupon, decided at that Convention to instruct the General Executive Board that it should immediately proceed with the execution of this plan. We learned that the General Executive Board has since done everything necessary under the circumstances and at times even more than that to realize this project. They went to the extent of acquiring land in a suitable location in the mountains in which it invested $13,000 and was making plans for the beginning of actual construction.

We find, however, that the locals in New York as well as a great many in the country towns have not carried out their obligations towards the materialization of this plan in compliance with the decision of our last convention. We find, for instance, that many locals, particularly those of the white or light-goods divisions, have neither paid the assessment nor made any attempt to collect same from their members. Other locals, which have collected this assessment, have kept it in their treasury and have not transferred it to where it legally belongs—to the general office. The result is that instead of the $150,000 which should have at least been expected to come into the treasury of the International for this purpose, not more than $13,000 has been collected, which, as we have already stated, was invested in 300 acres of land in Orange County, New York. We are honestly convinced that our locals have acted unjustifiably in this matter, and that action has hindered and still hinders the carrying out of our Convention proposals in general, this undermines the prestige of our organization and breeds distrust among the membership of our International.

It is the opinion of this Committee that the Convention should adopt a definite and strict attitude regarding the collection of the sanatorium assessment. We propose that in the event of a local failing to pay regularly this assessment that it should be called upon to render a definite explanation to the General Executive Board in regard to this delinquency and only when such an explanation is deemed satisfactory in the opinion of the General Executive Board shall such action by any local be tolerated. If, however, this explanation is not satisfactory, the Executive Board shall have the power to take whatever steps it may consider necessary in order to compel such a local to comply with the decision pertaining to the Sanatorium assessment. It will, in our opinion, lead to the complete enforcement of this measure, the collection of the expected large sum of money by the general office and after having collected such a fund, we are certain that the General Executive Board will not fail to enact the decision of the last Convention and the desires of our membership into practice.

Vice-Pres. Schoolman: I move you, Mr. President, that this part of the report be accepted.

Whereupon a vote was taken upon the motion and was unanimously carried.

Vice-Pres. Schoolman continued reading the report of the Committee on Benefits and Sanatorium as follows:

We propose that the General Executive Board be instructed to establish a special committee of nine, five of which should be elected by New York locals and three from out-of town, with one member of the General Executive Committee, under the full supervision of the General Executive Board, in the carrying out of this plan and the spending of the Sanatorium Fund for the building and the maintenance of this institution which we are confident will become the pride of our organization.

There is, however, one particular point which we want to recommend and lay emphasis upon. In view of the fact that the cost of building has increased tremendously, a fact which is likely to retard to a considerable extent the carrying out of our building plans, and in view of the fact that the payment of the sanatorium assessment to the International Office may hinder the individual locals who have heretofore been paying their members tuberculosis benefit, from continuing such payments, we recommend until the sanatorium will have been built and started in operation, that a certain proportion out of this collected sanatorium fund be used for the payment of tuberculosis relief to all members of the International afflicted with tuberculosis (after having complied with all the rules and regulations pertaining to such relief as shall have been adopted by) the committee of nine above mentioned.

Upon motion this part of the report of the Committee was adopted.

Vice-President Schoolman continues reading the report of the Committee on Benefits and Sanatorium.

The following resolution has been referred to us by the Convention:

RESOLUTION NO. 59.

Whereas, the 14th Biennial Convention of the I. L. G. W. U., at Boston, had decided that the General Executive Board build a sanatorium for the care of our tubercular members, and

Whereas, all of the New York locals, with some exceptions, have thus far failed to pay their assessment towards the building of the sanatorium, therefore, be it

Resolved, that the incoming General Executive Board be instructed by the 15th Biennial Convention of the I. L. G. W. U., to enforce the payment by the delinquent locals, of their assessments, due, within 60 days of the close of this convention, and be it further

Resolved, that the incoming General Executive Board proceed, at its first session, with the completion of plans for the establishing of the sanatorium.

The committee recommends the adoption of this resolution, as it is in full accord with our opinion as expressed above.

Upon motion this part of the report was adopted.

Vice-President Schoolman: Another resolution was referred to our Committee, which read as follows:

RESOLUTION NO. 53.

Introduced by Delegation of Locals Nos. 5, 9 and 18.

Whereas, at present, the majority of locals of the International Ladies' Garment Workers' Union have sick benefit funds and the minority have not, and

Whereas, a member being transferred to another local, cannot obtain any sick benefit before being a member of the new local for six (6) months, and

Whereas, this condition of affairs is unjust, and detrimental to the members of locals who have paid sick benefit for years, be it therefore,

Resolved, that the International Ladies' Garment Workers' Union, shall hereafter combine all sick benefit funds of the various locals under its jurisdiction and management and benefit be paid from general office directly.

Your committee disagrees with this resolution and it recommends its rejection. The practice of sick benefit funds is not one that relates to all the locals of the International Union and affects only a few locals here and there. It is not, therefore, a question for the International to take up for systematization or control. We are concerned in rendering this report only with such questions that bear upon matters relating to the International Union as a whole and affecting the interests of its entire membership. Questions of local benefit funds which involve individual organizations only, are not within the jurisdiction of this Committee nor can they be properly brought up before this Convention at this particular time.

We however recommend that the incoming General Executive Board take upon itself the initiative of calling a conference of locals which are paying sick benefits and try to bring about an arrangement by which transferred members should not on account of their transfer lose the right to sick benefits to which they are justly entitled.

This, Mr. President, concludes our report and we recommend its adoption.

Respectfully submitted,

H. Schoolman, Chairman,
David Dubinsky, Secretary,
S. Sapin,
A. S. Margulis,
Harry Fisher,
Jacob Press,
P. Martel,
S. Gold,
I. Wasilefsky,
A. Katowsky,
W. Karolinsky,
F. Muccigrasse,
H. Dessel,
Rose Lidman,
L. Caplan.

Upon a motion the recommendation to adopt the report as a whole with thanks to the Committee was unanimously carried.

President Schlesinger: The Committee on Resolutions will now report. Vice-President Sigman will make the report for the Committee on Resolutions:

Vice-President Sigman: The Resolution Committee has been in session for several days and has considered quite a number of resolutions introduced to this convention. I must say that this is my first experience to have to deal with such a mass of complicated matter introduced before a convention. I think we have at this convention more resolutions than we ever had at any convention before. We are not ready with our full report as yet, but we have done quite some work and it would require probably another session or two until we will be completed. I will now read you these resolutions as they were considered by us.

RESOLUTION NO. 93.

Introduced by Delegation of Local No. 66.

Whereas, 10,000 workers are still working in the homes and tenements as hand embroiderers for the cloak, suit, dress and waist trades in the City of New York, and

Whereas, the Bonnaz, Singer & Hand Embroiders' Union, in conjunction with the Women's Welfare Organizations in the City of New York, are striving to abolish homework through legislation in the assembly of the state, and

Whereas, the Hand Embroiderers' Association is working strenuously to oppose the anti-homework Bill, be it therefore,

Resolved, that the convention in Chicago instruct the incoming General Executive Board, to use all means at its disposal to further the passing of the Anti-homework Bill and to enact it into legislation.

Your committee recommends the adoption of this resolution.

Upon motion the report of the committee was adopted.

RESOLUTION NO. 32.

Introduced by Delegates of Locals Nos. 45, 48, 80 and 89.

Whereas, the manufacturers of the cloak industry are putting up prohibitive prices on the articles produced; and

Whereas, this greed on the part of the manufacturers is an enormous damage to the interests of the workers; for, on account of the high prices charged for the garments, sales are reduced, and the seasons are becoming shorter for the workers, therefore, be it

Resolved, that in all the new agreements that are to be made between the manufacturers and workers, the latter be represented in guiding the production and the sale price of the garments, in order that the profits from the invested capital be proportional to the invested money and energy, and the industry be regulated by a standard market price.

Referred to committee on resolutions.

Your committee recommends to substitute the following "Resolved" in place of the "Resolved" contained in Resolution No. 32:

"Resolved, that in all future agreements the officers of the International Ladies' Garment Workers' Union should strive to incorporate, if possible, a clause that will provide for a voice of labor in the management of our industry."

Upon motion the report of the committee was adopted.

RESOLUTION NO. 59.

Introduced by the Delegation of the Toronto Locals.

Whereas, the Fifteenth Biennial Convention of our International Union, at present in session, is celebrating the great victory of the introduction of week work in all the cloak centers of America, and

Whereas, the Toronto Cloakmakers' Union has had to wage a most obstinate and bitter fight for eleven weeks for the winning of the demands which the cloakmakers in other cities have won with much less effort and sacrifice, and

Whereas, negotiations are at present being conducted between the Joint Board and the Manufacturers' Protective Association of Toronto for the introduction of week work in the entire trade, be it, therefore,

Resolved, that in the event that the Toronto manufacturers shall not concede to the demands presented to them by the Joint Board in a peaceable manner, that a strike be declared against them and that the incoming General Executive Board be empowered to aid in the winning of this strike by every means available.

Referred to committee on resolutions.

Upon motion report of the committee to concur was approved.

RESOLUTION NO. 58.

Introduced by Delegation of Local No. 25.

Whereas, our International has always favored free immigration, especially from those countries where minorities were discriminated against and the workers destined to various persecutions for their political convictions and economic struggles, and

Whereas, the workers of those countries which have been devastated by bloody war for a period of five years, will be compelled, by the whip of hunger, to leave their homes for the countries whose industries remain undestructed, in order to get employment, and

Whereas, the United States is the only country in which the workers of the European stricken countries will seek employment towards their maintenance, and

Whereas, those European workers, whom we welcome, will be only too glad to work for any amount, due to the five years of suffering and tribulation which they have undergone, and

Whereas, manufacturers have recently held a convention and said convention has expressed its approval of free immigration with the object in view that same will force down the wages which the American workers have gained in the past few years, therefore, be it

Resolved, that this convention instruct our delegate to the convention of the American Federation of Labor (which is taking place after the convention of the International Ladies' Garment Workers' Union) to introduce a resolution asking the convention of the American Federation of Labor to establish immigration bureaus in every port of the United States, so that the workers who immigrate to this country shall be cordially received with open arms by organized labor, thus preventing them from falling into the hands of the dark forces of the greedy employers of this country.

Referred to committee on resolutions.

Your Committee recommends to amend this resolution by inserting the letter "s" after the word "delegate" and by striking out the words "asking the convention" and substituting the words "calling on the American Federation of Labor" so that the "Resolved" as amended will read as follows:

"Resolved, that this convention instruct our delegates to the Convention of the American Federation of Labor (which is taking place after the convention of the International Ladies' Garment Workers' Union), to introduce a resolution calling upon the American Federation of Labor to establish immigration bureaus in every port of the United States and Canada, so that the workers who immigrate to this country will be cordially received with open arms by organized labor, thus preventing them from falling into the hands of the dark forces of the greedy employers of this country."

Whereupon a vote was taken on the motion and was carried.

RESOLUTION NO. 45.

Introduced by Delegates of Locals No. 45, 48, 80 and 89.

Whereas, the right of the workers to strike for the betterment of their living conditions has been abrogated by governmental injunctions, injunctions which have disregarded the rights of the workers in the last coal and railroad strikes; and

Whereas, there are now being enacted in Congress and in the various states anti-strike laws; and

Whereas, all such acts are utterly destructive of human liberty and true democracy; therefore be it

Resolved, that we, the delegates to the 15th convention of the International Ladies' Garment Workers' Union, assembled in Chicago, Ill., and representing 150,000 workers of the United States, solemnly protest against government by injunction and injunc-

tion by the government, and all laws that aim to prevent the fundamental American right of protesting against unfair working conditions; and be it further

Resolved, that our delegates to the A. F. of L. present this resolution and see that that convention directs the Executive Council of the A. F. of L. to do all in its power to carry out the substance and intent of that resolution.

Referred to committee on resolutions.

Your committee recommends to amend this resolution by striking out the words "to carry out the substance and intent of that resolution" contained in the last "Resolved," and by substituting the words, "to eradicate the injunction epidemic now prevailing in our country," so that the "Resolved" as amended will read:

"Resolved, that our delegates to the A. F. of L. convention present this resolution and see that that convention direct the Executive Council of the American Federation of Labor, to do all in its power to eradicate the injunction evil now prevailing in our country."

Whereupon a vote was taken on the motion, which was carried.

RESOLUTION NO. 91.

Introduced by Delegation of Local No. 66.

Whereas, the I. L. G. W. U. is pledged to a policy of anti-homework and tenement work, and

Whereas, the Associated Dress Industries of America are assisting the Hand Embroidery Manufacturers Association to perpetuate the homework system among 70 per cent of the workers in the Hand Embroidery trade, and,

Whereas, all the Hand Embroidery work is made by contractors for the manufacturers of the Ladies' Garment Industries, be it therefore,

Resolved, that the convention in Chicago instruct the incoming General Executive Board, to use all means in its power to incorporate a clause in all agreements with ladies' garment manufacturers or associations of same to the effect that they must not use embroideries made by home or tenement labor, and to seek the abolition of homework in the Hand Embroidery trade under the present existing agreements.

Referred to committee on resolutions.

Your committee recommends to amend the "Resolved" of this resolution to read:

"Resolved, that whenever, in the future, agreements will be signed with individual employers or association of employers who use embroidery in their manufactured articles, that the General Executive Board shall use all its effort to the end that the Bonnaz Singer and Hand Embroidery Workers' Union, be made a part of such agreement, so that only union made embroidery will be used by these manufacturers."

Whereupon a vote was taken upon the motion, which was carried.

RESOLUTION NO. 88.

Introduced by Delegates of Local No. 66.

Whereas, the International conventions of Philadelphia and Boston decided that the International is to use, in future, all means at its disposal that union contractors only be given the embroidery work that is to be made in the cloak, suit and dress industry and that furthermore, the incoming General Executive Board, shall officially notify the Manufacturers' Association and independent manufacturers of the above named decisions and that they do all in their power to assist the Bonnaz, Singer and Hand Embroidery Workers in their struggle to maintain union standards in the shops of the embroidery contractors, and

Whereas, nothing was, so far, done to carry out said resolutions of the conventions in Philadelphia and Boston, be it therefore,

Resolved, that the incoming General Executive Board shall, and is hereby instructed, to call a conference of representatives of the local unions in the above named trades to take immediate steps to carry out said decisions at the conventions, so that the embroidery contractors be placed in the same category and under the same status and regulations and control of the local unions and their business agents, as are the cloak, suit, waist and dress trades in order that the union embroidery contractors be given the work of the ladies' garment trades, and be it further

Resolved, that in all future contracts with the Manufacturers' Associations in the above named trades said resolution be incorporated as part of the agreement with our local unions or Joint Boards.

Referred to Committee on Resolutions.

Resolution No. 88 is covered by Resolution No. 91, which has been acted upon before. We therefore recommend the same action on this resolution.

Upon motion recommendation was adopted.

RESOLUTION NO. 101.

Introduced by Delegate of Local No. 114.

Whereas, the Chicago Rubber Clothing Co. of Racine, Wisconsin, is one of the biggest raincoat firms in the West, and

Whereas, practical slavery has been existing there for the last fifteen to twenty years, and

Whereas, the workers of the above mentioned firm on January 21, 1919, had decided to free themselves of slavery and establish human conditions and after a thirteen weeks' strike had gained better conditions, as well as the right to be organized, but were not recognized as a union, and

Whereas, on several occasions this firm has made attempts to injure the welfare of Local No. 114, and

Whereas, Local No. 114 on March 15, 1920, placed new demands with the company, such as recognition of the union and an increase in wages (the workers of said factory are 100 per cent organized), and

Whereas, the Chicago Rubber Clothing Co. determined to destroy our organization, has locked out one department which involved all the workers of Local No. 114 in a general walkout, and which is still keeping them out on the streets, and

Whereas, the representatives of the International Ladies' Garment Workers' Union have not yet succeeded in bringing about a settlement owing to the stubbornness of the firm, and

Whereas, a local in this neighborhood of Racine, Wisconsin, is a stronghold for the benefit of all organized raincoat makers in the West against their employers, therefore, be it

Resolved, that this convention goes on record and instructs the incoming General Executive Board to take over the situation morally and financially and bring it to a successful conclusion for Local No. 114.

Referred to Committee on Resolutions.

Your committee recommends to amend this resolution by substituting the following "Resolved":

"Resolved, that this convention instruct the incoming General Executive Board to render moral and financial support to the strikers of the Chicago Rubber Clothing Co., in order to bring about a successful determination of this just struggle."

President Schlesinger: While in Chicago, I have taken this matter up with the manager of the shop. I wired him last week requesting him to meet me in conference so that we might go over the entire matter and see whether it could not be satisfactorily adjusted. I received a reply by wire from the manager of the firm in which he made certain contentions against the workers. I do not want to go over the facts just now, but the status of the case is this: Immediately after this convention the grievances of the workers will be adjusted either directly with the company or through a board of arbitration.

Upon motion recommendation of committee was adopted.

RESOLUTION NO. 27.

Introduced by Delegates of Locals Nos. 1, 11, 9, 3, 10, 23, 41, 45, Cleveland, and 35.

Whereas, our former President, Brother Abraham Rosenberg, has given away more than thirty years of his life to help in organizing and maintaining the International Ladies' Garment Workers' Union, and

Whereas, Brother Rosenberg now, when he is old and weak to engage in active work and is suffering from rheumatism probably caused during the time of his activities in our behalf, and

Whereas, our Union has grown to be one of the largest and best in the country and it is our solemn duty to appreciate for the work done by the pioneers of this magnificent organization, be it, therefore

Resolved, that the Fifteenth Convention of the International Ladies' Garment Workers' Union hereby appropriate a sufficient sum of money to be paid weekly for the support of Brother Rosenberg during the remainder of his life, which we hope will be for many more years to come.

Referred to Committee on Resolutions.

Your committee finds that the adoption of this resolution would be improper at this time because:

1. The International has no funds established for the purpose of pensioning our ex-officers or old members in general, and

2. Because your committee was informed that ex-President Rosenberg would consider it an insult to be singled for a pension in absence of the general rule to provide for such emergency.

Your committee, therefore, recommends non-concurrence with this resolution. At the same time, it requests the incoming General Executive Board to investigate the present condition of ex-President Rosenberg and to do whatever they will deem proper and dignified to make his life easier.

Upon motion recommendation was unanimously adopted.

POLITICAL PARTIES.

RESOLUTION NO. 66.

Introduced by the Delegation of Local No. 35.

Whereas, in order that the workers obtain the full product of their labor they must fight politically as well as industrially, and

Whereas, the American worker has remained backward as far as political action is concerned, due to various reasons, and

Whereas, the great events that have taken place in the last few years have also penetrated the ranks of the conservative organizations in America, making the members realize that they must be organized on the political field as well as on the industrial field, and as a result of these events a labor party, organized by trade unionists, sprang up, and

Whereas, we are also a part of the trade union movement of America, be it, therefore

Resolved, that this convention express its sympathy with the American Labor Party, (which is modeled after the famous English Labor Party).

Referred to Committee on Resolutions.

The committee recommends to strike out the words "which is modeled from the famous English Labor Party," and to adopt resolution.

Delegate Litvakoff spoke against the resolution, saying that if we sympathize with something, we must do all we can for it and if we do not care to do anything for it we should not state that we sympathize with it. He does not believe that a labor party which is supported by the leaders of the American Federation of Labor deserves any sympathy and made an amendment that we shall have nothing to do with them in the way of sympathy.

Brother Metz: If we accept this amendment does that mean that we have no sympathy with the American Labor Party?

President Schlesinger: Yes.

Brother Metz: And if we accept the resolution does that mean that we sympathize merely or something beside that?

President Schlesinger: It means exactly what it says.

The amendment was put to vote and was defeated. The resolution was put to a vote and was carried.

RESOLUTION NO. 54.

Introduced by New York Cutters' Local 10.

Whereas, we are today faced with the 1920 presidential campaign, the outcome of which is of tremendous importance to the labor movement of this country, and

Whereas, the present administration, through its brutal suppression of free speech, free press, free assemblage and the inalienable right to strike, and through the perpetuation of the espionage act, has clearly demonstrated to the workers of this country what they may expect of election-eve promises of the so-called liberals of the old capitalistic party representatives, and

Whereas, the Socialist party is putting forth as its candidate the old standard bearer of industrial and political working class emancipation, whose readiness to sacrifice and suffer for these ideals makes him the noblest leader of the proletarian army, which stands for a just and better future, and

Whereas, at this particular time he symbolizes the tortured victims of the terror reign of the present administration, be it, therefore

Resolved, that the Fifteenth Biennial Convention of the I. L. G. W. U. heartily endorse the candidacy of Eugene Victor Debs for the presidency of the United States on the Socialist party ticket, and be it further

Resolved, that we pledge our moral and financial aid in support of his campaign.

Referred to Committee on Resolutions.

Your Committee recommends the unanimous adoption of this resolution.

Upon motion recommendation was adopted by acclamation.

RESOLUTION NO. 69.

Introduced by Delegates J. Warshafsky, Local No. 1 and Max Brodfield, Local No. 23.

Whereas, the people of Soviet Russia are suffering very much through the international blockade against that country, and

Whereas, through the lack of medicines and lack of daily necessities of life, thousands and thousands of innocent victims are dying in that unfortunate country through that blockade, and

Whereas, the workers the world over are unanimously for the raising of the blockade and are for the immediate establishing of commercial relations with Soviet Russia in order to relieve the sufferings of the people of Russia, be it, therefore

Resolved, that the Fifteenth Convention of the International Ladies' Garment Workers' Union, assembled in Carmen's Hall, Chicago, Ill., request the government of the United States to immediately enter into trade relations with Soviet Russia, and be it further

Resolved, that copies of this resolution be sent to the next convention of the American Federation of Labor.

Referred to Committee on Resolutions.

The Committee recommends concurrence in this resolution, and that copies be sent to all members of Congress and to the President of the United States.

Upon motion recommendation was adopted.

RESOLUTION NO. 70.

Introduced by Delegate Samuel Lefkovits of Local No. 3.

Whereas, the signing of the peace treaty finds in American civil and military prisons, or under bail pending trial or appeal, large numbers of men and women whose offense or alleged offense is of a political nature, and

Whereas, the sole justification for such prosecution and imprisonment, that of wartime necessity, no longer exists, and

Whereas, in all democratic countries of Europe which have been associated with us in the prosecution of the war, full amnesty has been granted to all political, industrial, and religious war opponents; be it, therefore

Resolved, that it is the sense of this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union that the further prosecution and imprisonment in the United States of a body of political offenders is contrary to the democratic idealism and the traditions to which our country is committed, and be it further

Resolved, that we accordingly urge upon the President of the United States, upon the Attorney General of the United States, the Secretary of War, and the American Federation of Labor, with all earnestness at our command, the necessity of granting an immediate amnesty to all prisoners whose religious, political or economic beliefs formed the basis of their prosecution, trial and imprisonment.

Referred to Committee on Resolutions.

RESOLUTION NO. 71.

Introduced by the Delegates of Local No. 3.

Whereas, the signing of the peace treaty finds in American civil and military prisoners, or under bail pending trial or appeal, large numbers of men and women whose offense or alleged offense is of a political nature; and

Whereas, the sole justification for such persecution and imprisonment, that of wartime necessity, no longer exists, and

Whereas, in all democratic countries of Europe which have been associated with us in the prosecution of the war, full amnesty has been granted to all political, industrial, and religious war opponents, be it

Resolved, that it is the opinion of this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union that further prosecution and imprisonment in the United State of a body of political offenders is contrary to the democratic idealism and the traditions of freedom to which our country is committed, and be it further

Resolved, that we accordingly urge upon the United States Senators and Congressmen of our state to do all in their power to support Senator France's Joint Resolutions S. J. 171, for amnesty and S. 1233 to repeal the Espionage Law. With all earnestness at our command we urge the necessity of granting an immediate amnesty to all prisoners whose religious, political or economic beliefs formed the basis of their prosecution, trial and imprisonment.

Referred to Committee on Resolutions.

RESOLUTION NO. 39.

Introduced by Delegates of Locals Nos. 45, 48 80 and 89.

Whereas, the signing of the Peace Treaty finds in American civil and military prisons, or under bail pending trial or appeal, large numbers of men and women whose offense or alleged offense is of a political nature; and

Whereas, the sole justification for such prosecution and imprisonment, that of wartime necessity, no longer exists; and

Whereas, in all democratic countries of Europe which have been associated with us in the prosecution of the war, full amnesty has been granted to all political, industrial and religious war opponents; be it

Resolved, that it is the sense of the delegates to the 15th convention of the International Ladies' Garment Workers' Union, assembled in Chicago, Ill., and representing 150,000 workers, that the further prosecution and imprisonment in the United States of a body of political offenders is contrary to the democratic idealism and the traditions of freedom to which our country is committed; and

Be it Further Resolved, that we accordingly urge upon the President of the United States, upon the Attorney General of the United States, the Secretary of War, and the American Federation of Labor, with all earnestness at our command, the necessity of

granting an immediate amnesty to all prisoners whose religious, political, or economic beliefs formed the basis of their prosecution, trial and imprisonment; and

Be it Further Resolved, that a copy of this resolution be mailed to President Wilson, Attorney General Palmer, Secretary of War Baker, and Samuel Gompers, President of the American Federation of Labor; and

Be it Further Resolved, that we call upon the delegates to the coming 40th annual convention of the American Federation of Labor to accordingly urge the United States Senators and Congressmen from their own states to do all in their power to support Senator Frances' Joint Resolution (S. J. 171) for amnesty, and S. 1233 to repeal the Espionage Law.

Referred to Committee on Resolutions.

RESOLUTION NO. 36.

Introduced by Delegates of Locals Nos. 45, 48, 80 and 89.

Whereas, the World War has left the people of this country in a spirit of intolerance, guided by profiteers, trust representatives, ultra conservative public officials, camouflaged beneath the cloak of patriotism, who have succeeded in swinging the country into a reaction; and

Whereas, a tide of reaction such as never recorded in the annals of American history has already reached a limit that public officers, city authorities, state legislators, and even members of the United States Congress, are introducing, and in many cases have passed, bills which deprive the American citizens of the fundamental civil rights of free speech, free press, and the right to assemble; and

Whereas, if such actions will be continued, the existence of our labor movement will be menaced thus bringing the workers under an autocratic regime of bondage; therefore, be it

Resolved, that the delegates to the Fifteenth convention of the I. L. G. W. U. protest against the reactionary movement of this or any other country which has violated the fundamental principles of freedom and the spirit of independence; and be it further

Resolved, that we demand the repeal of such bills; the freedom of political prisoners; the restoration of free press and free speech; and the right to assemble, and that if the law feign deaf to the voice of labor our international stands ready for a general strike of protest; and be it further

Resolved, that the delegates to the A. F. of L. convention be instructed to present this resolution at the coming convention of that organization.

Referred to Committee on Resolutions.

Your Committee recommends the following substitute resolution to cover the purpose of the preceding four resolutions:

Whereas, the signing of the peace treaty finds in American civil and military prisons, or under bail pending trial or appeal, large numbers of men and women whose offense or alleged offense is of a political nature; and

Whereas, the sole justification for such persecution and imprisonment, that of wartime necessity, no longer exists, and

Whereas, in all democratic countries of Europe, which have been associated with us in the prosecution of the war, full amnesty has been granted to all political, industrial, and religious war opponents, be it

Resolved, that it is the opinion of this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union, that further prosecution and imprisonment in the United States of a body of political offenders is contrary to the democratic idealism and the traditions of freedom to which our country is committed, and be it further

Resolved, that we accordingly urge upon the President of the United States, upon the Attorney General of the United States, the Secretary of War, with all earnestness at our command, the necessity of granting an immediate amnesty to all prisoners whose religious, political or economic beliefs formed the basis of their prosecution, trial and imprisonment; and be it further

Resolved, that this convention goes on record, favoring the passage of Senator Frances' Joint Resolution (S. J. 171) for amnesty, and S. 1233 to repeal the Espionage Law; and be it further

Resolved, that the incoming General Executive Board, send copies of this resolution to all Senators and Congressmen in the United States, and that the General Executive Board call upon all affiliated locals to do likewise.

Upon motion the report of the committee was adopted.

RESOLUTION NO. 38.

Introduced by Delegates of Locals Nos. 45, 48, 80 and 89.

Whereas, men of character, integrity and great civic worth, at the founding of this nation, pledged themselves to, and signed the following:

"We hold these truths to be self-evident: that all men are created equal; that they are endowed by their Creator with certain inalienable rights; that among these are life, liberty and the pursuit of happiness."

"That to secure these rights governments are instituted among men, deriving their just powers from the consent of the governed; that whenever any form of government becomes destructive of these ends, it is the right of the people to alter or to abolish it, and to institute new government, laying its foundation on such principles, and organizing its powers in such form, as to them shall seem most likely to affect their safety."

Therefore be it Resolved, that this convention reaffirm its admiration for the men who launched this immortal document to the world, and who stood unflinchingly by it that a nation might be born, and that individually and collectively we reassert our allegiance to this declaration and its principles, and that politicians, ambitious and mediocre, be given to understand that the Declaration of Independence still lives.

Referred to Committee on Resolutions.

Since your Committee could not see clearly the purport of this resolution, they took the liberty to imply the meaning of said resolution as a call on the delegates of this convention representing 150,000 organized class conscious men and women workers to protest against the present reactionary tornado that is raging in our country, tearing down and destroying all the rights and liberties guaranteed to the people of the United States by the constitution of this country.

We interpret this resolution to express a protest against the abrogation of the right of free speech, free press and free assemblage. With this interpretation we recommend the adoption of this resolution.

Upon motion recommendation was adopted.

RESOLUTION NO. 87.

Introduced by Delegation of Cleveland.

Whereas, the wages of the women workers in our industries are much lower than those of the men; and

Whereas, manufacturers are replacing male workers by women because of that; and

Whereas, in justice to the women members of our organization, we must protect them from exploitation; be it, therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union assembled in the City of Chicago, hereby instruct the incoming General Executive Board, to see to it that equal pay for equal work be established in our industry for men and women alike.

Referred to Committee on Resolutions.

Your Committee recommends that this resolution be amended by adding the words "in some localities" before the word "the wages," in the first whereas, and striking out the second whereas, by substituting in its place the following: "Whereas, our International believes in the principle of equal pay for equal work," so that the resolution as amended will read as follows:

Whereas, in some localities the wages of women workers in our industry are much lower than those of men, doing the same kind of work, and

Whereas, in justice to the women members of our organization, we must protect them from exploitation; and

Whereas, our International Union believes in the principle of equal pay for equal work; be it therefore

Resolved, that the 15th Biennial Convention, assembled in the City of Chicago, hereby instructs the incoming General Executive Board, to see to it that equal pay for equal work, be established in our entire industry for men and women alike.

Your Committee recommends the adoption of this resolution as amended.

Upon motion recommendation was adopted.

RESOLUTION NO. 83.

Introduced by Delegation of Local No. 100.

Whereas, the International Ladies' Garment Workers' Union did not officially declare May 1st a holiday of international solidarity, and

Whereas, the International Ladies' Garment Workers' Union pursues a policy in accordance with which the workers may work if they wish to do so, therefore, be it

Resolved, that the Fifteenth Biennial Convention declare, within and without its organization, that each worker in the needle industry of the International Ladies' Garment Workers' Union shall officially keep May 1st as a legal holiday."

Referred to committee on resolutions.

RESOLUTION NO. 75.

Introduced by Delegates of Locals Nos. 7, 24, 49, 56 and Boston Joint Board.

Whereas, the first of May is a holiday recognized and celebrated by the class-conscious workers of Europe and America, and

Whereas, the labor unions in the men's clothing and other needle industries already make it a practice of ceasing work on the first of May and taking stock of their accomplishments during the past by making it an inspiration for activities in the future, and

Whereas, the International Ladies' Garment Workers' Union has not as yet made the first of May a holiday, thus compelling our members to work on that day, and

Whereas, the idea of working on the first of May without a chance of celebrating it is repugnant to the ideals of thousands of our members, be it, therefore

Resolved, that the Fifteenth Biennial Convention assembled in Chicago go on record by declaring the first of May a holiday to be observed by our members by the cessation of work and by general celebration.

Referred to committee on resolutions.

Your Committee recommends the following substitute resolutions for Resolutions Nos. 75 and 83:

Whereas, Our International at its previous conventions recognized the 1st of May as an International holiday of the working class; and

Whereas, As a result of the above-mentioned action, the majority of agreements signed in our industry contained a provision relating to the right of every worker in our industry to celebrate this day by cessation of work; and

Whereas, In some localities agreements exist that do not provide for the right of the worker to stop from work on the 1st of May; Be It Therefore

Resolved, That the 15th Biennial Convention of the I. L. G. W. U. instructs the incoming General Executive Board to see to it that in all future agreements which are about to be signed with our employers, a provision be incorporated giving each worker the right to stop from work on the 1st of May.

President Schlesinger: Just in order to emphasize certain points I feel it my duty to say a few words on this matter. I don't know whether Locals Nos. 7, 24, 49, 56 and the Joint Board of Boston have really gone into this matter in the way they should have before presenting this resolution. It is a slur on the International and I don't believe that it deserves it. It starts out by saying that the labor unions in the men's industry already are making it a practice of ceasing work on the first of May and making it an inspiration for activities in the future. I want to say to the delegates that have signed this resolution that our organization was the first one in the needle industries that has done just what you are referring to. It seems that you are not very familiar with the workings of your own International.

Second, you say that the International Ladies Garment Workers Union has not as yet made the first of May a holiday, thus compelling our members to work on that day. I don't think it is fair to say that the International is or will be compelling its members to work on the first of May. On the contrary, in most of the agreements that have been made between the International and individual manufacturers or with associations, there is a provision which definitely states that being absent from work on the first of May does not mean a violation of the agreement.

The International has been the first organization, I venture to say, of all the other organizations in the country, to insist upon the employers that stopping work on that day shall not be considered any violation of our agreement.

Upon motion, the recommendation was adopted.

RESOLUTION NO. 95.

Introduced by Delegation of Local No. 9.

Whereas, the establishment of the forty-four hour week has caused the introduction of new machinery and improved methods of efficiency in work, and

Whereas, as a result of this many of our members have lost their jobs and have been deprived of the means of gaining a living, therefore, be it

Resolved, that this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union favor the reduction of the hours of work from forty-four to forty a week so that all who are engaged in our industry shall have the means of gaining their livelihood.

Referred to Committee on Resolutions.

RESOLUTION NO. 17.

Introduced by Delegation of Locals 25 and 15.

Whereas, it has been proven that the forty-four-hour week has not succeeded to obtain employment for all of the workers in the industry, and

Whereas, statistical investigations in our industry has proven that during the past season only 66 per cent. of the workers of our industry were employed, and

Whereas, with the return of normal conditions in the United States and abroad we may expect the immigration of workers to these shores which will increase the labor forces, be it therefore

Resolved, that this convention goes on record that forty hours shall constitute a regular week's work in all of the trades affiliated with the International; these hours to be divided into five working days.

Referred to committee on resolutions

RESOLUTION NO. 26.

Introduced by Delegates of Locals Nos. 48, 89 and 45.

Whereas, the I. L. G. W. U. is a progressive labor organization founded upon the policy of a class-conscious industrial system working for its emancipation, and

Whereas, the International in the last ten years has been reducing the hours of work from 54 to 44; through these efforts the season has been extended and the percentage of sickness and chronic maladies has been greatly reduced; therefore, be it

Resolved, that this Fifteenth Convention go on record by indorsing the policy of the 40-hour work-week (excluding Saturday from the working week) at the expiration of the present agreements, if the General Executive Board finds that it is the proper time to act to that effect.

Referred to committee on resolutions.

RESOLUTION NO. 74.

Introduced by New York Cutters' Local 10.

Whereas, it has been demonstrated that production has not diminished under the 44-hour week, but, on the contrary, has increased as a result of the additional recreation afforded the workers, and

Whereas, a large number of our members have, during the past slack season, been unemployed and have suffered privation, and

Whereas, due to the many opportunities afforded the workers for educating themselves by our International and other labor organizations, and the ever-increasing number of members, craving for enlightenment, therefore, be it

Resolved, that the Fifteenth Biennial Convention of the I. L. G. W. U. go on record as favoring the only genuine 8-hour day, to wit, a 5-day week of eight (8) hours each day, and be it further

Resolved, that the incoming General Executive Board stand instructed by this convention to formulate plans for the launching of a campaign towards the establishment of the 40-hour week.

Referred to committee on resolutions.

RESOLUTION NO. 51.

Introduced by Delegation of Local No. 18.

Whereas, the members of our trade do not work all the year round, and

Whereas, we are compelled to work long hours in unsanitary, crowded and poorly ventilated shops, therefore, be it

Resolved, that a five (5) day and forty (40) hour week shall be substituted for the present six (6) day, forty-four (44) hour week.

Referred to committee on resolutions.

RESOLUTION NO. 5.

Introduced by Philadelphia Joint Board Locals Nos. 2, 53 and 69.

Whereas, all the workers of the cloak industry in our International are working week work, and

Whereas, the employers in said industry are introducing new machinery and various efficiency methods of increasing production so that a worker can produce, in an eight-hour day as much as in a previous longer work day, and

Whereas, our trade is so seasonal and short that even at the height of the season there are workers without work and unable to find any, therefore, be it

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union go on record in adopting the principle of the forty-hour week with a five days' week work, and be it further

Resolved, that the incoming General Executive Board be instructed to carry out this resolution as soon as possible.

Referred to committee on resolutions.

RESOLUTION NO. 68.

Introduced by the Delegation of Local No. 35.

Whereas, it is the aim of our International to have its members work shorter hours so that all those who are engaged in the women's apparel industry have sufficient employment for their maintenance, and

Whereas, the reduction of the hours of labor the men and women have gained in our industries controlled by the International in the last two years have brought about more employment for the members of the I. L. G. W. U., and

Whereas, since the last few years a number of machines have been invented and installed in the factories of the cloak, suit, skirt and dress industry of New York, which machines will surely affect our members as well as they have affected the workers of other industries, by curtailing the human labor power, and

Whereas, by working less hours the workers have more time to increase their knowledge, thus enabling them to have a better conception of their political as well as of their social life, therefore, be it

Resolved, that this convention endorse a forty-hour week work in the ladies' garment industry, and be it further

Resolved, that in order that this movement becomes popular amongst our members, the incoming General Executive Board stand instructed to carry on a wide agitation campaign to that effect.

Referred to committee on resolutions.

Resolutions Nos. 95, 74, 68, 51, 26, 17 and 5, all deal with the question of the establishment of shorter working hours. The introducers of this resolution all request the establishment of a 40-hour week, divided into five days' work. Your Committee desires

to state that after going over this matter thoroughly, they found that in spite of all the past successful efforts of our Union to decrease the number of working hours in the Ladies' Garment Industry, still we find that the question of unemployment remains an unsolved problem. We have our seasons and our slack; we have periods of overexertion and periods of complete idleness. We, therefore, feel that the struggle of shorter hours in our industry must go on until the above-mentioned evils will be abolished.

The cry that our country is suffering from underproduction, is entirely unfounded in our industry. We know that the factories in New York and elsewhere are overcrowded with finished product, and we further know that our members are idle even at the present moment. It is the worker whose energies are drained in the process of wealth creation, and he is entitled to a rest, to recreation, and to a chance for education.

Your Committee therefore recommends the unanimous adoption of the principle of the 40-hour week and the 5-day working week, and instructs the incoming General Executive Board to work and to agitate for the realization of this principle, and to have the 40-hour week introduced at the opportune moment.

RESOLUTION NO. 42.

Introduced by Delegates of Locals No. 45, 48, 20 and 89.

Whereas, the Italian workers in the industries of America number nearly 4,000,000, with more than 500,000 of this number in New York City; and

Whereas, this great mass of workers are in a great number outside of the ranks of organized labor because the message of organization has not been brought to them; and

Whereas, to enlighten the Italian workers as to the aims of the organized workers in all industries it is necessary to establish an Italian labor press to clear their minds of the poison that is fed to them daily by the capitalist press; and

Whereas, it has been necessary to spend hundreds of thousands of dollars in organization campaigns, yet in many cases it has been impossible to succeed in making the Italian element respond to the call of organized labor; and

Whereas, there can be little progress of the organized masses as long as millions of Italians remain poisoned with the falsehoods of a press that is controlled by the master class; therefore, be it

Resolved, that the International Ladies' Garment Workers' Union, in convention assembled in Chicago, Ill., endorse the publication of the proposed daily labor newspaper, "Avanti," in New York City, and instructs the General Executive Board to buy $5,000 worth of shares and also to arrange for financial support for this Italian labor paper by all local unions, Joint Boards and Italian members of the International Ladies' Garment Workers' Union.

Referred to committee on resolutions.

Your Committee is in hearty accord with the introducers of this resolution. They appreciate the need of an Italian Labor Press in this country, and therefore recommend to instruct the incoming General Executive Board to investigate this matter with a view of helping to bring about the establishment of an Italian Labor Press in this country, empowering the G. E. B. to purchase $5,000 worth of bonds for the establishment of such a daily paper.

Considering the importance of an Italian Labor Press in this country, for the labor movement of this country your committee recommends adoption of this resolution.

Upon motion recommendation was carried.

President Schlesinger then introduced Brother Leon Green of the United Hebrew Trades of Chicago, who spoke about the laundry workers' strike in Chicago. He told of the inhuman conditions under which they worked, of the boys and girls under 14 who had to work often 12, 14 and 16 hours a day. Unable to endure this the workers went out on strike for an increase of 10 to 15 per cent. over their present wage—$10 to $12 a week, and the employers have done everything possible to break the strike by hiring strikebreakers and detectives. They have not been permitted to picket and a number of the workers have been arrested. Brother Green appealed for moral and financial support for these laundry workers.

Moved and carried that this matter be laid before the Committee on Resolutions.

Secretary Baroff read the following communication:

WORKERS' DEFENSE CONFERENCE
Of New England.
724 Washington Street, Room 10.
Boston, Mass., May 7, 1920.

To the Delegates of the International Ladies' Garment Workers in Convention assembled, Chicago, Ill.:

As members of the working class with but one interest in common, that of justice to all, we ask you to consider these facts:

On January 2d, nearly seven hundred men and women were arrested during the raids in New England. Of these, four hundred and twenty-four were sent to Deer Island under most inhuman conditions.

The Workers' Defense Conference of New England has raised $225,000 in bail, has taken care of families, sent food to the island and given them legal services. At the present time we are behind the trial now going on which is the first test of the deportation laws in United States. The outcome of this trial will affect every man and woman arrested and held for deportation in this country.

Without a doubt it will be a long drawn out fight and will only end in the Supreme Court of the United States.

These are members of the working class and their fight is your fight.

Will you help us to carry this fight on to a finish that justice insofar as is possible, may be given these men and women whose only crime is that of being an alien and capable of having ideals?

Help us to help them.

With best wishes for the success of your organization and greetings to all.

Yours fraternally,
Executive Committee of the Workers' Defense Conference of N. E.
Marion E. Sproule, Sec.-Treas.

Upon motion, duly carried, the communication was referred to the Committee on Resolutions.

Delegate Snyder: I want to make a remark. Resolution No. 126, acted upon by the Organization Committee and the report referred to the General Executive Board—this does not appear in the minutes.

President Schlesinger: It must have been left out by error; it will be looked up and inserted in the minutes.

Upon motion duly carried the meeting was adjourned to reconvene at 2:00 p. m.

EIGHTH DAY—WEDNESDAY AFTERNOON SESSION.

May 12.

The eleventh session was called to order by President Schlesinger at 2:00 p. m.

Pres. Schlesinger: The Secretary will read a very important telegram that we just received here, forwarded from our New York office.

Secretary Baroff read the following telegram:

New York, N. Y., May 12, 1920.

B. Schlesinger, President, International Ladies' Garment Workers' Union, Chicago, Ill.:

The following cablegram received from Warsaw: About ten thousand garment workers are striking already several weeks; employers would starve out strikers; strike fund absolutely exhausted; immediate help wanted, if possible. By wire.

Signed Felgman.
E. Lieberman.

Delegate Posen: I move that this telegram be referred to the Committee on Resolutions.

Upon motion, which was carried, the telegram was referred to the Committee on Resolutions.

Secrteary Baroff read a letter from Dr. Philip Hillkowitz, President of the Jewish Consumptive Relief Society of Denver, Colo., informing that some buildings of their sanatorium have been burned down and he asked in the name of the Denver sanatorium, that the convention of the I. L. G. W. U. donate liberally to the rebuilding of the destroyed sanatorium.

On motion duly carried, the letter was referred to the Committee on Resolutions.

Vice-President Perlstein, chairman of the Committee on Organization, stated that in the course of his report for his committee yesterday, he omitted Resolution No. 21, under the heading of "Out of town organization work," and Resolution No. 126, dealing with New York Garment Clerks.

RESOLUTION NO. 126.

Introduced by Delegate L. Livingston, Local 130.

Whereas, an organization campaign, recently carried on among garment clerks, including shipping, receiving, packing, assorting and piece goods men, etc., resulted in the establishment of Local No. 130 with a considerable membership, holding meetings and carrying on propaganda work; and

Whereas, there are still thousands of clerks in the ladies' garment industry that have not yet been reached by this agitation and brought into the ranks of the organization; and

Whereas, it is obviously certain that in order to make the Garment Clerks' Union, Local No. 130, a growing success and an effective organization, it will require the co-operation of all the members of the International Ladies' Garment Workers' Union, employed in all the ladies' garment manufacturing establishments in the City of New York, who would be the direct agents by whom or by whose efforts the propaganda will reach the clerks in the factories; be it therefore

Resolved, that the delegates of the International Ladies' Garment Workers' Union, assembled in convention in Chicago, May, 1920, instruct the incoming General Executive Board to continue the organization campaign among these workers and to extend same along broader lines as hithertofore; be it further

Resolved, that in consideration of the fact that it is of great interest to the members of the International Ladies' Garment Workers' Union, and essential that these shipping clerks be organized under the Joint Board of the City of New York, the General Executive Board uses its influence with the Joint Board of New York City to recognize Local No. 130 and accord it representation to assure it further progress and success.

RESOLUTION NO. 21.

Introduced by Philadelphia Joint Board, Locals Nos. 2, 62 and 69.

Whereas, the industry in the eastern large cities which is organized suffers very much from the fact that the employers move their factories to small towns in times of strikes and whenever it is convenient for them to dodge the union, and

Whereas, it is impossible for the local organization to take care of the organization work to be done in the said small towns, be it therefore

Resolved, that the Fifteenth Biennial Convention decide that the International appoint special organizers whose duty will be to keep the small towns organized and establish union conditions therein and instruct the new incoming General Executive Board that they use every effort in complying with this resolution.

Both of these resolutions were adopted upon motion, and were referred to the General Executive Board for action.

Pres. Schlesinger: The chairman of the Committee on Education, Vice-President Wander, is ready to report.

Delegate Wander read his report as follows:

REPORT OF COMMITTEE ON EDUCATION.

To the Chairman and Delegates of the Fifteenth Biennial Convention:

Greetings: Your Committee on Education wishes to submit the following report:

In going over the officers' report on the educational activities of our International

Union, for the past two years, and from information obtained from various other sources, as well as from our own knowledge, we find that our organization has made considerable progress, in educational work among our membership. We also find that the committee appointed by the General Executive Board to attend to this work has done all in its power to interest our members in our educational activity, and it has succeeded to a large extent.

Our educational work has become an institution in our International Union which our members appreciate, and of which we are proud. Our educational activities have become known not only among our own men and women, but have also attracted the attention of every person interested in labor and adult education and of all progressive bodies of labor, with the result that other labor organizations are at present trying to introduce educational activities in their organizations along the lines carried on by us.

The attendance of the different classes and lectures conducted by our Educational Department was not as large as could be expected from a membership like ours. We are, nevertheless, confident that in due course of time our educational activities will become so popular among our members that greater and greater numbers of them will take advantage of the opportunities offered to them to get a clear and thorough understanding of all the political and economic problems of the day. It is quite encouraging to observe that the number attending the different classes and lectures is increasing every season, which substantiates our hope for the future success of our educational undertaking. We must always keep in mind that educational work conducted by a trade union for its members is still a novel feature and its introduction and development requires time, study, effort and persistence.

Your committee, therefore, recommends:

1. That the educational work be conducted on a more extensive scale than heretofore in order that it may reach a greater proportion of our membership.
2. That this convention shall appropriate the sum of $15,000 annually to conducting the educational work. This amount shall be paid from the general funds of the International and not through any assessment. We have no doubt that the delegates to this convention will be only too glad to increase the weekly per capita to the International to such an extent that it may include the maintenance of our educational activities.
3. That the educational activities of our International Union shall be conducted by a committee of five members of the General Executive Board appointed by the President, three of whom shall reside in New York City and two outside of it. The entire committee shall meet at least once in two months; the New York members of the committee shall meet at least once a month.

Your committee has carefully gone over the plan of education which was adopted at the Boston Convention and which reads as follows:

1. Popular education through lectures which shall be both instructive and interesting to our members with special attention to lectures on trade unionism shall be given.
2. Group education shall consist of the study of the English language, public speaking and subjects pertaining to trade unionism and the labor movement.
3. The distribution of such literature which, in their opinion, will serve the purpose of education for our members, free of charge or at a nominal cost as the committee will deem it advisable under the circumstances.

Your committee heartily endorses this plan of educational work for the next two years and recommends that it be carried out faithfully in the future, with particular stress upon the feature of mass education in preference to courses upon extraneous matters which have no immediate connections with the trade union movement and its pursuits.

Your committee further recommends that local educational committees be organized in cities outside of New York wherever we have local unions, to conduct educational activities in their localities, under the supervision and advice of the Educational Department of the International. Each locality to be entitled to a share of the appropriated amount from our educational budget in accordance with their scope of activities.

Upon motion recommendation of committee was adopted.

The following committees appeared before your committee, presenting various requests for our consideration:

A committee representing the United Cloth Hat, Cap Makers and Millinery Workers, and the United Labor Education Committee of New York appeared before us and requested that our International federate its educational work with the work of the United Labor Education Committee. After serious consideration of their request, our committee reached the following conclusion: While we are for unity of action in principle, and while we are ready to co-operate with every organization, your committee does not find it advisable at present to merge its work with any other organization, as this would mean the giving up of our own educational activities before we are

certain that we are not risking our work which has cost us so much effort and interest to start and develop, in embarking upon a totally new direction. We, however, decided to recommend that this question be referred to the incoming General Executive Board which may effect such a merging with the United Labor Education Committee or any other labor educational committee at any time when it shall become convinced that such a merging will be of benefit to the educational work of all concerned.

Brother Berlin: If the committee recommends that this recommendation be turned over to the incoming General Executive Board, why don't they say they are opposed to this. If they agree that the incoming General Executive Board will be competent enough to give this matter proper consideration, why bind this convention to the recommendation that we are opposed to this measure?

Pres. Schlesinger: The chairman of the committee states that although in principle the committee is in favor of merging with other educational institutions connected with the labor movement, the committee does not believe that at this time, when the other organizations have not been able to demonstrate that their work is a success, it would be wise to merge with them and that therefore the committee suggests that the matter be left in the hands of the incoming General Executive Board who will be able to act at the proper time.

Upon motion recommendation was adopted.

Algernon Lee, the educational director of the Rand School, appeared before us and made a request which is embodied in the following resolution:

RESOLUTION NO. 127.

Introduced by Consent of Convention.

Whereas, there is a vast field for educational activity among the workers of the ladies' garment industry, as well as in all other industries; and

Whereas, duplication and conflict ought to be avoided, in order that all available funds and energies may be used in the most economical manner; and

Whereas, the Rand School of Social Science is a well-established educational institution which, while not directly connected with any particular union, has been of great service to the workers of the needle industry, as well as to others; be it

Resolved, that the General Officers of the International Ladies' Garment Workers' Union are hereby recommended, at the earliest possible date, to enter into consultation with the officials of the Rand School, to the end that they may devise a plan whereby without conflicting with the work of mass education conducted by The Educational Department of the Union, the Rand School may become an agency to provide more intensive and systematic instruction and training along special lines calculated to develop a higher degree of efficiency among the Union's present and future officials, paid and unpaid.

We recommend favorable action upon the request embodied in this resolution. Such request to be referred to the incoming General Executive Board to confer with the directors of the Rand School at an early opportune time.

Upon motion recommendation was adopted.

The following resolutions were received by your committee:

RESOLUTION NO. 56.

Introduced by New York Cutters' Local 10.

Whereas, experience has taught labor organizations that the majority of its tried and trusted servants have risen from the ranks of toilers, and

Whereas, present day industrial conditions require the services of officials who are versed in theoretical as well as in practical knowledge of labor problems, and

Whereas, every day brings us in closer contact with international labor problems, as instanced by the report of our worthy president, in which we are urged to establish international relations with the entire needle industry, which brings home the need of labor servants who are able to cope with these problems, therefore, be it

Resolved, that the Fifteenth Biennial Convention of the I. L. G. W. U. goes on record as instructing the incoming General Executive Board to formulate plans for the appropriation of a sum of money towards the establishment of an annual fund necessary for the education of a number of members of our International, who will eventually meet with the requirements here outlined.

RESOLUTION NO. 138.

Introduced by Students' Council of the I. L. G. W. U., New York City.

The capitalist class in this country is becoming ever more highly centralized and powerful. In order to maintain its position it recognizes the advantage of using the best brains of the country to poison systematically the minds of the workers, and thus keep them ignorant and divided. We, on the other hand, recognise that the struggle of the working class to emancipate itself is becoming ever more a battle of brains as well as one of mighty organization, therefore necessitating an ever more well informed, well trained and broad-minded leadership.

We further recognize that even the most capable and best intentioned worker cannot train himself sufficiently after a day of fatiguing work; therefore be it

Resolved, that we request the International Ladies' Garment Workers' Union to undertake to train a few promising workers, as the British labor movement does, in any school or schools that will fit them for the inevitable task, and give them the required training necessary to modern leadership, and so benefit our unions in particular and the labor movement in general.

(Signed) Students' Council of the
I. L. G. W. U.,
Jennie Matyas, Chairman.

While your committee is not opposed to give to individual members of our organization complete education with full support we cannot help at this present time when there does not as yet exist a regular labor college where such a complete trade union education may be obtained, and when we are confronted with the choice between

spending our budget on the education of a few of our members and between supplying mass education to several thousand of our members, to choose the latter course as being of greater advantage.

However in view of the fact that we have acted favorably on resolution number 127 we suggest that this matter be referred to the incoming General Executive Board, to confer about same with the Rand School, and in the event of advisability the Board may be empowered to make arrangements with said school for providing for such full time education for some individual members of our organization.

Delegate Rothenberg argued against this portion of the resolution, stating that it would not be advisable to bind the action of the incoming General Executive Board to a certain particular feature of the work, such as making arrangements with the Rand School, and that if necessary the General Executive Board may send some of our promising young men or women to such colleges as the Ruskin College in England, etc.

On motion duly made and seconded, the recommendation of the committee was adopted.

RESOLUTION NO. 124.

Introduced by Delegates of Locals Nos. 10, 25, 49, 62 and 87.

Whereas, the necessity of unbiased text books for adults is becoming more and more important with the growth of trade union colleges in this country; and

Whereas, lectures given at the university of the International Ladies' Garment Workers' Union on psychology, literature, economics of our industrial system, labor and management and contemporary labor problems, were taken down by a stenographer; and

Whereas, these lectures are being corrected and edited for publication by the lecturers and are considered by authorities to be of greatest educational value; be it therefore

Resolved, that the incoming General Executive Board stand instructed to publish these lectures in book form and sell them to our members at cost price.

This resolution has already received our favorable comment in paragraph three of our recommendations regarding the course of our education.

RESOLUTION NO. 129.

Introduced by Students' Council of the I. L. G. W. U., New York City.

We, the students of the Workers' University, at celebration meeting assembled take occasion to express our heartfelt appreciation and thanks to the International Ladies' Garment Workers' Union for the invaluable educational advantages it has offered us. We fully appreciate the hardships and expense of maintaining an educational department in an economic organization. Because of that, we take pride in the fact that our International has the rare foresight and vision which overcomes all obstacles, and aims for the development of our membership not only economically, but also intellectually; and

Whereas, we recognize that the problems of the working class must be solved through intelligent and well informed members of the working class; therefore be it

Resolved, that we request our International to enlarge its educational activities.

(Signed) Students' Council of the I. L. G. W. U.,
Jennie Matyas, Chairman.

The request embodied in this resolution is covered by Recommendation No. 1.

RESOLUTION NO. 77.

Introduced by Delegates of Locals Nos. 7, 24, 49, 56 and Joint Board of Boston.

Whereas, the International Ladies' Garment Workers' Union is spending certain sums of money for educational activities in New York City, and

Whereas, the educational committee of Boston finds it difficult to carry on educational work because of the small membership and lack of finances, and

Whereas, the members of the International Ladies' Garment Workers' Union of Boston are as much in need and as deserving of educational activities as the members in New York, be it, therefore

Resolved, that five hundred dollars ($500) be annually contributed to the educational committee of Boston for educational purposes.

The request embodied in this resolution is covered by our recommendations.

Delegate Mollie Friedman of Local No. 25 appeared before us and made a request similar to the one contained in Resolution No. 133, received by your committee:

RESOLUTION NO. 133.

Introduced by Delegates of Locals Nos. 10, 25, 49, 62 and 87.

Whereas, the labor movement is getting in closer touch with national and international problems; and

Whereas, the workers will be called upon to solve economic, social and political problems of the greatest significance for the future of the working class; and

Whereas, if labor is to be effective in the leadership of the world it will require the accumulation of intelligent leadership and knowledge; be it therefore

Resolved, that the delegates to the American Federation of Labor Convention stand instructed to urge upon them the organization of a national university for the entire labor movement, modeled after the Ruskin College of England.

Your committee decided to recommend favorable action upon this request and resolution to the end that the convention instruct our delegates to the American Federation of Labor Convention to urge upon that convention the necessity of the organization of a national labor university. We further recommend that should the efforts of our delegates at the American Federation of Labor Convention fail in this respect, that our International initiate a movement for such a national labor university among other labor bodies and endeavor to lay the foundation of such an institution.

In conclusion, your committee wishes to extend its sincerest thanks and appreciation to the Board of Education of the cities of New York, Philadelphia, Boston and all other cities, which have given us their building facilities for the various classes, cen-

ters and lecture courses of our educational work and who have shown a highly merited degree of interest and attention to our activities.

We also wish to extend the thanks of this committee to all those who have been actively engaged or aided in the pursuit of the work of our Educational Department during the past two years and hope that they will continue to contribute their best energy and ability for the furtherance of our educational work and the raising of this work to a more extensive scale and influence.

This concludes the report of your Educational Committee.

Respectfully submitted,

COMMITTEE ON EDUCATION.

Harry Wander, Chairman.
Mollie Lifshitz, Secretary.
B. Moser.
D. Perlmutter.
A. Babits.
S. Perlmutter.
M. Brass.
L. Lipsky.
S. Hindin.
S. Friedman.
I. Scheinholtz.
H. Lubinsky.
Chas. Carotenuto.
Bessie Margolin.
B. Chazanoff.

Upon motion the recommendation of the committee to adopt the report as a whole was unanimously carried.

Pres. Schlesinger: The applause signifies that the convention extendes its thanks to the committee for its work.

Delegate Seidman stated that Resolution No. 100 referred to the Committee on Education was not reported on. Pres. Schlesinger informed the delegate that it was referred by mistake and that it was referred later to the Committee on Resolutions.

President Schlesinger introduced Mr. R. T. Sims, who made an appeal for financial aid for the Central Workers' Defense League of Chicago in their efforts to secure funds for the defense of political, class war and industrial prisoners.

Motion was made and carried that the request be referred to the proper committee.

Vice-President Sigman, chairman of the Committee on Resolutions, continued his report.

RESOLUTION NO. 6 .

Introduced by the Philadelphia Joint Board Locals Nos. 2, 52 and 69.

Whereas, Philadelphia is a large center of organized labor, and

Whereas, at the present time reaction is raging throughout the country, and particularly in Philadelphia, so that no progressive movement is allowed to be active and even hold meetings in the above mentioned city, the Cradle of American Liberty, and

Whereas, there is a great movement on the part of all progressive workers who reside in Philadelphia for a labor institute, and

Whereas, a great number of these workers are members of our International Ladies' Garment Workers' Union, who participate in this noble movement to build a labor temple for which a foundation is already laid, be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union goes on record in supporting said institute morally and also appropriate a donation of a considerable amount of money to aid the Philadelphia workers in the construction of said labor home in Philadelphia.

Your committee recommends that the incoming General Executive Board be empowered to subscribe in shares for the Labor Institute of Philadelphia up to an amount of $5,000.

Upon motion recommendation was adopted.

RESOLUTION NO. 100.

Introduced by Delegate Sol Seidman, Local No. 103 and Locals Nos. 15, 20, 25, 1.

Whereas, the Stelton, N. J., Ferrer School is the only radical institution for the development of free thought and liberal instruction for children in this country, and

Whereas, during the short time of its existence it has proven that there is a necessity for such schools in order to satisfy the desire of the people who do not want to send their children to the public schools and thus avoid the sowing in the minds of their children of ideas antagonistic to rational development and true humanitarian culture, and

Whereas, from the information received there are still hundreds of children that would be willing to attend this school, which for lack of financial assistance cannot admit all the children whose parents desire them to attend, and

Whereas, it is advisable for the progress of our aims to have such schools established in every city of this country, be it therefore

Resolved, that this Fifteenth Biennial Convention decides to become a supporting member of this organization, and be it further

Resolved, that a donation of $300 a year be appropriated to the Stelton School and that financial assistance be rendered to all other schools of a similar character.

Your committee recommends to amend that first, "Resolved" be stricken out and that second, "Resolved" be amended to read $300.00.

Upon motion recommendation was adopted.

RESOLUTION NO. 110.

Introduced by Consent of Convention.

Whereas, the 4,000 members of the Port and Terminal Workers, Local 248, New York, International Longshoremen's Association, have been engaged since April 1st, in a struggle with the railroads entering the Port of New York against the combined opposition of the capitalist class in order to retain the 8-hour day in the Port, and

Whereas, this struggle is being conducted to a great extent with the financial resources of the various locals of the Marine Workers' Affiliation of the Port of New York, and

Whereas, Port and Terminal Workers, Local 248, I. L. A., require the assistance of friendly labor organizations to maintain their strike com-

missary which has been opened in conjunction with the National Co-operative Association at 1113 Clinton street, Hoboken, N. J., be it

Resolved, that the 15th Biennial Convention of the International Ladies' Garment Workers' Union in convention, assemble at Carmen's Hall, Chicago, Ill., recommend that financial contributions be made to those struggling harbor workers by the General Executive Board, the various Joint Boards, Local Unions and individual members of the organization.

The committee recommends adoption of this resolution.

Upon motion recommendation was adopted.

RESOLUTION NO. 111.

Introduced by Delegate Litvakoff, Local No. 15.

Whereas, the so-called "Protocol of Peace," "Councils of Conciliation," "Boards of Arbitration" with their 'impartial" chairman, which forbid stoppages of work and strikes, have proven to be a whip in the hands of the employers to suppress their workers into submission, be it therefore

Resolved, that the 15th Biennial Convention, held in Chicago, go on record as being against the above mentioned kinds of agreements and instruct the incoming General Executive Board to change its policy and to see to it that strikes and stoppages of work shall, under no circumstances, be forbidden or eliminated; the workers must, at all times, retain their only and single weapon—the strike.

The committee recommend the rejection of this resolution.

Delegate Litvakoff stated in explanation that he believed that taking away the rights of the workers to strike meant taking away their liberty, when they were permitted to work for lower wages and conditions under which they did not care to continue to work.

Pres. Schlesinger. Delegate Litvakoff's resolution is, to say the least, unfair. The resolution says that in all agreements that the International might make with the employers, there should be a clause that the workers may strike. Now if you had brought in a resolution not to make any agreements, that would be a different matter. But when you say that the International shall make agreements with provision to strike, you are asking for "hot ice cream."

Brother Heller spoke at some length against the resolution.

Upon motion the resolution was rejected.

RESOLUTION NO. 44.

Introduced by Delegates of Locals No. 45, 48, 80 and 89.

Whereas, the New York State Assembly, by its unwarranted and unconstitutional expulsion of five duly elected representatives, has struck the most vicious blow at representative government yet suffered in the United States of America; and

Whereas, representative government, based on the right of the people in their several districts to select citizens to serve them as representatives, has been brutally assaulted by the New York State Assembly; and

Whereas, representative government places no restrictions on political or religious beliefs, nor on party adherence; and

Whereas, as citizens, differing widely in political beliefs, but adhering as a unit in our purpose to re-establish and maintain representative government, we pledge our every effort and united support to this end;

Therefore be it Resolved, that this 15th convention of the International Ladies' Garment Workers' Union, assembled in Chicago, Ill., instructs the incoming General Executive Board to call upon its locals of the State of New York, and through them, upon their members, to pledge the defeat of every member of the Assembly in any way responsible for the un-American, unconstitutional, and unjustified expulsion of the five duly elected Assemblymen, not because they are Socialists, but because they are the duly elected representatives of their constituencies.

Your committee recommends an amendment to this resolution, as follows:

Resolved, that this convention condemns the autocratic action of the assembly of the State of New York, in unseating five duly elected representatives of the people, and pledges itself to do all in its power to maintain and defend the representative form of government as guaranteed by the Constitution of the United States.

Upon motion recommendation was adopted.

RESOLUTION NO. 8.

Introduced by Delegate Max Bruck, Local 21.

Whereas, the International Ladies' Garment Workers' Union has no strike benefit fund, and

Whereas, in case of prolonged strikes some local unions fall into financial stress, which hinder the successful termination of their strikes, and

Whereas, a centralized strike fund in our International Union is a most important necessity, be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union instruct the incoming General Executive Board to devise and to put into effect a weekly per capita upon the entire membership of the International for a strike benefit fund for all affiliated locals.

Your committee appreciates the necessity of a General Strike Fund under the supervision of the General Executive Board, but in the absence of a detailed plan, could not take any positive action on Resolution No. 8. We, therefore, recommend reference of this matter to the incoming General Executive Board, with the request that they investigate and make a thorough study of this subject, and report their recommendation to the next convention.

Upon motion recommendation was adopted.

RESOLUTION NO. 125.

Introduced by the Delegates of Locals Nos. 1, 10, 9, 24, 54 and 35.

Whereas, the British Labor Party wholeheartedly supported the Jews in their aspirations for a national homeland on the ancient Jewish soil of Palestine; and

Whereas, at its Fourteenth Biennial Convention of the International Ladies' Garment Workers' Union, by Resolution No. 113 registered its support of this great aim of the Jewish nation; be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union express its appreciation to the British Labor Party for its tireless moral support that it has given to make the dream of the Jewish nation a reality.

Your committee recommend adoption of resolution.

Upon motion recommendation was adopted.

RESOLUTION NO. 137.

Introduced by Delegate Fannia M. Cohn.

Whereas, the problems of our industry are becoming more and more complicated; and

Whereas, the trade is at present a gigantic enterprise and is in an ever growing need of leaders, teachers, managers, as well as journalists who are indispensable to the progress of our movement; and

Whereas, we are confronted with a dearth of organizers and business agents properly prepared for the task; and

Whereas, the growth of our membership and organization requires, for its management, men and women trained in the best methods of business administration; and

Whereas, the activities of our Union will never expand and our movement will be hampered in its progress unless it develops leadership within its own ranks; be it therefore

Resolved, that this convention instruct the incoming General Executive Board to assist those of our members who are qualified for leadership to acquire the necessary preparation, education and training for the task to which they are determined to devote their lives.

The committee recommend that this resolution be referred to the incoming General Executive Board for very serious consideration.

Upon motion recommendation was adopted.

RESOLUTION NO. 129.

Introduced by Members of the G. E. B.

Whereas, the Immigrant Aid and Sheltering Society, with main offices in New York City, is an organization which has rendered, during the many years of its existence, great services to the immigrant masses in providing material, moral and legal aid to such immigrants at the various ports in America, Europe and Asia; and

Whereas, this Society has always maintained a policy of impartiality and broadmindedness in extending its aid and has, therefore, received in return the unqualified support of the progressive elements and organized Jewish workers; and

Whereas, this Immigrant Aid Society has recently purchased a great building in New York City to house the prospective flood of immigration, an undertaking which requires a big fund and which it is at present appealing for to the various elements of the Jewish population in the United States; be it therefore

Resolved, that the 15th Convention of the I. L. G. W. U., alert to the interests of their unfortunate brethren in Europe, and mindful of their obligation towards the helpless masses whose immigration to the United States may reasonably be expected, levy a tax of ten cents upon each and every member of the organization, to be collected during the year 1920, said money to go towards the house building fund of the Immigrant Aid Society of the United States.

The committee moved that instead of the above per capita tax that the International Ladies' Garment Workers' Union donate $5,000.00 from its general fund.

Upon motion recommendation was adopted.

RESOLUTION NO. 132.

Introduced by Morris Sigman, Local 35.

Whereas, the Naturalization Aid League of New York has during the past two years, as well as in former years, conducted a very intensive campaign for naturalization among workers, preparing them for citizenship that they may be enabled to take their place in the general body politic of our country, as citizens and workers; and

Whereas, the Naturalization Aid League has, during the past two years in the course of its work aided almost five thousand members of our organizations in acquiring their first and final citizenship papers, thus proving that it is a very important factor of assistance to our men and women; be it therefore

Resolved, that this 15th Convention of the I. L. G. W. U. donate to this Naturalization Aid League, in recognition of its highly laudable constructive work, the sum of Five Hundred Dollars to enable it to continue its work for the best interests of the community in general and organized labor in particular.

Your committee endorses this resolution. The achievements of the Naturalization Aid League and particularly its aid to the members of our local unions in New York City, speak for themselves.

Our International is keenly interested that its members derive, aside from economic interests and benefits, every possible civil advantage from their membership in our organization. The acquirement of citizenship is a part of their equipment in the every day struggle which they are compelled to wage for their rights as workers and members of the communities and our nation., We appreciate every assistance rendered to them in this direction.

Upon motion the recommendation was adopted.

Delegate Heller read Resolutions No. 2, 92 and 24, stating that they all deal with the question of week work.

RESOLUTION NO. 92.

Introduced by Delegates of Local No. 23

Whereas, the workers in the cloak and skirt trade are working by the week, and

Whereas, the week work system in this trade has proven very successful, enabling the workers to derive great benefit therefrom, and

Whereas, the dress industry is in close relation to the cloak, suit and skirt trade, therefore be it

Resolved, that this Fifteenth Biennial Convention of the International Ladies' Garment Worker's Union decide that week work be established in the dress industry throughout the country, beginning with the City of New York.

RESOLUTION NO. 24.

Introduced by Delegates of Local No. 89.

Whereas, the workers in the dress and waist industry are working under the piece work system, a system which makes it impossible for the union to standardize the wages of the workers, and

Whereas, the piece work system creates submanufacturers causing the subdivision of the large shops, and

Whereas, the piece work system creates conflicts and antagonism among the workers, and in many cases divides them and puts them in a hostile situation toward each other, and

Whereas, the piece work system makes the workers slaves of bundles, styles and difference

in prices; and drives the workers to self-intensified slavery and exploitation, thus creating jealousy caused by lots, styles and big bundles for which prices are often reduced; and

Whereas, the only solution to preserve the earnings and the life of the workers is the establishment of the week work system in this industry; therefore, be it

Resolved, that this convention adopts the system of week work in our entire industry, and at the proper moment introduce this system through a general strike.

RESOLUTION NO. 2.

Introduced by Delegations of Locals 15 and 25.

Whereas, the workers employed in our industry are working under two systems, namely, week work and piece work, which is causing antagonism and disunion among the workers engaged under these two systems of work, and

Whereas, the piece work system divides the workers into shop unions with diverse and conflicting interests, thereby making it impossible for them to advance their economic conditions and undermines the very principle of trade union solidarity, and

Whereas, the settling of prices in the various shops makes it impossible for our union to standardize the wages and earnings of our members in our industry, and

Whereas, the settling of prices by the workers in the various shops tends to degrade and demoralize the character of our union as a consequence of their constant conflicts with their employers in the bartering and haggling for prices, and

Whereas, the piece work system makes the workers slaves of bundles, styles and difference in prices, thereby causing antagonism and disharmony among the ranks of the workers, and

Whereas, the piece work system drives the workers to self-intensified slavery and exploitation and makes for jealousy caused by the lots, styles and big bundles for which they often reduce prices, therefore, be it

Resolved, that this convention goes on record in adopting the week work system in our entire industry which will do away with the evils resulting from piece work and the competition and friction between employers and employees, will standardize the wages of our members in our industry, thus strengthening our International and its affiliated locals, uplifting the economic, moral and spiritual standing of our members.

Your committee recommends the following substitute resolutions for Resolutions Nos. 2, 92, 24:

"Whereas, practically all of the workers in the cloak and skirt industry of our country are working under the system of week-work; and

"Whereas, this system of week-work proved to be a success wherever it was introduced, in preserving the health of the workers, by standardizing their earnings, and by the abolition of all shop antagonism among these workers, which prevailed under the system of piecework; be it therefore

"Resolved, that the 15th Biennial Convention of the I. L. G. W. U. go on record for the establishment of a general system of week-work in all branches of the Ladies' Garment industry in the United States and Canada; and be it further

"Resolved, that the incoming General Executive Board should use all powers at its command, in order to bring about the realization of this decision."

Upon motion the recommendation was adopted.

Delegate Heller: This will conclude a part of the report of the Committee on Resolutions. Continuation tomorrow.

Secretary Baroff: The delegates will surely be anxious after our good work has been done to go back to the cities from where they came from. Those that are desirous of making arrangements that we have a special train, will have to do it tonight. I would advise that every delegation appoint one representative to meet right after the adjournment of this session and we will meet here a gentleman and then we will take up that matter; otherwise everyone will have to go by himself or herself and make arrangements for himself or for herself.

Pres. Schlesinger: We will now call upon Vice-President Ninfo, chairman of the Committee of Law, to make a report.

REPORT OF COMMITTEE ON LAW.

Mr. President and Delegates:

Your committee has intelligently and carefully discussed all resolutions and is now ready to submit you the following report:

RESOLUTION NO. 18.

Introduced by Delegation of Local No. 70.

Whereas, the general office of the International Ladies' Garment Workers' Union is having collective agreements with the employers in our industries in almost every center where ladies' garments are being made in the United States and Canada, and

Whereas, the general office is conducting, financing and settling strikes in every part of the country without having any special funds provided for same, be it therefore

Resolved, that the per capita of every member to the general office be raised to the extent of creating a strike fund for the purpose of paying strike benefit to our members in times of strike; and be it further

Resolved, that a special committee be appointed immediately to work out the details of this plan and report same to this convention.

Your committee recommends its rejection.

RESOLUTION NO. 16.

Introduced by Joseph Snyder, Delegate of Local No. 4.

Whereas, the International Ladies' Garment Workers' Union has been holding conventions every two years; and

Whereas, a great expense is involved by the locals of the International Union, and as a result many of the smaller locals cannot be represented in their full quota on account of their treasury not having sufficient funds; be it therefore

Resolved, that fifty cents per annum be levied on every member in the International Union for the two years, and out of this fund every local should be entitled to get their full delegation and expenses paid by the I. L. G. W. U.

Committee recommends rejection.

Upon motion recommendation was adopted.

RESOLUTION NO. 84.

Introduced by Delegation of Local No. 23.

Whereas, the constitution of International Ladies' Garment Workers' Union, does not provide any law to substitute vice-presidents in the event they resign, or discontinue their activities in the labor movement in general, be it, therefore

Resolved, that the constitution of the International Ladies' Garment Workers' Union, be amended, to the effect that substitute vice-presidents be elected at each regular convention, under the same procedure as all other officers of the International Ladies' Garment Workers' Union.

The committee recommends the rejection of this resolution.

Upon motion the recommendation was adopted.

RESOLUTION NO. 121.

Introduced by Delegate M. J. Ashpis, Local 82.

ARTICLE 4

Section 5 (New Section)

If a member of the General Executive Board leaves the trade or accepts an office in another labor union not officially listed with our International, his office shall automatically become vacant, and the General Executive Board at its next quarterly meeting shall fill the vacancy.

Your committee recommends to accept the resolution.

Delegate Gorenstein moved that the officer be given the opportunity to hand in his resignation first before his office be declared vacant. This amendment was rejected and upon motion duly made and seconded the report of the committee was adopted.

RESOLUTION NO. 49,

Introduced by Delegates Morris Sigman, Israel Feinberg, Louis Langer, M. J. Ashpis, and Philip Kaplowitz.

Changes and amendments in the Constitution:

ARTICLE 2

Section 3

Changes to read as follows:

Representation at the convention shall be upon the following basis: Local unions with a membership of not more than 250 shall be entitled to one delegate; local unions with a membership of more than 250, but not more than 500, shall be entitled to two delegates; local unions with a membership of more than 500, but not more than 1,000 shall be entitled to three delegates; local unions with a membership of more than one thousand (1,000), but not more than 5,000 shall be entitled to three delegates for the first one thousand (1,000), and one delegate for each additional thousand members or portion thereof; local unions with a membership of more than five thousand (5,000), shall be entitled to seven delegates for the first 5,000, and one delegate for each additional two thousand members or portion thereof. (The rest of the sentence of Par. 7 to be stricken out, and the next sentence should begin with the sentence, "The number of members above mentioned," etc.).

The committee recommends its rejection.

Upon motion recommendation was adopted.

ARTICLE 12

Section 21. (Add new section.)

Any person who has been cancelled can, however, be readmitted as a new member providing he pays up all dues, assessments, fines and any other charges he owed at the time he was considered a cancelled member.

The committee recommends adoption.

Upon motion the recommendation was adopted.

ARTICLE 4

Section 2, Page 21

After the sentence ending, "unless appealed and reversed, it shall become final," the following should be inserted: "The General Executive Board may issue referendums to the members of the I. L. G. W. U. on any question whenever they find it necessary."

The committee recommends the adoption of this clause.

Upon motion the recommendation was adopted.

ARTICLE 4

Section 2, Page 21

The General Executive Board have general supervision over all of the affairs of the I. L. G. W. U., and shall have power to authorize strikes and boycotts in accordance with this constitution.

It shall organize Joint Boards or District Councils in every city or locality as they may deem it best, and they shall audit the finance books of all local unions, Joint Boards and District Councils.

It shall decide all questions involving the interpretation of this constitution and all points of law arising under the jurisdiction of the I. L. G. W. U., etc., (the same as in present constitution).

Pres. Schlesinger: The Constitution as it now reads is that the General Executive Board shall have general supervision over all of the affairs of the I. L. G. W. U. and shall have power to authorize strikes and boycotts in accordance with this Constitution. It shall decide all questions involving the interpretation of this Constitution and all points of law arising under the jurisdiction of the I. L. G. W. U. and may also pass upon all claims, grievances and appeals from the decisions of affiliated organizations, and any decision rendered by the G. E. B. shall be binding until the next general or special convention of the I. L. G. W. U., whereupon, unless appealed and reversed, it shall become final.

This is the amendment to be added, which reads as follows: "After the sentence ending, 'unless appealed and reversed, it shall become final,' the following should be inserted: 'The General Executive Board may issue referendums to the members of the I. L. G. W. U., on any question whenever they find it necessary.'" If a certain question should come up, and the G. E. B. feel like submitting it to a general vote, it may do so. The committee reports favorably on this resolution.

Upon motion, the recommendation was adopted.

ARTICLE 2

Section 5, Page 10, last line.

Strike out the words, "those members who may have been working under cards issued under agreement with any other local of the I. L. G. W. U." The sentence beginning with the words, "Paid officers," should be read as follows: "Paid officers of the I. L. G. W. U. or its affiliated bodies shall be exempt from the requirements that they must be actually engaged in the industry for the last six months within the year preceding the convention.

No member shall be eligible as delegate to the convention, who was at any time within six months prior to the date of the convention a salaried or unsalaried officer of any other International Union, or of any local union not affiliated with our International Union or its locals, Joint Boards or District Councils.

Committee recommends the rejection of the first part of the resolution and the adoption of the second part.

Upon motion, the recommendation of the committee was adopted.

ARTICLE 6

Section 12, Pages 29 and 30

To be amended to read as follows:

A failure to produce the books upon demand within two weeks' time, shall render the L. U. liable to suspension from the I. L. G. W. U.

Pres. Schlesinger: The Constitution as it reads now is: "A failure to produce the books upon demand shall subject the L. U. to a fine of not more than Five Dollars, and a continued failure to produce the books for a period of thirty days after demand, shall render the L. U. liable to suspension from the I. L. G. W. U." The report of the committee is that that be stricken out and instead of that, the following section be substituted, "the failure to produce the books upon demand within two weeks' time." There might be some agreement as to whether two weeks or four weeks should render the Union liable to suspension. As far as the $5.00 goes that should be stricken out.

Delegate Ashpiss: We thought that 30 days is too long a time for a local to produce its books. We are not speaking of a local that is willing to have the books fixed. We are talking of a local which refuses to have the books audited. We believe two weeks is plenty of time.

Delegate Heller: I move to amend the report of the committee to read that the failure to produce the books within 30 days after demand, shall render the L. U. liable to suspension from the I. L. G. W. U.

Upon motion, the recommendation of the committee as amended by Delegate Heller was carried.

ARTICLE 7

Section 1, Page 31

Form No. 1

To be amended to read as follows:

After the end of paragraph, "shall be considered one trade," should be added, "and all branches engaged in the manufacture of waists, white goods, wrapper and kimonos and underwear, etc., shall be considered one trade."

ARTICLE 7

Section 1, Page 31

Form No. 2

To be amended to read as follows:

"All branches engaged in the manufacture of cloaks, suits, skirts, reefers and dresses shall be considered one trade."

Your committee, believing that not in every center or city this amendment may be applicable for the good of the workers, recommends to reject the two amendments leaving this matter for the present as it is.

Upon motion, recommendation was adopted.

Add the following section to Article 4.

If a member of the G. E. B. leaves the trade for another occupation or accepts an office in another International or local union not affiliated with our International, his office shall automatically become vacant, and the G. E. B. at its next quarterly meeting shall fill the vacancy.

Committee recommends rejection as it is covered by Resolution No. 121.

Upon motion the recommendation was adopted.

ARTICLE 7

Section 5, Page 31

To be amended to read as follows:

The Joint Board shall have the power to adopt such by-laws for the regulation of its affairs not inconsistent with this constitution and shall have power to elect or appoint as many officers, managers, business agents and committees as it may deem necessary, and to fix their powers and terms of office, which shall not however exceed one year.

Your committee recommends the adoption of this amendment.

Upon motion recommendation of the committee was adopted.

ARTICLE 7

Section 3, Page 31

To be amended to read as follows:

The Joint Board shall have the power by the affirmative vote of delegates representing a majority of affiliated locals to fix the amount of per capita tax or dues and assessments that each member shall pay to his local union, and the share of per capita and assessments each affiliated local shall pay to the Joint Board for its maintenance and transaction of its business. The Joint Board shall also have the right to levy a special tax upon all members of its affiliated locals and issue a special stamp which shall be the only legal receipt to be used by all affiliated locals. Any local union wilfully violating these rules or failing to pay its share of per capita tax to the Joint Board within thirty (30) days after a demand for payment has been made by the finance secretary of the Joint Board, may be suspended from the Joint Board. If a local union is unable to make prompt payment, the Joint Board may upon application and for good cause shown, grant an extension of time.

Your committee recommends its rejection, and recommends that Article 7, Section 3, be amended as follows:

"The Joint Board shall have the power by the affirmative vote of delegates, representing a

majority of affiliated locals, to fix the amount of per capita tax or minimum dues and assessments, that each member shall pay to its local union," etc., etc., as the constitution provides.

Delegate Gorenstein moved that the clause which related to giving the Joint Board power to fix the amount of dues and assessments of these affiliated locals be stricken out.

This amendment was rejected and the recommendation of the committee adopted.

ARTICLE 8

Section 8

Any member in arrears for 13 weeks (3 months) shall be considered as suspended from all rights and privileges of the membership. After a period of six (6) months more if the same member fails to pay his arrears he is then considered cancelled from membership.

The opinion of your committee is divided. The majority report is for cancellation of membership after six months of arrears. The minority report is for cancellation after nine months.

Pres. Schlesinger called for a show of hands on this motion, and after count the Secretary announced that 88 had voted for the majority report which specified nine months and 121 for the minority report which specified six months. The minority report was therefore adopted.

ARTICLE 8

Section 8, Page 36 (New)

Insert new section to read as follows:

"Members must pay all dues, general assessments and local assessments decided upon by the local union, Joint Board, General Executive Board and conventions of the I. L. G. W. U. Any member three months in arrears shall stand suspended from all rights and privileges of membership. If six months have elapsed and he fails to meet his obligation, his name shall be dropped from the roll. In the event of illness or extraordinary cases, the Executive Committee of a local union shall have the power to make good the dues and local assessments only. (The present Section 8 should be called Section 9 and the other sections numbered accordingly.)

Secretary Baroff moved that whenever a local makes good the dues of any of its members, that this should not include the per capita tax or assessments which are due to the International.

On a vote of 80 in favor and 84 against, the amendment of Secretary Baroff was rejected.

Upon motion duly made and seconded the report of the committee was adopted.

Upon motion being duly seconded and carried the convention was adjourned to meet Thursday, May 13, 1920, at 9:30 a. m.

NINTH DAY,

THURSDAY MORNING SESSION,

May 13, 1920.

The twelfth session was called to order by President Schlesinger at 9:45 a. m.

President Schlesinger: We have here a representative of the Communist Defense Committee. You all know of the prosecutions and persecutions by Attorney General Palmer, directed against the radicals of America. The Treasurer of the Communist Party is here and he desires to say a few words to you. I take pleasure in presenting him to you.

Mr. I. E. Ferguson, Treasurer, Communist Party, made a brief appeal on behalf of the deportees for funds in order to supply them with legal aid.

Moved and carried that the request of Mr. Ferguson be laid before the Committee on Resolutions.

President Schlesinger: I have received a letter from the Tailors' Union of Poland, addressed to our convention. The letter reads as follows:

To the Highly Esteemed Convention of the International Ladies' Garment Workers Union, Greetings:

Not having the opportunity of participating in person at your Congress and not being able to share with you in the deliberations of the great and important work that lies before you, we cannot nevertheless refrain from addressing these few words to you bearing upon the situation not only of the garment workers of America but of the workers in all countries the world over.

Comrades! The moment through which we are passing at present proves to us with conclusive clarity and fortifies our conviction that the Proletariat is one great international family and that only as such can it exist and progress. The horrible war which has brought so much misery to the workers of our land has at the same time broken down all barriers and frontiers which were artificially put up between one division of the workers and the others in the various countries.

The unusual hour through which we are living today places grave responsibilities upon the workers of the whole world, and the workers of America are charged, during these days, with particularly important responsibility. America is a land of infinite possibilities, with tremendously strong workmen's organizations. America holds today practically the threads of life of Europe in their hands. We therefore expect from you, Comrades, great achievements and we hope that in the common fight for the liberation of mankind the workers of

America will occupy a fitting place corresponding to their strength, both in quality and quantity.

You have assembled to consider the questions which have a great importance to the welfare of your organization, to legislate and to enact into life measures which will strengthen your position and which will fortify you in your struggles against the world of exploiters. Being fully conscious of the fact that your work is our work and that your success means our success, we take the liberty of congratulating you in the name of the tens of thousands of the workers in the needle industries of Poland as fellow craftsmen and fellow comrades in our daily struggles. We extend to you our brotherly hand and we pray that your work may be fruitful of great results.

Long live the International Organization of the Needle Workers!

Long live international workers solidarity!

The Secretariat of the Union of Needle Workers of the Polish Republic

Mordecai Feigman, Chairman
Israel Brim, Secretary.

President Schlesinger: The Committee on Law is ready to continue.

Vice-President Ninfo continued to read his report:

RESOLUTION NO. 49.

ARTICLE 7

Section 12, Page 34

To be amended to read as follows:

Special meetings of the Joint Board or the District Council shall be called whenever requested by the president, secretary and manager of said body or by the Executive Board of any affiliated local union.

Your Committee recommends that this amendment be accepted.

Delegate Press: Does that mean that a single executive board have the right to call a special meeting?

President Schlesinger: It means just what it says. A special meeting of the Joint Board or the District Council shall be called whenever requested by the President, Secretary and Manager of said body.

Upon motion, the recommendation of the committee was adopted.

ARTICLE 6

Section 6, Page 26

Each local union must elect a president, vice-president, financial secretary and recording secretary, and may elect such other officers as it may deem necessary. The officers shall be elected by ballot, and elections not to continue for more than one day. Local unions must notify their members (by letters or by press advertisements) at least three days prior to the election. The Election Committee shall count the votes cast for the candidates immediately after the election closes, and the candidate receiving the highest number of votes to be declared elected to each respective office. The local union must likewise elect an Executive Committee and may elect such other committee as it may deem necessary.

The majority of your Committee recommends that this amendment be rejected, believing that it is up to the locals to make the elections as they may find it fit.

The minority is for the adoption of this amendment.

Delegate Ashpis, who presented the minority report, argued for it.

Delegates Rothenberg, Antonini, Bernstein, Mollie Friedman, Rosenblatt, Gabiatta and Ninfo spoke in favor of the majority report.

Delegate Prisant spoke in favor of the minority report.

The matter was put to a vote and the minority report was adopted. This means that elections hereafter will take place in one day.

ARTICLE 6

Section 7 (New Section)

Add new section to read as follows:

No member of the I. L. G. W. U. who has been a sub-manufacturer or sub-contractor shall be eligible to hold a paid or unpaid office in any office of local unions or of Joint Board or of District Council for at least two years after they have given up their business and have become members of our union. (The present Section 7 should be numbered Section 8, Section 8 should be numbered Section 9 and so on.)

RESOLUTION NO. 112.

Introduced by Delegation of Local No. 11.

Whereas, it very often happens that officers or members of our unions leave our ranks and go into business for themselves, and

Whereas, such persons, if unsuccessful, are compelled to come back into our trades and seek again to become officers, and

Whereas, our membership regards them suspiciously and thus such officers breed only mistrust within our ranks, be it therefore

Resolved, that any officer of our unions—paid or unpaid—who leaves our ranks and goes into business for himself, shall be disqualified from holding any paid or unpaid office in any of our unions, unless he or she, after coming back, had worked for three years in the trade.

Your Committee recommends that the word "sub-manufacturer" or "sub-contractor" be replaced by "manufacturer" or "contractor, and also a person who has a right to hire and discharge."

Upon motion duly made and seconded the recommendation of the committee was adopted.

RESOLUTION NO. 62.

Introduced by the Delegates of Locals Nos. 7, 20, 54, 87, 102, 11 and 114.

Whereas, the International Ladies' Garment Workers' Union has grown to such proportions that it now controls as many as seven industries of a different nature and character, and

Whereas, said industries have grown, in the last few years, to such an extent that they require much more attention on the part of the General Executive Board, and

Whereas, the General Executive Board of

our International Union is composed of fifteen members representing the cloak and dress industries mostly, and

Whereas, those miscellaneous trades which our Internationad has seen fit to organize in the last few years have no direct representation in the General Executive Board, which we believe is the most vital question affecting those organizations and trades, therefore, be it

Resolved, that this convention of the International Ladies' Garment Workers' Union, assembled at Chicago, Ill., in the month of May, 1920, go on record in amending the constitution so as to provide for two more vice-presidents in the General Executive Board, in order that the miscellaneous trades may be directly represented.

Your Committee recommends that this resolution be rejected, on the ground that members of the General Executive Board are to represent the International and not trades or crafts.

Upon motion, the recommendation of the Committee was adopted.

RESOLUTION NO. 116.

Introduced by Delegates of Montreal Locals.

Whereas, there exists in the Dominion of Canada, a body known as the Canadian Trades and Labour Congress, and

Whereas, this body is very influential in the Dominion of Canada and plays the same rôle as the American Federation of Labor in the United States, and

Whereas, all the Internationals of the American Federation of Labor, are affiliated with said body through their Canadian members, and are paying the per capita for their Canadian members, and

Whereas, in the past, the General Executive Board, seeing the necessity of such affiliation, has, up to now, paid their per capita for their Canadian members, be it therefore

Resolved, that this Convention endorse the action of the General Executive Board and instruct the incoming General Executive Board to continue paying the per capita for its Canadian members to the Canadian Trades and Labour Congress, and that the precedent established shall become permanent and embodied in the constitution.

Your Committee recommends the following:

"That this convention instruct the incoming General Executive Board to pay the per capita tax for each Canadian member to the Canadian Trades and Labor Congress, and that the present rule be embodied in the constitution."

Upon motion, the recommendation of the Committee was accepted.

ARTICLE 6

Section 14, Page 30

To strike out Section 14 of Article 6, as this section is already covered by Section 5 of Article 1.

ARTICLE 1

Section 5, Page 3

To be amended to read as follows:

Two or more local unions in any one city or locality shall organize either a Joint Board or a District Council, or both, in accordance with the provisions of this Constitution.

Your committee recommends the striking out of Section 14 of Article 6 and leave Section 5 of Article 1; and that the words "may organize" be changed to "shall organize."

Upon motion duly made and seconded the report of the committee was adopted.

ARTICLE 5

Section 3, Page 24

Strike out the following words:

"said salaries not to exceed $40.00 per week and traveling allowances."

Your committee moves to strike out the following words: "Said salaries not to exceed $40.00 per week and traveling allowances."

Upon motion duly made and seconded the recommendation of the committee was adopted.

ARTICLE 4

Section 3, Page 21

To be amended to read as follows:

At all quarterly meetings of the General Executive Board eight (8) members shall constitute a qorum (instead of seven constituting a quorum). (The rest of this section to remain unchanged.)

Your committee recommends the adoption of this amendment.

Upon motion duly made and seconded the recommendation of the committee was adopted.

ARTICLE 2

Section 3, Page 8, line 7

To be amended to read as follows:

"The number of members above mentioned shall be computed upon the basis of the Record Department of the I. L. G. W. U. of the average number of members in good standing in the local union during the last six months preceding the month in which the call to the convention is issued. (The words, "upon whom the local union has paid the per capita tax," to be stricken out, and the rest to remain unchanged.)

Your committee recommends the acceptance of this amendment.

Upon motion duly made and seconded the recommendation of the committee was adopted.

RESOLUTION NO. 117.

Introduced by the Delegates of the Montreal Locals.

Amendment to the Constitution:

Article 14, Section 2, which reads, "All amendments regularly adopted at a convention shall become effective 30 days after the adjournment of the convention," shall be amended to read as follows:

All amendments regularly adopted at a convention shall be submitted to the members for referendum not later than 30 days after the adjournment of the convention, and shall become effective immediately after a majority of the votes has favored said amendment.

Your committee recommends the rejection of this resolution.

A delegate offered an amendment that all questions except those bearing on finance be submitted to a referendum vote.

Delegate Rothenberg spoke in favor of the recommendation of the committee.

Upon a vote, the amendment was defeated.

Upon motion, the recommendation of the committee was carried by a vote of 82 for and 38 against.

RESOLUTION NO. 119.

Introduced by Delegates of Montreal Locals.

Amendment to Constitution:

Article 3, Section 1, which reads: "The general officers of the International Ladies' Garment Workers' Union, shall be the President, General Secretary-Treasurer, and 13 Vice-Presidents, of whom 7 shall be residents of New York."

Shall be amended to read as follows:

The general officers of the International Ladies' Garment Workers' Union, shall be the President, General Secretary-Treasurer and 14 Vice-Presidents, of whom 7 shall be residents of New York, and 1 shall be a resident of Canada.

Your committee recommends the rejection of this resolution. This does not, however, prevent or influence anyone from voting for a representative from Canada.

Upon motion duly made and seconded the recommendation of the committee was adopted.

ARTICLE 2

(New Section)

If any special convention of the International Ladies' Garment Workers' Union is called, all delegates of the preceding regular convention who have retained their eligibility in accordance with the provisions of this constitution shall represent the local unions at such special convention.

Your committee recommends the adoption of this new section.

There being no objection, the report of the committee was adopted.

ARTICLE 2

(New Section)

No delegate shall represent more than one local union, and each delegate shall be allowed one vote only.

Your committee recommends the adoption of this new section.

Upon motion duly made and seconded the recommendation of the committee was adopted.

RESOLUTION NO. 121

Part 4

Article 2, Section 2 shall be amended to read as follows:

Upon the written request of at least five (5) local unions in good standing, no two of which shall be located in one city, the General Executive Board shall issue a referendum for a special convention to be held on a date fixed in such written request, and at least four (4) months after the date when such request is filed with the General Executive Board. The General Executive Board shall, within 15 days after the receipt of such request, submit the referendum to a vote of all affiliated local unions. They shall also submit a list of cities from which the place of holding such special convention shall be selected, as provided in Paragraph 1 of Article 2. Each local union, as soon as it receives such referendum, shall call a special meeting and vote upon both questions and only when a majority of all votes cast by the general membership are in favor of such convention same shall be called in the city receiving the majority of votes. A special convention may be called by the General Executive Board provided three-fourths of the members thereof vote in favor of such special convention.

Your committee presents a majority and a minority report. The majority report reads:

"Upon the written request of at least 10 local unions, in good standing, no three of which shall be located in one city, the General Executive Board shall, within 15 days of the receipt of such request, call a special convention."

The minority is for the original amendment of five locals with a referendum.

Delegate Ashpis spoke in favor of the minority report.

Delegate Gorenstein stated that he preferred to have the constitution remain as it is.

Delegate Heller stated that he opposed any change in the Constitution.

Delegate Prisamt spoke in favor of the majority report.

Delegate Student spoke against both amendments and stated that he was in favor of having the constitution read as it now stands.

Delegate Zudicker was in favor of having the constitution unchanged.

Upon vote both amendments were rejected.

RESOLUTION NO. 4.

Introduced by the Philadelphia Joint Board Locals Nos. 2, 53 and 69.

Whereas, there are many trades in our International that are unorganized which require costly organizing campaigns, and

Whereas, there are several trades in our International, though organized, yet urgently in need of improvement, and

Whereas, it is impossible for our International to carry on such strikes or organization campaigns on account of lack of funds, and

Whereas, the various locals are compelled to tax their members and often have difficulties in collecting such taxes, therefore be it

Resolved, that this Fifteenth Biennial Convention decide to raise the per capita tax to 50 cents per month so that the new incoming General Executive Board will not meet with financial difficulties in conducting strikes or organization work.

RESOLUTION NO. 55.

Introduced by Delegates of Local 25.

Section 1 to read as follows:

Each local union shall pay to the I. L. G. W. U. a weekly per capita tax of ten (10) cents, two (2) cents of which shall go for a subscription to "Justice," unless the amount or time of payment thereof shall be changed by a general or special convention by a two-thirds vote. The general office shall mail to each member of the I. L. G. W. U. the regular issue of the official organ, "Justice," weekly upon publication.

Vice-President Ninfo also read an extract

from report of General Executive Board dealing with the higher per capita.

"In fairness to the intelligence of the delegates to this Convention, we honestly believe that it is not necessary for the General Executive Board to advance any elaborate arguments for the necessity of raising the per capita tax to the International Union. The increase in the cost of necessities and in all that money can buy in general, from rent to salaries and from printing to railroad fare, has cut down the purchasing power of the dollar to less than half. In other words, the 5c per week received by the International, today gets no further than approximately 2½c did about two years ago. We do not think, therefore, that it is necessary for us to reiterate the very weighty and convincing arguments which prompted the Boston Convention to increase the per capita two years ago from 4c to 5c. During these two years the International has grown in a remarkable degree. The creation of new departments with an expense of tens of thousands of dollars yearly, the cost of three big weekly publications, the trebling of the cost of everything pertaining to organization and educational work, the extension of our agitation work into new and hitherto unexplored fields, the growing participation of our International Union in the general affairs of the labor movement, have added increasingly to the expenses of our work and there can, therefore be little doubt but that this Convention will come to the realization that the per capita tax of the International must be greatly increased, if it is to go on doing the big and immensely enlarged work which it is facing. We recommend that this Convention should adopt by resolution a law fixing the per capita at 10 cents per week."

Delegate Ninfo: The Committee on Law is divided into a majority and a minority on this proposition. The majority report is to raise the per capita tax of the International to 10 cents a week. The minority report is to raise the per capita tax to 8 cents a week.

Delegate Ashpis spoke in favor of adopting the report of the minority. He stated that the big locals in New York at the present moment are not in a position to raise the dues of their members in order to meet a per capita of ten cents. He stated that the minority of this committee felt that they could not increase the per capita to more than eight cents.

Delegate Perlstein spoke in favor of adopting the report of the majority of the committee. He stated that it was necessary to raise the per capita tax to ten cents in order that the International may have sufficient funds with which to carry on the organization work which it has planned. He stated that it would be ridiculous at this moment to adopt the minority report because the convention would have to drop the recommendations of the Organization Committee because there would be no funds to carry on this work. He further stated: "I say if you want to have whatever we have decided on carried through, if we want to see the thousands of unorganized workers organized, we must vote for the majority report of the committee and I positively support the report of the majority of the committee."

Delegate Wexler urged upon the delegates to vote upon the report of the majority, for a ten cents per capita tax.

Delegate Greenberg spoke in favor of adopting the report of the majority. He stated that there would be a great need for funds to carry out the organization work which the convention has decided on. He further stated that the cost of printing literature and the cost of paper has increased tremendously and urged upon the convention the adopting of the report of the majority of the committee.

Delegate Sugarman spoke in favor of adopting the minority report, to raise the per capita to eight cents, and stated that it would be rather difficult to collect the per capita tax if it was increased to ten cents.

Pres. Schlesinger spoke in favor of adopting the report of the majority of the committee. He stated that "while in New York we were able to organize 37,000 waist makers, it is harder to do organization work the farther away from New York one gets. I want to appeal to your intelligence on this proposition; if you will only stand by what you now have you will not go very far. If our organization will be composed of 150,000 members only, our organization will not be able to go far in bettering working conditions. It is an open secret. Everyone knows the trade is drifting away from the large centers.

Take the waist industry in New York. I remember years ago when the production of waists generally was not as large as it is now, a time when women used to make their own waists. We had in New York City about 16,000 waist makers. Today when the production is doubled, we have not got more than a half of it in New York. It means that the waist industry is drifting away from New York and has gone to other cities, to small towns where it is very hard to organize. I hope we will organize them. It will require intelligent men and women, and require hard cash to keep up these men and women organizers.

In 1910 when during the Cloakmakers' strike we had to support for 12 weeks 60,000 men with families, we were able to get along with $125,000 strike benefit. Today this is not possible. Times have changed. We cannot live today on 15 cents a day as our people used to. The cost of living is high and strikes, strike benefits and the legal combat of injunctions is much costlier nowadays. You will not be able to go ahead with your work unless you dig down deep into your pockets as much as possible. You have no idea of the cost of organization

work. It will cost hundreds of thousands of dollars. If you decide on eight cents, we will have to give up some of our departments.

Delegate Hyman: I want to ask you if it would not be fair since all the speakers have talked for the ten cents, to permit someone to speak for eight cents?

Pres. Schlesinger: I want to say it is absolutely unfair to say all speakers have spoken for the ten cent per capita. Delegates Ashpis and Sugarman have spoken for the adoption of the minority report. However, I shall grant you the floor.

Delegate Hyman: President Schlesiner seems to talk about the eight cents per week as if that was all there is to it. As a matter of fact this eight cent tax amounts to over $600,000 per year, and I think this is more than sufficient to carry on the work of the International, especially when you consider the fact that it has power to make further assessments in case of necessity. Furthermore, you must take into consideration facts and circumstances. At the present time, we, in New York, are having a struggle against the employers who are growing more and more powerful, and therefore it is our duty to do all we can to strengthen the Joint Board which is fighting our battles for us and pay as much as we can to them. You must further understand the psychology of our membership. At the present time they feel that they are being heavily taxed and will resent any additional taxes. They will not care to pay every week even so small a tax as ten cents. But if you will come up to them with some concrete case, where money is needed, they will not hesitate to spend any amount.

Pres. Schlesinger: As far as understanding the importance of the Joint Board, everybody understands that, but what we are trying to bring about is that in the work that we are trying to do for you, we shall not have to go about begging for funds but that such payments shall be mandatory. (Applause.)

The roll was called and each delegate voted for the 10c or 8c per capita tax. The result of the vote for 194 in favor of the 10c tax and 24 in favor of the 8c tax.

The delegates voted as follows:

FOR TEN CENTS.

Saul Metz
Jacob Warshafsky
Benj. Schlesinger
Israel Feinberg
Louis Bulkin
Barnett Karp
A. S. Margulis
Samuel Lefkovitz
Samuel Pitchersky
Joseph Sneider
M. Margolies
B. Fogel
O. H. Nudelman
S. Godfiels
H. Ruffer
Morris Safier
Philip Sokiner
Carl Crabber
David Perlmutter
Hyman Wiener
Fred Monosson
Jacob Halpern
Harry Fischer
Joseph Kesten
Harry Schuster
Louis Heitt
Louis Lipschitz
John C. Ryan
Sam. B. Shenker
Meyer Shark
Harry Berlin
Max Gorenstein
Sidney Rothenberg
David Dubinsky
Morris Feigelson
Morris Amos
H. Kanicoff
H. Reingold
Hyman Kruger
Clara Weiss
Herman Bernstein
Israel Litvakoff
David Sifkin
Samuel Hindin
Elias Reisberg
Louis Golub
Daniel Mimewitz
Jacob Heller
Abraham Belton
Abraham Goldin
Louis Lipsky
Samuel Eisenberg
A. Rudin
J. Seigel
Saul Oleseky
Simon Robinson
Louis Wexler
M. Adler
Samuel Friedman
Max Bruck
Samuel Bellenson
Samuel Prisamt
Louis Gordon
Harry Wander
Israel Sirotha
Isaac Posen
Abraham Baroff
Israel Horowitz
Max Cusman
Julius Hochman
Isidore Schoenholtz
Isidore Wasilefsky
Nathan Schacter
Louis Cohen
Nora Levine
Mollie Friedman
Isaac Unker
Abraham Katovsky
Samuel Reider
Samuel Finkel
Morris Brody
John Porus
Harry Bakst
Ella Kelicke
Estella Kuccera
Helen Schmidt
Carrie Gallager
Ethel Avon
S. Schechtman
H. Levine
Louis Langer
Morris Sigman
J. Gold
J. Hendelman
F. Borenstein
Charles Aronsky
Julius Carelnick
Philip Koch
Jacob Stolmack
Sarah Spanier
Julius Goldstein
Lloyd W. Hamilton
Charles Kreindler
Jacob Levine
Pietro Cane
Max Stockman
Henry Zucker
Giovanni LoRusso
Charles Carotenuto
Paolo Mancuso
Salvatore Ninfo
Pasquale Nichita
Pasquale Muccigrossi
Joseph Rosenblatt
Bella Shapiro
Samuel Jacobson
Bessie Margoline
Harry Greenberg
Augusta Cohen
Morris Sirota
Abraham Bromberg
Sol Seidman
Simon Davidson
Mendy Fineberg
Julius Ginsburg
W. Gunsburg
Abraham Schneider
Louis Greenberg
A. Tzudiker
J. Sapolsky
Morris Seitz
Molly Lifshitz
Gertrude Movskovitz
Anna Shapiro
Mary Goff
Beckie Shube
Anna Tensi
Joseph Mintz
Emil Auerbach
Nathan Riesel
J. Fisher
Louis Friend
Rose Lidman
Morris Strom
M. Samuels
Mary Poole
Jacob White
Ben Gilbert
J. Dien
Harry Blufstein
Morris Goodman
Frank Magnavita
Bernard E. Chazanow
Isidore Jacobs
Max Stern
I. Davidson
S. Lederman
John Spoun
Louis Caplan
Fannia M. Cohn
Giovannia Cabiati
Salvatore Milazzo
Luigi Antonini
Bella Metz
Harry Silberman
Abraham Kirzner
M. Reingold
Milton Light
Jacob Rubin
Saul Reittman
Max Brodsky
Samuel Morgenstein
Mollie Yankowitz
H. Kaufman
Abraham Betchuk
Abraham Snyder
Sol Goldberg
Solomon Magid
J. Greenberg
Simon Spinndel
Ben Friedman
H. Bender
Gertrude Klinger
Frank Fodor
B. Iglowitz
Hugh Livingston

I. Chiarchiar	Jacob Launch
Meyer Perlstein	Hyman Schoolman
Samuel Shevelenco	George Rubin
Frank B. Rupp	Maud Foley

FOR EIGHT CENTS.

Samuel Sapin	Nathan Sackstein
Perez Kottler	Minnie Belavsky
Max Zuckerman	Abraham Berkowitz
Alex Student	Max Brodfield
Philip Kaplowitz	S. Fremed
David Levinson	Samuel Gold
Joseph Weinstein	Samuel Pinkofsky
Benj. Moser	Saul Etkin
Otto Pick	Max Carolinsky
Karl Schatsberg	H. Koskowitz
S. Amochislowsky	Harry Dessel
S. Bender	Max Libow
Ida Baxt	M. J. Ashpis
Louis Hyman	Leon Rosenblatt
Max Schwartz	Morris Greifer
A. Babbits	Giovanni La Vita
Morris Brass	Carmelo Yandoli

ABSENT.

Isidor Reich	Giovanni di Giascome
M. Steinberg	Basilio Desti
Conrad Muetze	Harry Tannenbaum
Sam Perlmutter	J. Lerman
P. Martel	J. Urani
W. Berkowitz	Morris Essig
Samuel Taylor	Charles Green
Harman Backer	M. Samuels
H. Lubinsky	Louis Stein
Joseph Breslau	Martin Kurzleb
Fannie Sazel	Abraham Grossman
Antonio Cottone	Samson Koldofsky

Upon motion, the session adjourned to meet again at 2:30 p. m.

NINTH DAY—THURSDAY AFTERNOON SESSION.

May 13, 1920.

The thirteenth session was called to order by President Schlesinger at 2:50 p. m.

Secretary Baroff read the following telegrams:

New York, N. Y., May 13, 1920.

International L. G. W. U.,
Convention, Chicago, Ill.

Brothers, we are sending you our hearty greetings and wishing you success.

I. Silverman,
Secy., L. U. 261, Painters Union.

Boston, Mass., May 13, 1920.

Intl. Ladies' Garment Workers' Convention,
Chicago, Ill.

Congratulate you on the splendid help you are giving to the adult education movement through your educational department.

M. A. Murphy,
Chairman, Boston Trade Union College.

New York, May 12, 1920.

Benjamin Schlesinger,
Chicago, Ill.

Dear Schlesinger: I was sincerely expecting to be with you and your fellow delegates to convey greetings of Forward and its multitudinous family of readers, but a sudden fit of indisposition compelled me to forego the pleasure. I was in bed all Sunday and am still far from strong enough to make the trip. This is the real and sincere reason, Schlesinger. I hope you will make it clear to the fine lot of boys and young women who make up your brilliant convention. It actually pains me to have to wire this instead of telling them by word of mouth how dear their great organization is to all of us, and how we exult in their devotion and achievements through it. Everybody connected with the Forward is elated by the glorious things your convention focuses. Accept my warmest regards and best wishes to yourself and convey the same to your convention in behalf of our entire staff, as well as in my own, and that of the Forward Association, and all our readers. Three cheers for the complete and final emancipation of the working class. It is coming with rapid strides now. Three cheers!

A. Cahan.

Delegate Perlstein: I am speaking in the name of the G. E. B. in reference to the elections which take place, as a rule, on the last day of the convention. As many of the delegates are leaving before the elections take place and a great many of the candidates do not get the votes of many of the members because the members are anxious to leave for home, I therefore move that the elections should take place on Friday instead of Saturday. Whatever business may remain should be left over for Saturday. I therefore move that the election for President, Vice-President and other officers take place as a special order of business, on Friday during the afternoon session.

A vote was taken on the motion and it was carried.

President Schlesinger read a letter from the Daughters of Zion, of Chicago, asking for financial assistance, which was referred to the Committee on Resolutions.

President Schlesinger: The Chairman of the Committee on Law will continue reading his report.

Delegate Ninfo read Resolution No. 136 as follows:

RESOLUTION NO. 136.

Introduced by all Vice-Presidents.

Whereas, the practical experience of the past has shown to us that it is advisable to have nominations for members of the General Executive Board made one day in advance of the elections, upon a printed ballot, in order to insure the intelligent consideration of the candidacy presented before the convention; be it therefore

Resolved, that this convention instruct the general secretary to have such ballots printed and that the convention proceed to nominate candidates for the General Executive Board a day before election for such members is held.

Delegate Ninfo: The committee has taken this resolution in consideration and came to the conclusion that we cannot deprive any delegate or member of the International from the rights of running for a certain office, and therefore we came to the conclusion to recommend that this resolution be rejected. For example, if anyone is running for the office of President or for First Vice-President, and if someone else also is running against him or her, one of them

will, of course, be defeated. According to this resolution he or she may not have the opportunity to be elected as member of the G. E. B.

Upon motion, the recommendation of the committee was adopted.

RESOLUTION NO. 37.

Introduced by Delegates of Local No. 48.

Whereas, after the establishment of the week work system in the cloak industry the Joint Board has passed a recommendation, that all members of its affiliated locals should find employment through union offices only, thus abolishing the practice of seeking employment by direct appeal to the manufacturers, a practice which caused negotiations between employer and would-be employee for a lower wage; and

Whereas, under the present system with each local maintaining a separate labor bureau, there is no centralization of restriction, thus creating confusion and misunderstanding, with the result that the manufacturers use one local exclusively, causing jealousy among the other locals; therefore be it

Resolved, that this convention decide that the New York Joint Board shall have the only authority of establishing a Central Labor Bureau for its affiliated locals and maintain it on an equal basis for all locals.

RESOLUTION NO. 97.

Introduced by Phillip Kaplowitz of Local No. 1, Morris Sigman of Local No. 35, Israel Feinberg of Local No. 1, and M. J. Ashpis of Local No. 82.

Article 6, Section 5, page 26, to be amended and to read as follows:

Local unions shall, through their Joint Boards, maintain same individuality or in connection with some other local unions.

(The rest of section to remain same.)

ARTICLE 7.

Section 6, Page 32.

To be amended to read as follows:

The primary object of the J. B. shall be to attend to complaints of members against their employers, to supervise and control union shops, to maintain a labor bureau for the members of its affiliated locals, to call, conduct and settle strikes and lockouts in which members of any of the local unions composing said Joint Board shall be involved. (The rest to remain the same.)

Your committee recommends the following amendment which reads: "The primary object of the Joint Board shall be to attend to complaints of members against their employers, to supervise and control union shops, and to establish a labor bureau by the affirmative vote of delegates representing a majority of affiliated locals, etc.

Upon motion duly made and seconded the recommendation of the committee was adopted.

Delegate Ninfo: A communication was received from the Chicago Cloak and Suitmakers' Foremen's Union, in which they request affiliation with the I. L. G. W. U. as a regularly chartered local. The committee does not know whether it is constitutional or not to admit a foremen's union into the International, and therefore recommends that the matter be referred to the incoming Executive Board, and if it be constitutional, that they should be taken in; but if there may be any question about their eligibility, that they be not received into our membership.

Upon motion made and seconded the recommendation of the committee was adopted.

Vice-President Ninfo further announced that the following resolutions have been withdrawn by their movers:

ARTICLE 9.

Section 4, Page 44.

The last sentence of said section should read as follows:

A recommendation of suspension or expulsion shall be presented to the next general meeting of the local union for approval; decisions of a Grievance Committee or Executive Board of a local union which may involve such actions as calling of strikes and so on, shall first be presented to the Joint Board or District Council for approval.

ARTICLE 2.

Section 10, Page 14.

Strike out from the order of business, "Reports of Local Unions."

ARTICLE 3.

Section 3, Page 15.

To be amended to read as follows:

The election shall be by ballot, and it shall require a majority of all votes cast to constitute an election. If none of the candidates receives a majority of all votes cast, a second ballot is to be taken between the two candidates receiving the highest number of votes, and the one receiving a clear majority of all votes cast should be elected. Whenever there is but one candidate nominated the election may be made by acclamation.

ARTICLE 7.

Section 6, Page 32.

The following phrase to be added to the last sentence of this section—"with the right to censure, fine, suspend or expel any local union for the neglect or refusal to act or conduct its business in accordance with the provisions of this constitution. Such actions of the Joint Board shall be binding unless reversed by the General Executive Board."

Section 2.

No strike shall be supported by the General Executive Board unless said Board has been notified officially of the dispute prior to the calling of such strike and has sanctioned calling of same.

Section 3.

Whenever any branch of the trade is involved in a strike or lockout, the General Executive Board shall have the power to order a strike in such other branches as they may deem necessary, if in their opinion such action would help in winning such strike or lockout.

Section 4.

No strike shall be declared by any local union at any shop or against any firm without the sanction of the General Executive Board. Local unions affiliated with a joint board shall lay all matters of strikes before their joint boards. The General Executive Board may insist upon being consulted before the calling of any strike by any joint board or district council.

ARTICLE 7.

Section 9, Page 33.

To be changed to read as follows:

Local unions of any city or locality, where the General Executive Board will find it impossible or impracticable to organize a Joint Board, or cities where there is an insufficient number of locals to form a Joint Board of their trade, the General Executive Board may order such local unions to organize and affiliate with a District Council which shall consist of an equal number of delegates from each local union.

RESOLUTION NO. 123.

Introduced by Delegate M. J. Ashpis, Local 82. Article 10 (new Article and New Sections; present Article No. 10 to be Article No. 11, etc.).

Whenever any difficulty arises between members of any local union and their employers in a locality where no more than one local in any one trade exists, the members lay the case before the local Executive Board or the officers of the Union designated for this purpose who shall first try to settle the dispute peacefully.

ARTICLE 7.

Section 10, Page 33.

To be amended to read as follows:

It shall be the duty of the District Council to organize all of the various branches of the ladies' garment industry in its city or locality (except branches of a certain trade of which a Joint Board is in existence), it shall preserve harmony among the local unions affiliated with it and decide all controversies between local unions affiliated with it, or between a local union and a member, with the right to censure, fine, suspend or expel any local union for the neglect or refusal to act or conduct its business in accordance with the provisions of this constitution. All decisions of the District Council shall be binding unless reversed by the General Executive Board.

Upon motion the withdrawal of these resolutions was concurred in.

Delegate Ninfo read the following resolution:

RESOLUTION NO. 55.

Introduced by Delegates of Local 25.

Section 1 to read as follows:

Each local union shall pay to the I. L. G. W. U. a weekly per capita tax of ten (10) cents, two (2) cents of which shall go for a subscription to "Justice," unless the amount or time of payment thereof shall be changed by a general or special convention by a two-thirds vote. The general office shall mail to each member of the I. L. G. W. U. the regular issue of the official organ, "Justice," weekly upon publication.

The committee recommends the adoption of the resolution.

Upon motion, resolution was adopted.

Delegate Ninfo: This completes the work of the Law Committee.

Respectfully submitted,

S. Ninfo, Chairman;
A. Berkowitz, Secretary;
M. Margolies,
J. C. Ryan,
J. Siegel
S. Prisant,
S. Leibowitz,
M. Sirota,
Simon Davidson,
W. Ginsburg,
M. Ashpis,
A. Kirzner,
J. Rubin,
J. Lanch

Upon motion duly made and seconded the report of the committee was adopted.

Pres. Schlesinger called on the Committee on Report of Officers to render their report.

Delegate Feinberg, Chairman of the Committee on Report of Officers, read the following statement:

REPORT OF COMMITTEE ON OFFICERS' REPORT.

Chairman and Delegates:

Your Committee on Officers' Report has felt the responsibility and the honor placed upon it by this convention in being charged to analyze, for the benefit of our supreme legislative body, the activities of the chief executive officers of our organization, to follow out the manner in which our General Executive Board has carried out the mandates of our last convention, the various measures which it has initiated and undertaken and to place the proper amount of credit and criticism for the accomplishments of the last administrative period.

Your committee has gone with painstaking care over the entire volume of highly valuable and splendidly arranged material contained in the biennial report of the General Executive Board, in a spirit of fraternal interest. We desire in these lines to present to this convention our summary of opinion upon each and every suggestion contained in the officers' report in addition to our judgment regarding the numerous resolutions which were referred to us from the floor of the convention, and the recommendations upon the various subjects which demand decision and adjudication.

The increase in our membership since 1918, which amounts approximately to 15,000 in good standing, presents a source of deep gratification and demonstrates a healthy and normal activity on the part of our organization throughout the country. It must be kept in mind that this increase took place at a time when immigration into this country was practically at a standstill and the swelling of our ranks can be laid to no other cause but the effective organizing campaigns conducted by our International under the leadership of the General Executive Board.

We hope that at the next convention our International will be represented by an even greater membership, thus making its influence felt in the labor movement.

Cloakmakers' Industry of New York.

In following out the activities of our General Executive Board, we are compelled to take cognizance first of all of the distinguished services rendered by the chief executive officers of our International to the cloakmakers in their fight to replace the piece work system in the cloak industry by a system of week work.

The particular thanks of this convention to the general officers are due principally because they did not stop with inaugurating the week work system in the cloak industry of New York alone, but went to other cities and have established practically everywhere the same week work system, which is a far more human working arrangement than the piece work system which prevailed heretofore. In connection with this statement, we wish to add our hope that the incoming General Executive Board will endeavor to establish the system of week work in all other industries under the jurisdiction of the International Ladies' Garment Workers' Union. The rest of the members of our organization should and must enjoy the same rights and privileges which the cloakmakers in all the cities have won under the banner of our great International.

We are also more than gratified to report that in the recent controversy of the cloakmakers in New York with their employers in reference to an increase of wages which took place in December, 1919, due to the mounting cost of living, the general office has been just as active as in all previous ones arising between the joint board of Cloakmakers' Unions and its associations. This again demonstrates that the general office has its members at heart and does everything in its power in order to aid them economically and lead them towards a state of better conditions.

The committee finds that on the eve of the inauguration of the system of week work among the locals of the Joint Board Cloakmakers' Unions of New York, Local No. 17, one of the component parts of the Joint Board did not act in accordance with the earnest endeavors of the cloakmakers. Such occurrences retard the progress and welfare of our membership, and the committee hopes that that will not again take place within our ranks.

Cloak Industry of Cleveland.

After hard labor and great efforts of many years, we are more than glad to record the fact that the G. E. B. has succeeded in unionizing the cloakmakers of Cleveland and in bringing them to the same level of conditions with all the other cloakmakers of the various cities.

The Cleveland victory attests eloquently to the ability of the last General Executive Board and also demonstrates the trust the members of the General Executive Board have placed in the determination and the ability of the workers to carry out their aims did not fail them. Now that the cloakmakers in Cleveland are organized and combined under the banner of the International, the committee feels that the rest of the unorganized workers of that city such as the waistmakers, dressmakers and others, should also be unionized. The committee, therefore, recommends to the incoming General Executive Board to start an organization campaign among the aforementioned workers, bringing them together and thus increasing the family of organized members in our International in the City of Cleveland.

Boston Cloakmakers' Union.

We find, to our regret and sorrow, that Local No. 12 Cloak Pressers' Union, a part of the Boston Joint Board, has conducted itself in an unfraternal manner, disregarding the orders of the General Executive Board, which were given primarily for the welfare of the members of the local. The action of the pressers makes the committee realize that the members of that local do not yet understand the value of organization. The action of the local in repudiating the decision of the General Executive Board has called forth the special attention of the Committee on Officers' Report and in order that Local No. 12 be disciplined to meet its obligations and duties the committee recommends that this local be placed under the direct management of the International until such time when the International will see that the local is fit to govern itself.

Pacific Coast Locals.

Our trade has in recent years developed all along the Pacific Coast and, quite naturally, the organization of those workers could not be overlooked by our General Executive Board, if its members in the Eastern and Middle Western States were to maintain the conditions they had gained in the various strifes and struggles in the past. We record, therefore, with a source of pleasure, that the International has been just as active on the Pacific Coast as in the Eastern and Middle Western centers.

In order to encourage the organizing activity on the Pacific Coast, the International assigned one of its vice-presidents to take care of those who were already organized and also to bring those men and women who were still outside the influence of our union into the ranks.

The committee approves of the action of the general office in assigning an organizer for that territory. The committee recom-

mends that the work of organization on the Pacific Coast be continued as heretofore.

Worcester Locals.

The committee is glad to see that the desire of organization among the Ladies' Waistmakers, Local No. 43, has been revived. The committee recommends that the incoming General Executive Board be instructed to give all material help to the waistmakers of Worcester so that they can rebuild their organization in order to get better conditions.

Ladies' Garment Designers of New York.

The organization of the designers in New York is a new page in the history of our International. The committee approves of the action of the General Executive Board in granting a charter to this class of workers who are helping us to form a more solid front among the workers in our shops. The committee desires that the incoming General Executive Board give all due attention to the new branch of organization and make it a valuable asset to our International.

Dress and Waistmakers of New York.

The organization of the huge dress and waist industry of New York has gone through a very strenuous period during the last two years. It would be out of place, after the detailed account presented by the General Executive Board of their struggles during the past term, to reiterate them in our summary. We only wish to comment that their determination to maintain their organization against the powerful and organized attempt of greedy employers shows a remarkable spirit and grit.

In its report, the General Executive Board touches upon an intensely important situation within the big organization of the New York dress and waistmakers which, in our opinion, must be shared by this convention. The immense size of Local No. 25 appears to have proven to be of considerable disadvantage to its membership. A more simple form of administration which was offered to them did not receive its approval. We, nevertheless, think that the proposed matter by the General Executive Board to advance the idea of a joint board for various branches of the dress and waist industry is a logical and healthy solution of the administrative troubles of Local No. 25. We say this in a spirit of fraternal suggestion and far be it from us to advance any proposition which will tend, in any way, to harm or divide the interests of its members. Those who have watched the workers of the joint boards in any large industry within our International cannot help coming to a similar decision. The following resolution has been received in connection with this problem:

RESOLUTION NO. 48.

Introduced by Delegates of Local No. 89.

Whereas, there prevails in the waist and dress industry a chaos that leads to confusion and lack of leadership; and

Whereas, to obtain better conditions for the workers of this industry it is necessary to concentrate all the strength and energy in order that the workers can present one solid front to the employers; therefore be it

Resolved, that this General Executive Board immediately after the adjournment of this convention, shall call upon the interested locals of the waist and dress industry to organize a Joint Board on the same basis as it exists in the New York cloak and suit industry.

Your committee recommends that the incoming General Executive Board, in conformity with this resolution, establish a joint board within Local No. 25 and charter locals in accordance with their best knowledge and experience.

We have received a resolution bearing upon the dress trade in New York City, introduced by the delegates of Local No. 23, which reads as follows:

RESOLUTION NO. 72.

Introduced by the Delegates of Local No. 23.

Whereas, the dress industry has developed to such an extent that it is manufactured in almost every cloak, suit and skirt shop as well as in the waist shops in the City of New York, so that no line of distinction can be drawn in these trades, and

Whereas, the division of this industry into differently managed parts causes friction from which the employers are the only ones to derive benefit; therefore be it

Resolved, that this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union decide that the dress and waist industry be under the jurisdiction and management of the Joint Board of the Cloak, Skirt, Dress and Reefermakers' Union; and all locals in New York whose members are engaged in this industry affiliate and become a part of the New York Joint Board.

Your committee is of the opinion that no special action upon this resolution is necessary at this time, since its previous recommendation for the formation of a joint board within Local No. 25 will place the dressmakers of Local No. 25 under a joint board and will enable them to take care of their interests.

A similar resolution was received by your committee, introduced by Delegate Perlstein of Cleveland:

RESOLUTION NO. 115.

Introduced by Delegate M. Perlstein of Cleveland.

Whereas, there are two local unions of our International in New York, whose members are working on dresses; and

Whereas, many of the employers take advantage of the divided management and control of the dress industry in New York in numerous ways; and

Whereas, the difficulties of uniting all the

workers employed in the making of dresses in New York, are such that could be overcome through intelligent and co-operative spirit and action; therefore, be it

Resolved, that the 15th Biennial Convention of the International Ladies' Garment Workers' Union, instruct the incoming General Executive Board to bring about the amalgamation of these two locals to the advantage and benefit of the men and women employed in this trade.

It is quite obvious that our proposal for the creation of a joint board within Local No. 25 does away with the necessity of taking action upon this resolution as well as on the preceding one. The carrying out of the reform of a joint board in the waist and dress trade of New York, as proposed by the General Executive Board and heartily concurred in by your committee, will bring about the advantages which are desired by all concerned.

Your committee has received three resolutions which are similar in their nature and deal with the question of a joint board for all the waist, dress and negligee workers in New York City.

RESOLUTION NO. 25.

Introduced by Delegates of Locals Nos. 41, 50, 46 and 10.

Whereas, at the Philadelphia and Boston conventions it was adopted to form a joint board of the New York Locals Nos. 25, 41, 46, 50, 58, 62 and the miscellaneous and waist-dress division of Local 10; and

Whereas, the General Executive Board were obstructed in forming such board by the members of Local 25, the reason being that their local with its thousands of members would have the same number of representatives in the joint board as each of the other smaller locals; and

Whereas, a great number of members of Local 25 have come to the conclusion to divide their union into various locals composed of the different branches in the trade and form a joint board of the waist and dressmakers' union; and

Whereas, it is a proven fact that the members of the different locals above mentioned, very often change positions, going from one local to another, the reason being that there is very little distinction in the work and system of work of one trade and another controlled by the various locals herein mentioned and the union conditions prevailing in these trades are somewhat similar; be it therefore

Resolved, that this convention instruct the incoming General Executive Board immediately after the convention to call a conference of the Executive Boards of all the locals above mentioned, together with the members of the General Executive Board, to work out ways and means for a Joint Board of the Waist, Dress and Negligee trades to be established in New York City and vicinity.

RESOLUTION NO. 29.

Introduced by Delegation of Local No. 50.

Whereas, at the Boston convention, it was adopted that the General Executive Board shall institute an investigation of the trade conditions of Locals 25, 41, 50, 58, 62 and the miscellaneous department of Local 10 to find if it is necessary to establish a Joint Board to be known as the Joint Board of the Dress, Waist and Negligee Unions; and

Whereas, the General Executive Board have had no time to make such an investigation during the period of the last two years; therefore, be it

Resolved, that this convention instructs the General Executive Board, immediately after this convention to investigate conditions in the above mentioned trades and, if after the investigation it will be found that a joint board is necessary, it shall be established.

RESOLUTION NO. 61.

Introduced by Delegates Zucker, Greenberg, Spanier and Perlmutter.

Whereas at the Philadelphia and Boston convention a motion was adopted to form a joint board of the New York Locals Nos. 25, 41, 46, 50, 58, 62 and others as well as the waist and dress division of Local No. 10; and

Whereas, the General Executive Board was hindered from forming such joint board by the members of Local No. 25, their reason being that constitutionally their local with its thousands of members would have the same number of representatives in the joint board as each of the other smaller locals; and

Whereas, a great number of members of Local No. 25 have decided to divide their union into various locals composed of the different branches in the trade and thus form a joint board of the Waist & Dressmakers' Union; and

Whereas, it has been proven that the members of the different locals above mentioned very often transfer from one local to another, because of the slight distinction in the system of work of one trade and another controlled by the various locals herein mentioned, and the similarity of the conditions prevailing in these trades; therefore, be it

Resolved, that this convention instruct the incoming General Executive Board to immediately after the convention call a conference of the Executive Boards of all the locals above mentioned, said conference to be called in order to work out ways and means by which such Joint Board of the Waist, Dress and Negligee trades can be established in New York City and vicinity.

Your committee is heartily in favor of the formation of such a joint board. In order to simplify its formation, and in conformity with our previous recommendation that a joint board be formed within Local No. 25, we recommend that all other "light locals" come into the joint board of Local No. 25 as component parts and with equal duties and rights.

Your committee wishes to report that it has received a number of resolutions pertaining to the formation of a district council and organization committees either for all the locals of the International Ladies' Garment Workers' Union in Greater New York or for the locals of the so-called lighter trades.

Your committee, after taking cognizance of the fact that this has already been brought up at the convention by your committee on organization and that the convention has voted for forming a district council which would embrace all the like trades in New York City with the Cloakmakers' Joint Board participating for its locals, cannot refrain from saying that it heartily approves of this decision by our convention and hopes that the incoming General Ex-

ecutive Board will take concrete steps to enact this matter into practice.

The following are the resolutions:

RESOLUTION NO. 12.

Introduced by Delegation of Local No. 50.

Whereas, there are still a great number of nonunion shops in Greater New York employing thousands of workers in the making of childrens' dresses, waists and dresses, housedresses and kimonos, white goods and other cotton garments, and

Whereas, the various locals of Greater New York have tried time and again to organize the unorganized workers in the above mentioned trades, and

Whereas, the organizing of all workers at present employed in the nonunion shops is of a tremendous undertaking requiring the full support of our International Union, therefore, be it

Resolved, that the incoming General Executive Board be instructed that immediately after this convention a joint organization commttee be formulated for the various locals in Greater New York under the direct supervision of the General Executive Board of our International and an organization campaign be launched against unorganized shops and such a campaign be continued to a successful end.

RESOLUTION NO. 42.

Introduced by Delegates of Locals No. 45, 48, 80 and 89.

Resolved, that the General Executive Board immediately after the adjournment of this convention, will call upon the New York locals to organize a District Council of all the locals of our International of Greater New York and vicinity.

RESOLUTION NO. 50.

Introduced by Delegation of Local No. 25.

Whereas, all of the locals of the light weight industry of the City of New York affiliated with the International Ladies' Garment Workers' Union, cannot by themselves conduct the organization work in the city and out of town efficiently, and

Whereas, the problems of said locals are similar, and work will be carried on more efficiently if they are united, and

Whereas, such a desire has been expressed by some officials of said locals to the effect of forming such a joint body, therefore be it

Resolved, that this convention instructs the incoming General Executive Board to see to it that a joint council of all of the locals of the light weight industries located in the City of New York and vicinity, shall be formed for organization purposes.

RESOLUTION NO. 104.

Introduced by Delegates of Locals No. 1, 35 and 82.

Whereas, Article 6, Section 14, of our Constitution provides that where there is more than one local union in any one city or locality either a Joint Board or a District Council must be formed, and

Whereas, Article 7, Section 1, of our Constitution provides that two or more local unions located in the same city or locality and engaged in various branches of the same trade, shall organize a Joint Board, and that all branches engaged in the manufacture of cloaks, suits, shirts and reefers be considered one trade, and

Whereas, past experience has shown that Joint Boards have only been formed in the cloak and suit industries, while several locals in various localities of different trades, such as waists, children's dresses, wrappers, white goods, etc., have been conducting their affairs individually, and

Whereas, it is an established fact that wherever local unions of this International are affiliated to conduct their business jointly they are in a much better position to attend to their affairs more efficiently, and have accomplished better results, therefore be it

Resolved, that in order to make these independent locals function as a unit, and enable them full success in their struggles, that the General Executive Board shall combine all these local unions, in every city or locality, organizing Special Joint Boards or District Councils, as they may deem best.

RESOLUTION NO. 90.

Introduced by Delegation of Local No. 66.

Whereas, Article 7, Section 9, of our International Constitution, provides that all of the local unions of the I. L. G. W. U., of any one cty or locality, irrespective of the trade or the branch of the trade represented by them, shall organize a District Council which shall consist of an equal number of delegates from each local union, and

Whereas, there are in the City of New York 24 local unions in the various branches of the ladies' garment industry with an aggregate membership of 92,117 in good standing, be it therefore

Resolved, that the incoming General Executive Board stand instructed by the convention in Chicago to call into being such a District Council immediately upon the adjournment of the convention for the benefit of mutual aid and concerted action and all other functions provided for said District Council in the constitution of the International.

LADIES' GARMENT CLERKS' UNION.

The issuing of a charter to the shipping and stock clerks of the cloak and suit industry is an act which can call forth nothing but praise for the General Executive Board. The clerks in this industry, as well as in other industries controlled by the International may become an important element of strength to our organization when fully organized.

We hope that the General Executive Board will embrace all these workers who will increase our ranks in times of peace and strengthen them in times of emergency.

LOCAL NO. 100.

The committee finds that conditions have warranted the action of the General Executive Board toward the cutters and pressers of Local No. 100 in ordering them to be affiliated with the locals of the Joint Board of Chicago Cloakmakers' Unions. The committee approves of the action of the General Executive Board and recommends that since the pressers and cutters have not yet been transferred that the incoming General Executive Board enforce the transfer of the pressers and cutters of Local No. 100 immediately after the convention, to Locals No. 18 and 81.

Locals Nos. 3 and 80.

In reference to the Ladies' Tailors' Locals Nos. 3 and 80, your committee has carefully considered this question and came to the following conclusion. This convention is to instruct the incoming General Executive Board to immediately, after the adjournment of the convention get together the above two mentioned locals and bring about such an arrangement whereby friction will be avoided in the future. Your committee recommends the adoption of this recommendation.

Organization Work Among Colored Workers

A new class of workers, colored women, have begun to enter the various industries controlled by our organization. We note with satisfaction that our General Executive Board has taken cognizance of this fact and has started a campaign among these colored workers. Your committee recommends that the incoming General Executive Board continue this campaign and bring them under the banner of our International.

New and Extinct Locals.

We are delighted to note that during the last two years the number of newly organized locals has far exceeded the number of extinct locals and that our International has entered new fields of organizing activity and made them component parts of our union.

Our Organizing Staff.

We congratulate our General Executive Board for the splendid selection they have made in so far as our organizing staff is concerned. They have done remarkable work during the time they were engaged by the International and we hope that they will continue in their efforts until every man and woman engaged in the needle industry will be brought under the banner of our union.

Movement for Home Buildings.

In reference to this question, we want to say that the problem of housing the workers has become the acutest which confronts our unions at this present time. The following resolution has been referred to us in this connection:

RESOLUTION NO. 135.

Introduced by Delegate Fannia M. Cohn.

Whereas, it is desirable to bring closer together the numerous locals of our International for various activities on the social, co-operative and educational field, which will tend to develop comradeship and fellowship; and

Whereas, this can only be possible when we will erect our own buildings wherever we have a sufficient number of members; be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union authorize the incoming General Executive Board to form a special committee on buildings for this purpose, which will co-operate with the local unions.

Since there is a movement on foot among our locals and joint boards to establish a home of their own, your committee recommends that the incoming General Executive Board, together with all our local unions, find ways and means of establishing a home for our International in conjunction with all its locals in New York City.

Unity Houses and Vacation Centers.

This is a new field of social activity among our members. Those unions which have established such centers have been quite successful in their undertaking. We, therefore, recommend that the incoming General Executive Board encourage our local unions to establish such institutions wherever possible.

Illness of Secretary Baroff.

The Committee on Officers' Reports read, with great regret, of the sudden illness of our much esteemed and beloved veteran secretary-treasurer, Brother Baroff, which disabled him from participating in the activities of our International (which had become part of his very life) during 1919 for a period of three months. The committee notes with gratification that he has recovered from his sudden attack and is again rendering valuable services to the great cause of our International.

Our Weekly Publications.

Our weekly publications are the threads that bind together the members of our International.

The Committee on Officers' Reports has given its most careful consideration to the question of our publications and feels that since the publications are the mouthpiece of our International they deserve more attention. On account of the increase in the price of paper, the general office meets with a heavy burden in the printing of this paper. The present per capita paid to the International towards its maintenance is one cent. The committee recommends that instead of one cent the per capita of the publication be raised to two cents in order that the English and Italian editions may be brought to the same size as the Jewish edition. The committee hopes that the shortcomings and deficiencies of its business management, which are, as we realize, due to numerous inadverse circumstances, will be eliminated in the future.

We received the following resolution in connection with our publication:

RESOLUTION NO. 28.

Introduced by Delegates of Locals Nos. 48, 45, 80 and 89.

Whereas, our paper, "Guistiza," must educate and instruct our workers, a majority of whom has never had the opportunity of receiving an education during childhood, and does not even possess the rudiments of an elementary education to enlighten it in maturity; and

Whereas, in order to fulfill this indispensable task, our aforementioned paper should not only give the ordinary labor movement material of our organization, but should gradually formulate an educational program, a program which in later days, if followed, will develop the minds of our members and convert them into a loyal legion of self-made conscientious proletarians; therefore, be it

Resolved, that our Italian organ "Guistizia" be enlarged by a number of pages so as to make it an educational weekly paper that will be the voice of the working class, and be it further

Resolved, that the incoming General Executive Board appoint an Advisory Press Committee of five Italian members and an editor and that the name of this editor be inserted in the publication.

The Committee on Officers' Reports requests the General Executive Board to give the first "Resolved" of this resolution its careful consideration. The committee rejects the second "Resolved" of same resolution.

A Statistical Bureau.

The complexity of problems confronting our International necessitates the establishment of a Statistical Bureau. A responsible organization like ours cannot make great headway unless it is well equipped with accurate information in regard to the general living conditions prevailing in every city where our workers are engaged in the ladies' garment industry. Furthermore, in order to advance, our International must not only be informed of the general conditions in our industry but must also have data on market conditions in our entire industry. The committee, therefore, strongly recommends that this convention instruct the incoming General Executive Board to immediately, after the adjournment of this convention, establish a Statistical Bureau which will not only be of advantage to the workers engaged in the ladies' garment industry, but may also serve as a guide to all other industries which are closely connected with ours.

Higher Per Capita.

In going through the various activities of the general office, the committee feels that the per capita our locals have paid heretofore was very far from sufficient and has handicapped the International on various occasions due to lack of funds. Since it is of paramount importance that our International do all in its power to bring about better conditions for our workers, your committee feels that this convention should raise the per capita.

Participation in the General Labor Movement.

In reference to this phase of the report of the General Executive Board, we congratulate ourselves upon the fine spirit and solidarity displayed by our esteemed president and members of the General Executive Board to the cause of labor.

As one of the numerous examples, we would like to bring before your attention the aid given by our International to the steel strikers. During the Fall and Winter of 1919, an event of supreme importance took place in the labor movement of America. 400,000 workers in the steel mills who had for decades endured the overlordship of the steel barons and most inhuman conditions, made an attempt to introduce collective bargaining into their industry and the recognition of human rights from their employers. This great campaign was sanctioned by the American Federation of Labor and was undertaker by twenty-four international unions under whose jurisdiction these workers belonged. During the strike, the men and women engaged in the steel industry who displayed remarkable spirit of courage and loyalty to the principles of unionism were finally crushed after several months by the combined powers of the money interests and industrial magnates and the basest misuse of power by the authorities in the steel mill district. We are, however, sure that in the future a powerful organization of this industry will be created.

Immediately after the decision made by the National Committee for calling the strike, our International stepped forward and gave those strikers not only moral support but also financial. In connection with this aid to the strikers the following resolution was introduced.

RESOLUTION NO. 79.

Introduced by Delegation of Locals Nos. 17, 25, 35 and 62.

Whereas, the International Ladies' Garment Workers' Union pledged itself to raise a quarter of a million dollars to help the steel strikers, and

Whereas, the Joint Board of the Cloak, Skirt and Reefermakers' Union has helped the International Ladies' Garment Workers' Union in raising this fund and has taxed its members with $2 for this purpose, and

Whereas, the locals of the Joint Board have collected from their members the $2, and

Whereas, the steel strike is over and the money collected remains with the local treasurers, therefore, be it

Resolved, that the money collected by the locals, which is in their treasury, be forwarded to the International Ladies' Garment Workers' Union; and be it further

Resolved, that the International Ladies' Garment Workers' Union shall have this money to help national and international strikes.

Since the collection of the monies to-

wards the aid of the steel strikers (which was a voluntary assessment in its nature) was carried on in different ways by our various locals, we feel that it is a physical impossibility to carry out this resolution. We, therefore recommend that it be rejected. We, however, recommend that such locals as have at present any part of this fund left in their treasuries, apply same for similar purposes.

Delegate Nisnevitz urged on the convention to reject the committee's report, arguing that all monies collected for the steel strike be forwarded to the International.

Delegate Kaplowitz stated that since the money raised for the steel workers was voluntary, the money should not be forwarded to the International but should be kept in the respective locals where the money was raised. He urged the convention to adopt the report of the committee.

Upon motion the recommendation was adopted.

We note with satisfaction that wherever a movement was started for the uplifting of the conditions of the working class, industrially, socially or politically, our International, through its president and General Executive Board, has used all its influence to make such movement a success. It is especially gratifying, at this time when reaction is sweeping the country and when capital is trying to suppress labor's aspirations. We most strongly denounce the raids and arrests which have been made by various governmental agencies upon law-abiding citizens of this country. We feel that the inaugurating of such a plan for the suppression of free speech, free press and free assemblage, is an attack upon the very fundamental rights guaranteed to every man, woman and child composing our great republic; and we hereby recommend that this convention assembled in Chicago pledge our moral and financial support in the struggle against reaction and against the dark forces which seek, under the cloak of patriotism, to rob the masses of their most precious liberties. Your committee further recommends that this convention call upon Congress, Senate and the President of the United States to immediately repeal the Espionage Act and we call upon all state legislative bodies, governmental agencies which have under the pretext of war emergency curtailed freedom of speech and assemblage, to return immediately these rights to the people. The committee recommends the adoption of the recommendation of the General Executive Board.

The Growing Injunction Evil.

The injunctions which the employing class has been hurling against organized labor—our International included—aimed to discourage the fighting spirit of organized labor and also to subject the workers to slavery, have deeply affected the entire labor movement. In connection with this the following resolution has been proposed:

RESOLUTION NO. 105.

Introduced by Delegates of Raincoat Locals.

Whereas, the capitalistic class, in its battles against organized labor is using the injunction weapon to crush strikes and organized labor, as well as its organizations which are directing such strikes or organization campaigns, and

Whereas, these injunctions, which are granted by the courts upon the requests of the manufacturers are granted with the object in view of destroying the unions which are the only means through which the workers can better their conditions and fight for a better livelihood, and

Whereas, we are taking into consideration the fact that many of the locals of our International Union are, for the past two years, directly involved in several injunctions which threaten to undermine their existence, and

Whereas, in the big struggle against injunctions it is necessary, firstly, to unite all forces of the American Labor Movement to present a solid and united front, and secondly, a legal defense fund which will give us the opportunity to engage the best and most capable lawyers to fight these evils through all legal channels in the courts, therefore, be it

Resolved, that this Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union, held in Chicago, Ill., in May, 1920, instruct its delegates to the Amercian Federaton of Labor Convention, which will be held in Montreal, Canada, in June, 1920, to bring in a resolution condemning injunctions and demanding from the American Federation of Labor the taking up of the fight against the injunction evil which is spreading throughout the country, be it further

Resolved, that this convention goes on record in raising a legal defense fund which will not be less than a quarter of a million of dollars through a $2.00 assessment levied upon every member of our International for the purpose of combating and fighting the injunctions which are a menace to our locals.

The committee recommends that the first "Resolved" be approved. As to the second one, your committee offers the following amendment: "Resolved, that this convention refer the raising of money for a defense fund to the incoming General Executive Board."

Upon motion the report of the committee was adopted.

Conferences of National Heads.

We notice with pleasure that a conference was arranged by the American Federation of Labor on December, 1919, at which Brother Baroff, General Secretary-Treasurer, and ex-Vice-President Max Amdur were present, called to combat numerous reactionary bills introduced and passed in many legislative bodies curbing freedom of action and expression.

We regret that the memorandum submit-

ted by Brother Baroff at this conference, which in substance contained a plea for independent political action on the part of the American Federation of Labor, was disregarded. We believe, however, and are convinced that the time is not very far off when the American worker will once for all cast aside all his political affiliations with those parties who stand for the perpetuation of our present society and will combine themselves with the class conscius workers the world over and will fight politically and industrially in order to bring about a sane and just society.

Needle Trade Federation.

In reference to the needle trade federation and an alliance of garment workers in America, your committee desires to congratulate the members of the General Executive Board for displaying that great desire of unity which is so essential for the well-being of all workers concerned.

Relations With Employers' Associations.

The relations with the various associations of employers with our International call for special attention. The policy pursued by our International in the various trades before resorting to the final weapon—the strike—has worked to the advantage of our great membership and has brought about very favorable conditions for our workers.

The committee recommends that the incoming General Executive Board pursue the same rational and constructive policy hereafter.

We have received the following resolution introduced by delegates of 45, 48, 80 and 89:

RESOLUTION NO. 41.

Introduced by Delegates of Locals No. 45, 48, 80 and 89.

Whereas, Comrade Arturo Giovannitti, honorary member of Local 48, and general secretary of the Italian Chamber of Labor of New York City, has loyally supported the cause of the International Ladies' Garment Workers' Union for many years, and during the Cloak, Waist, Dress and Ladies' Tailors' strikes he voluntarily served the general strike committees; and

Whereas, with his fascinating words and indomitable spirit he has contributed to the maintenance of the sound striking spirit of our Italian workers; therefore be it

Resolved, that the delegates to this 15th convention extend to Comrade Giovannitti an invitation to come to Chicago and participate in its proceedings.

As the convention has already acted upon this matter, the committee finds no occasion to consider it at present.

We recommend the following to the convention in the form of a regular resolution:

RESOLUTION NO. 141.

Introduced by the Members of the Committee on Officers' Reports.

Resolved, that the salary of the President of the International Ladies' Garment Workers' Union for the next two years constituting the period between this convention and the next regular one, be $150 per week; and be it further

Resolved, that the salary of the Secretary-Treasurer of the International Ladies' Garment Workers' Union for the next two years, constituting the period between this convention and the next regular one, be $125 per week.

Upon motion duly made and carried the salary of President Schlesinger was raised to $150 a week and that of Secretary Baroff to $125 a week.

RESOLUTION NO. 142.

Introduced by the Members of the Committee on Officers' Reports.

Whereas, the Committee on Officers' Reports feels deeply gratified over the able, devoted and loyal work of our general officers and the members of the General Executive Board, and

Whereas, it wishes to give expression to its feeling of fraternal recognition through some token of appreciation to the above mentioned, be it therefore

Resolved, that the convention present the general officers of the International Union and the members of the General Executive Board gifts of the value not exceeding $1,500.

Upon motion duly made and carried the resolution was concurred in.

RESOLUTION NO. 143.

Introduced by the Members of the Committee on Officers' Reports.

Whereas, your committee, upon going through the perusal of the activities of the general office, feels its deep appreciation and esteem for the services rendered to our International Union by Brother Max D. Danish, manager of the general office, be it therefore

Resolved, that this convention present Brother Danish with a gift of the value of $150 as an expression of our deep appreciation and regard for his valuable services.

Upon motion made and carried the gift of $150 to Brother Max D. Danish was raised to $300.

RESOLUTION NO. 144.

Introduced by the Members of the Committee on Officers' Reports.

Whereas, your committee is deeply appreciative of the efforts and work contributed by our general auditor, Nathan F. Wolf, to the constructive work of auditing and systematizing the financing departments of all our locals in New York City and out of town, be it therefore

Resolved, that this convention present Brother F. Nathan Wolf with a present of the value of $100 as a token of appreciation.

Upon motion made and seconded a gift of $100 was voted to be given to Brother Wolf.

Upon motion duly made and seconded a vote of thanks and $100 was given to Brother N. M. Minkow for his excellent services in organizing the Recording Department.

In conclusion, your committee wishes to

say that it has gone through the task assigned to it with a sense of keen pleasure and joy. Page after page, chapter after chapter, it has analyzed with keen satisfaction the firm, permanent and rock-ribbed nature of our organization, the loyalty and devotion of our rank and file and the unflinching courage of our men and women no matter how great the odds may be.

We wish to say to the members of this convention, and let it be a word of cheer and hope to the incoming General Executive Board, that it is our deepest impression and conviction that our most valuable and strongest weapon lies in the fact that our masses are embued with that spirit and that idealism that overcomes every obstacle in the way, and that our leaders, if only true to this traditional idealism of our organization, will find it a source of infinite strength and encouragement.

The members of the General Executive Board have done a big job during the past two years and have done it well. We commend them heartily to the approbation of this convention.

Respectfully submitted,

I. Feinberg, Chairman.
L. Langer, Secretary.
S. Pitchersky.
B. Fogel.
M. Gorenstein.
E. Reisberg.
M. Gussman.
Louis Gordon.
S. Jacobson.
H. Greenberg.
L. Greenberg.
N. Reisel.
L. Friend.

The report of the Committee on Officers' Reports was voted upon seriatim and approved as a whole.

Upon motion duly made and carried the convention extended its thanks to the Committee on Officers' Reports for its conscientious and able report.

Upon motion duly seconded and carried, the convention adjourned at 5:00 p. m., to reconvene Friday, May 14, 1920, at 9:30 a. m.

TENTH DAY

FRIDAY MORNING SESSION

May 14, 1920.

The fourteenth session was called to order by President Schlesinger at 9:30 a. m.

Secretary Baroff read the following telegrams:

New York, May 14, 1920.

International Ladies' Garment Workers' Convention, Chicago, Ills.:

Board of Directors of the coming Italo-American Working Class Daily "Avanti," while expressing the warmest wishes to all delegates in convention assembled also thanks your organization for the help given to our enterprise and assure you that our daily will assist your organization in its future battles.

M. Sirakusa, President.

New York, May 14, 1920.

International Ladies' Garment Workers' Convention, Chicago, Ills.:

Italian Interstate Socialist Federation, New York, New Jersey, Pennsylvania and Connecticut sees great hopes in your last resolution favoring the federation of all Unions in the needle industry. Your international will be looked upon as one of the most progressive labor unions trying to liberate this country from the profiteering class through the one big union movement of the working people. Congratulations and best wishes.

P. Troila, Secretary.

President Schlesinger called upon the Committee on Resolutions to continue its report:

Delegate Heller continued the presentation of the report as follows:

RESOLUTION NO. 140.

Introduced by Delegates David Dubinsky, Local No. 10; Sol Metz and Benj. Moser, Local No. 1. Simon Pitchersky, Local No. 3; Louis Hyman, Local No. 9; Daniel Nisnewitz, Local No. 17; H. Dessel, Local No. 64.

Whereas, the Jewish Socialist Federation is a federated body of the Socialist Party of America, and embraces the Jewish Socialists of this country; and

Whereas, during the past and present critical period in the Socialist movement of this country the Jewish Socialist Federation has valiantly and intelligently espoused and defended the cause of socialism; and

Whereas, this organization is in great need of funds for the purpose of continuing its work; be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union donate the sum of $500 in support of this cause.

RESOLUTION NO. 98.

Introduced by Delegation of Local No. 9.

Whereas, the International Ladies' Garment Workers' Union has at previous conventions indorsed the principles of industrial unionism and still believes in its effectiveness and superiority over other forms of organization; and

Whereas, there are localities where more than one local of the International Ladies' Garment Workers' Union of one and the same trade are in existence which is not compatible with our accepted principles, be it, therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union go on record in prohibiting the existence of more than one local of a given trade in any one locality.

Your committee wishes to inform the Convention that both these resolutions were withdrawn by their introducers.

Upon motion withdrawal concurred in.

We received a request of Comrade Bakal who addressed this convention to donate $500 to the Jewish Labor Movement of Chicago, consisting of the City Central S. P., United Hebrew Trades, Jewish Socialist

Workingmen's Circle School, Jewish Socialist Choral Society, etc.

Your committee recommends that $300 be donated to the above mentioned organizations of Chicago.

Upon motion duly made and seconded the report of the committee was adopted.

RESOLUTION NO. 52.

Introduced by Delegation of Local No. 10.

Whereas, the Rand School of Social Science, by its work of promoting class-conscious education among the masses, has proven itself a valuable auxiliary to the progressive labor movement; and

Whereas, the Rand School has thus won the hatred of the enemies of labor and has of late been put to a very heavy expense by reactionary persecution; be it

Resolved, that the International Ladies' Garment Workers' Union hereby appropriate the sum of $500 as a donation to The Rand School, to aid it in maintaining and extending its good work.

Your committee recommends adoption of resolution.

Upon motion duly made and seconded the report of the committee was adopted.

RESOLUTION NO. 128.

Introduced by Consent of Convention.

Whereas, there exists in the City of Chicago an organization known as the Douglas Park Day Nursery, which devotes its activities to the taking care of children and minors of Jewish working class families whose parents are compelled to spend their days in shops and factories to eke out an existence; and

Whereas, this nursery, being compelled to deny to a great many children the opportunity of play and protection in wholesome and healthy surroundings for lack of space, has undertaken recently to enlarge its quarters in order to be able to meet the demands made upon it in the performance of its highly praiseworthy activities; be it therefore

Resolved, that the 15th Convention of the I. L. G. W. U. donate a sum of money to this Douglas Park Day Nursery of Chicago as a token of recognition of its services and usefulness to the children of the workers in their respective locality.

Your committee considers the work done by the Douglas Park Day Nursery of Chicago, to be of great importance to the working class of that city and therefore recommends that the Douglas Park Day Nursery of Chicago, be assisted with $100. I move to adopt the report of the committee.

Delegate Metz: It is generally the custom to give charity to several institutions of the city in which we meet. The Douglas Park Day Nursery is the only institution in Chicago that has made a request and therefore I move you Mr. Chairman, that we increase the amount to $300 instead of $100.

This motion was duly seconded and carried.

RESOLUTION NO. 109.

Introduced by Delegation of Local No. 9.

Whereas, the scales of wages which are in existence vary in the different branches or subdivisions of our industry; and

Whereas, the lower paid members envy the better paid ones and consider them a higher class with separate interest which tends to divide instead of unite our ranks; and

Whereas, there is no reason why an operator should get more wages than a cutter and conversely; therefore, be it

Resolved, that the Fifteenth Biennial Convention favor the establishment of a Uniform Scale of Wages for all the branches or subdivisions of an industry.

Your committee has substituted the following resolution for Resolution No. 109:

Whereas, the minimum scales in our industry vary in different branches of the same trade; and

Whereas, principally there should be no difference between the earnings of all our members because their needs are equal; and

Whereas, in some localities there are some branches of our industry in which the variation of scales between one branch and the other are of a very small margin; be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union go on record as favoring a readjustment of the existing scales in the future with the object of equalizing the earnings of all members of such industries.

Your committee recommends that this resolution be referred to the incoming General Executive Board. The report of the committee was unanimously adopted.

RESOLUTION NO. 131.

Introduced by consent of Convention.

Whereas, there have occurred and are still occurring in that former part of the Russian Empire called the Ukraine and comprising all the southern provinces of Russia, inhuman massacres of Jews, the looting of their property and the practical annihilation of their homes and cities on a scale that surpasses everything experienced by the Jewish race in history's darkest pages, and

Whereas, this bloody holocaust let loose upon the helpless population of the Jews in the Ukraine has left in its trail unparalleled misery, epidemics, hunger and want which threatens to wipe out whatever life was left after the orgy of the pogrom makers—misery and want which requires immediate succor and relief; and

Whereas, such means and avenues of relief have recently been established and made possible after long months of ceaseless efforts to come in touch with the unfortunate Jewish populations in blood-sodden Ukraine; be it therefore

Resolved, that the Fifteenth Convention of the I. L. G. W. U. in its general efforts towards the raising of relief funds for the stricken and long suffering Jews of Eastern Europe take particular cognizance of the acute situation in the Ukraine and contribute generously towards the great cause of saving life and infusing hope among the survivors of the numberless ravaged communities of that territory; and be it further

Resolved, that a message be forwarded by this convention to the Department of State embodying the feelings of anguish and horror at the untold misery committed upon the Jewish communities of the Ukraine and imploring the Government to make all efforts possible to lessen the chances of the recurrence of such calamities and to register the protest of the civilized world against it.

Your committee has referred this resolution to the Committee on War Sufferers, and the latter committee has disposed of it at a previous session of this convention.

RESOLUTION NO. 124.

Introduced by consent of the Convention.

Whereas, there is a vast amount of sickness among our members who have to wait weeks and months before admission to overcrowded hospitals; and

Whereas, with the present dues paid by our members it is impossible for our locals to provide adequate medical and cash benefits for our members; and

Whereas, there is no solution in sight except through universal health insurance to which the employers are required to contribute in proportion to the responsibility of industry for sickness; therefore be it

Resolved that the International Ladies' Garment Workers' Union in convention assembled urge the adoption by state legislatures of universal health insurance legislation which will do for sickness what workmen's compensation has already done for industrial accidents.

Your committee recommends the following substitute for Resolution No. 124:

Whereas, a vast amount of workers die an untimely death due to lack of proper medical attention; and

Whereas, we consider it the duty of the state to help such unfortunate workers who have given their youth and strength to make society richer and stronger; be it therefore

Resolved, that the International Ladies' Garment Workers' Union, in convention assembled, urge the adoption by state legislatures of universal health insurance.

Upon motion the recommendation of the committee was adopted.

The following part of the Officers' Report on "Aiding the Movement for General Amnesty," was received with satisfaction by your committee.

AIDING THE MOVEMENT FOR GENERAL AMNESTY.

Our International and its locals have taken the lead in aiding the campaign for general amnesty for political prisoners. The unusual circumstances of the past several years, the condition of war and war-time laws and regulations, produced that anomalous species of offender in America,—the political prisoner.

With the war over, and with general political conditions returning to their normal state, the detention of hundreds of men and women who have been charged with transgressing war-time restrictions and laws, is an unnecessary and futile state of affairs. All of the former belligerents in Europe have already freed their political prisoners and it is the deep and sincere conviction of organized labor that no good can be served by keeping these political prisoners in jail.

Our workers have, therefore, united together with other organized labor bodies throughout the country, to work for the creation of public sentiment and public opinion in and outside of Congress and legislatures, to free these political prisoners and to restore them to their former rights.

Your committee is in full accord with the action taken by the General Executive Board in becoming a part of the great movement undertaken by the bona fide trade union organizations of the United States to open the doors of the jails and prisons of the United States to all political prisoners. We hope that the International officers will continue this great work for justice and freedom and that they will meet with success, so that all those what are at present held in the prisons of America, because they dared to express their conscientious opinion, will be free again and enabled to carry on their work for the emancipation of the working class.

In connection with this report, your committee considered the request made by Sister Lucy Robbins, executive secretary of the Central Bodies Conference for Amnesty for Political Prisoners. As this organization is doing excellent work for the liberation of political prisoners and has already accomplished great results in that direction, your committee recommends that as an initial donation $1,500 should be given to this body in order to enable this organization to go on with its work among the trade unionists of this country. We also call upon all affiliated locals of our International to render moral and financial support to the Central Bodies Conference for Amnesty for Political Prisoners.

Upon motion duly made and carried, the recommendation of the committee was concurred in.

RESOLUTION NO. 3.

Introduced by the Philadelphia Joint Board Locals Nos. 2, 53 and 69.

Whereas, week work is established in the cloak industry throughout America and Canada and seasons in this trade are very short; and Whereas, the wages must be very high in order to enable the workers therein to make a living; and

Whereas, such short seasons make it impossible to exist under the present conditions of high cost of living;

Therefore, be it resolved, that the Fifteenth Biennial Convention decide that a yearly minimum wage be established in the cloak industry and instruct the new incoming G. E. B. to work out the ways and means of bringing this into practice.

RESOLUTION NO. 106.

Introduced by the Cleveland and Toledo Delegates.

Whereas, the ladies' garment trades are highly seasonal and do not offer the workers, under present circumstances, any substantial assurance of steady annual earnings; and

Whereas, the minimum scales established in these trades are based, at best, upon an approximate calculation and are far from satisfying the actual needs of the workers; and

Whereas, under the present system of hire and employment, an employer is at liberty to hire a worker for as long a time as he may actually need her or his work and then give up his shop and leave his workers stranded without the assurance of work or subsistence during the remainder of the season or year; and

Whereas, we have learned from bitter experience that the workers are the only sufferers under these circumstances; and

Whereas, it is our deep conviction, based on fairness and sense of obligation to all

concerned in our industry, that if the industry needs us, it must give us in return a fair living; and

Whereas, the argument advanced by the employers that the industry cannot provide us with sufficient work for a definite length of time is untenable and without justice as the profits made by the industry are large enough to cover the losses suffered by the workers during the slack seasons, besides leaving a substantial part to the employers; be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union in Chicago, May, 1920, hereby decides that a graded weekly minimum weekly wage, based upon the actual minimum needs of the worker, be enacted and introduced in our trades, such a weekly minimum wage to be assured to the workers for the entire year, the more productive workers to be paid according to their ability.

Your committee objects to the statement made in the third "Whereas" of Resolution No. 106. The statement that "under the present system of hire and employment, an employer is at liberty to hire a worker for as long a time as he may actually need her or his work" is not in agreement with actual facts. All our agreements provide for limitations of the right of the employers to hire and fire, and therefore our committee is of the opinion that the third "Whereas" of Resolution No. 106, should be stricken out.

Resolutions Nos. 3 and 106, embody the principle of guaranteed average yearly minimum wage. Your committee discussed this matter thoroughly and found no objection to the principle contained in these resolutions. On the contrary, your committee is of the opinion that it is the duty of our International Union to do all in its power to establish such conditions in our industry that will insure a comfortable living for every worker in our industry all the year round thereby eliminating the dread of unemployment.

Your committee, however, could not, at this moment, due to the short time it has at its disposal, study the question of the possibility of the practical application of the principle embodied in these resolutions. We therefore recommend that these resolutions be referred to the incoming General Executive Board for a thorough study of the subject at the same time empowering the General Executive Board to apply the yearly minimum wage principle wherever they will find, it applicable and practicable.

Upon motion the recommendation of the committee was carried.

The part of the Officers' Report, dealing with the question of the "Growing Injunction Evil" has been considered by your committee. Your committee desires to state that it is in full accord with the opinion held by the General Executive Board, on the matter of injunctions and recommends the adoption of the following resolution on this matter:

On the Growing Injunction Evil.

Whereas, our International Union and our local bodies throughout the country have had to contend, during the past two years, against an unparalleled crop of injunctions which have, in a number of instances, hampered the perfectly legitimate attempts of our workers to improve their living conditions; and

Whereas, this readiness on the part of the judges to see irreparable injury in the legitimate exercise of the rights of picketing in time of strike, stimulated by the general mental hysteria prevailing in the country since the signing of the Armistice and increased by the unwarranted use of the injunction by the Federal authorities in the great miners' strike, contains a positive threat to the normal and legitimate development of our organizations; be it therefore

Resolved, that the International Ladies' Garment Workers' Union, in convention assembled in Chicago, resent most bitterly this one-sided application of judicial power which denies the right of peaceful picketing and the civil liberties of men and women in industrial conflicts, while it leaves unpunished the open use of physical intimidation in all such economic contests; and be it further

Resolved, that this convention instruct our delegates to the next convention of the American Federation of Labor to use its maximum of efforts for the launching of a nation-wide movement against this dangerous, unwarranted judicial recrimination towards organized labor; and be it further

Resolved, that copies of this resolution be forwarded to all justices of the Supreme Court of the United States and to all other Federal judges as well as to all members of the House of Representatives and the Senate of the United States.

Upon motion, the recommendation of the committee, was concurred in unanimously.

RESOLUTION NO. 47.

Introduced by Delegates of Locals No. 45, 48, 80 and 89.

Whereas, the I. L. G. W. U. is an organization embracing more than 150,000 members, organized for the purpose of improving conditions of its members and the labor movement in general; and

Whereas, the International has carried on at different times and places strikes, while workers of the same industry in different cities or centers continued working under a separate or different independent or collective agreement, giving the manufacturers the chance of getting part of their work done secretly by union workers; and

Whereas, past experiences show us that only by united demands and united tactics, conditions can be obtained without a strike and that, in case of facing a struggle in order to win, it is necessary to make common cause with all the workers of the same industry all over the country to act in concert; therefore be it

Resolved, that the delegates to this convention assembling in May, 1920, in Chicago, Ill., go on record as being in favor of adopting the policy and to direct the General Executive Board, that in the future, in signing new or renewing collective or independent agreements with manufacturers of the same industry, they shall expire on the same day of the same year.

Your committee desires to state that it finds no necessity for the adoption of such

a mandatory system. On the contrary, it feels that it will work if practiced without discretion to the detriment of the workers —members of our organization. Because we appreciate the great importance of the use of a general strike, we fail to see how we will be able to make such a strike effective in case of a real emergency if we will use it for our every-day affairs. Our International officers always have the right to call out as many workers on strike to come to the assistance of strikers of other cities as they deem necessary to meet a given condition. Furthermore, our International officers, if they find that the occasion warrants such action, can certainly prevail not only upon members of a given trade, but upon all members of our entire International to stop work and respond to the call.

We therefore recommend non-concurrence on this resolution.

Upon motion the recommendation of the committee was concurred in.

RESOLUTION NO. 120.

Introduced by consent of Convention.

Whereas, the New York Call has been heavily penalized financially by being arbitrarily deprived of its second-class mailing privileges for the "crime" of championing the cause of the workers; and

Whereas, the Postmaster General of the United States, answering the action brought in the courts by the Call for the restoration of its second-class mailing privileges, has frankly stated that he had punished the Call because it indicted the present system of capitalism; and

Whereas, the continued denial of second-class privileges coupled with the enormous advance in the cost of print paper has plunged the Call into a financial crisis that must be met quickly, if it is to continue to publish; therefore be it

Resolved that the International Ladies' Garment Workers' Union in convention assembled, appropriate at once $3,000 to help meet this immediate crisis and that the General Executive Board be instructed to take action looking to a more organized financial support of the Call, until it regains its mailing privileges which will put it back to the self-supporting basis from which it was robbed by the tyrannical and arbitrary action of the organized-labor-hating Postmaster General.

Your committee wishes to amend this resolution by striking out the word "$3,000" and substituting "$2,000," with this amendment your committee recommends adoption of this resolution.

Upon motion the amended resolution was concurred in.

High Cost of Women's Garments and Profiteering.

Your committee has considered the following statement in the report of the General Executive Board and is in hearty agreement with it.

We had expected that with the reduction of the hours of labor from forty-nine to forty-four and with the introduction of week work, our working seasons would be lengthened. Our calculations were clear and sound. It stood to reason that to produce the quantity of clothes required by the market under a week work system and a forty-four hour week, would take a great deal more time than under a piece work system. We find now, however, that the seasons have not only not been lengthened, but in many cases are even shorter than what they were formerly.

What are the causes back of this?

The paramount cause is the expensiveness of clothes. Women's wear is so high-priced that women have stopped buying it. The manufacturers have put forth the increased wages of the workers as the reason for the expensiveness of clothes. This is an untruth which must be nailed down. The wages of our workers have been increased during the past few years only about 80 per cent. while the prices of garments have risen to 300 and in some cases even 400 per cent. The fact of the matter is that prices of garments are being boosted through profiteering. Manufacturers and jobbers are at present making profits such as they never dreamed of before. Before the material which is to be made up into a garment reaches the manufacturers, on its way from the mill to the cutting table, it passes in many cases, through the hands of five or six jobbers and each of these jobbers and middlemen who sell and resell these goods pile up handsome profits for themselves.

This is the worst sort of profiteering and this is the true reason which has caused the prices of ladies' garments to soar so high—so abnormally high that a large portion of the population cannot afford to buy new clothes. This, in turn, means shorter seasons and less employment for the workers. In fact, our workers suffer through this situation in a double way: they have less work and in addition have to face the terrible cost of living. The question arises: Is it really absolutely unavoidable that garments should cost as high as they cost to-day?

This situation must be made clear to the government to the end that steps be taken against this marauding. If there are not enough laws on the statute books to punish the profiteers in our trades, it is the duty of Congress to enact such laws, and we recommend that this Convention decide to urge Congress to act upon this matter with the greatest rapidity.

Your committee offers the following resolution in reference to this matter:

Whereas, the past several seasons have disclosed a very acute state of affairs in the women's garment markets all over the country expressed in the form of the unusual expensiveness of clothes which makes it impossible for a large portion of the population to buy new clothes and which has had the detrimental effect of curtailing the work seasons and the earnings of our workers; and

Whereas, the manufacturers of ladies' garments have attempted to explain this deplorable phenomenon by the reason of the increased wages granted to the workers; be it therefore

Resolved, that the International Ladies' Garment Workers' Union, in convention assembled at Chicago, voice its indignation and protest against this specious and untrue beclouding of the real causes behind the unreasonable advance in the prices of ladies' garments. We charge that the element of profiteering is the principal one responsible for the abnormal raise in prices; that the jobbing and speculating evil has never before been as rampant in the woolen and garment making market and that manufacturers and

jobbers have never made as high profits as they are making now; and be it further

Resolved, that this convention call upon Congress to start an immediate investigation of this deplorable condition of the women's garment market, for the purpose of ascertaining the true cause of profiteering in our industry and to enact such legislation that will benefit and avert large and abnormal speculation in these essential articles of production; and be it further

Resolved, that copies of this resolution be sent to every member of the House of Representatives and the Senate of the United States.

Upon motion duly made and carried, this resolution was unanimously carried.

RESOLUTION NO. 130.

Introduced by Delegates J. Halprin, Local No. 9; H. Wander, Local 23; M. Perlstein, Cleveland Joint Board, and S. Seidman, Local 103.

Whereas, there will take place in June of 1920, the fiftieth birthday of our General Secretary-Treasurer, Brother Abraham Baroff, rounding out a half a century of a life devoted earnestly and ably to the interests of the workers and of our organization; and

Whereas, as representatives of our organizations we feel confident that we voice the sentiment of the entire rank and file of our International and of the organized labor movement in general in paying homage to the work and services of Brother Baroff; be it therefore

Resolved that this convention goes on record as extending to Brother Baroff its sincerest congratulations upon the event of his fiftieth anniversary coupled with a multitude of wishes for many more years of distinguished service in the ranks of labor; and be it further

Resolved, that the convention instruct the General Executive Board to arrange at some date in June, 1920, a fitting jubilee celebration to Brother Baroff as a token of our gratitude and recognition.

This resolution was received with hearty applause and unanimously adopted.

Secretary Baroff, greatly moved by the demonstration in his behalf, made a brief address, thanking the convention for its good wishes. He said in part:

"I feel entirely unprepared to thank you or to express properly my appreciation.

I am indeed honored and proud of you, my fellow workers, but I assure you that in all the years during which I have been struggling for our cause, I have never anticipated any recognition, feeling that I had been made sufficiently happy in seeing our cause prosper. I pledge you to continue with increasing strength and courage all that I have done in the fight for a better life." (Applause loud and continued.)

Your committee had referred to it for action, the following telegram, received during the early days of this convention.

May 4, 1920.

I. L. G. W. U. Convention:

The twentieth anniversary of the International L. G. W. U. will be a double holiday to the Reefer Makers' Union, Local Seventeen; in June, 1920, our local will reach its fifteenth birthday. This day will be celebrated by our membership as the day of our emancipation. Needles to say that our entire membership is heartily grateful to the International for the unstinted support given to us throughout our existence. Naturally in our great day we feel that the International must be with us and give us an opportunity of expressing our joy and gratitude in the presence of representatives from the International. We, therefore, ask you to honor us by electing a committee from this convention to participate in our celebration of the fifteen years of our existence. With thanks for your past guidance and assistance and with best wishes to you all our membership remains expecting you with us.

Harry Sarner,
Vice-President Reefer Makers Union.

Your committee offers the following resolution in connection with this invitation.

RESOLUTION NO. 145.

Introduced by Committee on Resolutions pertaining to the invitations of Local No. 17 extended to the Convention.

Whereas, the Reefer Makers' Union, Local No. 17, will, in June, 1920, celebrate its fifteenth anniversary in the City of New York; and

Whereas, the Reefer Makers' Union, Local No. 17, has, in the fifteen years of its existence obtained many benefits for the workers of the reefer trade; and

Whereas, the said celebration is intended to encourage all those who are actively engaged in bettering the conditions of the working class; be it therefore

Resolved, that the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union request the president of this convention to appoint a committee to bring brotherly greetings as well as an expression of good wishes to our sisters and brothers of the Reefer Makers' Union, Local No. 17, in the name of the membership of the International Ladies' Garment Workers' Union.

Upon motion the recommendation of the committee was carried.

Your committee received the following letter:

Chicago, Ill., May 11, 1920.

Mr. Benjamin Schlesinger,
President International Ladies' Garment Workers Union:

Dear Sir:—

As President of the Jewish Consumptives Relief Society of Denver, Colo., I am passing through Chicago on my way east on the mission of obtaining funds for rebuilding a structure on our sanatorium recently destroyed by fire. You are probably aware that this institution gives food, shelter and medical attention absolutely free to 180 unfortunate consumptives. In the sixteen years of our existence we have taken care of a number of members of your organization which has reciprocated by voting us a contribution on previous meetings. It may be of interest to your members to know that our organization was originally brought into existence through the efforts of poor, sick working men and that numerous labor organizations have helped us materially in the fight against the white plague.

We are gratified to find your organization has taken steps to build its own sanatorium in battling the disease which attacks so many of your craft. We shall be glad to give your committee on sanatorium the benefit of our experience.

In the meantime we earnestly appeal to the delegates at the convention to appropriate such a sum as your organization may deem fit to help us in our care of present and prospective members of your and other crafts at our institutions.

My urgent presence in New York prevents a personal appeal from the floor. At the same time, I hesitate to encroach on the time of the delegates by asking for the courtesy of the floor.

Knowing the deep interest you take in the health and social welfare of your membership, I feel that I may safely leave this matter in your hands for presentation at the proper time and am confident that you will lend a resolution to assist us your strong support.

Thanking you in behalf of our patients for your good endeavors, I am

Sincerely yours,
(Signed) Philip Hillkowitz,
For the Jewish Consumptive Relief Society of Denver, Colo.

Your committee appreciates the good work done by the Jewish Consumptive Relief Society of Denver, Colo., for the unfortunate workers, victims of the proletarian disease and recommends that this convention donate an amount of $500 to the Denver Sanatorium and calls upon all locals affiliated with our International Union, to do all in their power to assist financially and morally this institution.

The report of the committee was adopted.

On Participation in Political Action.

Your committee has considered carefully the section of the report of the General Executive Board, bearing on the question covered under this heading.

Your committee desires to express its gratitude for the proper action taken by the General Executive Board in the political field. We know that the fallacy of "elect your friends and defeat your enemies" is causing great injury to the entire labor movement. The working class all over the world, if it wants to succeed in abolishing all legislation limiting its rights and denying it a proper share of its product must stand as an independent factor in the political field as well as it does in the economic field.

The working class must know that it can expect very little from representatives in the legislative bodies of the world who belong and represent the interests and opinions of the capitalist class. Stand or fall on the political field, on the principles accepted by the working class, is the only true policy for the working class to pursue!

On this matter, your committee recommends the adoption of the following resolution:

Whereas, the International Ladies' Garment Workers' Union and its locals and subdivisions have always taken an active part in every political struggle between capital and labor prompted thereto by their belief that labor must fight for its emancipation with political weapons as well as industrial; and

Whereas, political and economic conditions in this country present and advance today a number of exceedingly grave and fundamental issues which accentuate, more than ever, the paramount necessity of the lining up of labor on the political field in the struggle against reaction, in the struggle against the dark forces which seek, under the guise of patriotism, to rob the masses of their most cherished liberties; be it therefore

Resolved, that the International Ladies' Garment Workers' Union, in convention assembled in Chicago, call upon the great masses of its members to deeply interest themselves in the political problems of labor, and to give unstinted support, moral, financial and practical to every political activity which expresses the aspirations of labor at the polls and its goal and ideals for final emancipation from wage slavery.

Upon motion recommendation of committee was carried.

Anti-Sedition Laws and Reaction.

Your committee desires to express its hearty appreciation to the General Executive Board for their praiseworthy stand taken against the unconstitutional action of the Assembly of the State of New York.

We further recommend that the General Executive Board, continue its good work in its fight for representative government. We also hope that all affiliated locals in New York at the coming election will not forget the action of the assembly of that state.

Your committee offers the following resolution in connection with this matter.

Whereas, the organized ladies' garment workers of this country have viewed, with a sense of keen apprehension the reactionary hysteria deftly engineered and manipulated by the inveterate enemies of organized labor against true democracy and representative government and who have seized upon this hysteria to foster anti-democratic legislation, piece-time sedition laws and various other adroit designs to throttle our rights to organize, to assemble and to speak our minds within the bounds of constitutional guarantee; and

Whereas, this policy of repression, unless checked, constitutes a grave menace and challenge to the basic guarantee of civil liberties and the rights of freemen and the fundamental principles of representative government; be it therefore

Resolved, that the International Ladies' Garment Workers' Union at its Fifteenth Biennial Convention assembled in Chicago, express its strongest denunciation of the reaction fostered by predatory interests which is sweeping the country at present, as an attempt of capital to suppress labor; and be it further

Resolved, that this convention call upon Congress that they at once repeal the Espionage Act and all other war emergency measures curtailing the basic liberties of the people, which have at present lost their meaning and every shade of justification; and be it further

Resolved, that copies of these resolutions be sent to the President and every member of the House of Representatives and of the Senate of the United States.

Upon motion the resolution offered by the committee, was unanimously concurred in.

Your committee acted upon the communication of the Los Angeles Sanatorium, in which financial assistance was requested. Your committee, considering the importance of this institution to the many unfortunate

victims of tuberculosis, recommends that a donation of $500 be made to the Los Angeles Sanatorium.

Upon motion recommendation of committee, was concurred in.

Your committee has received a request from the Chicago labor weekly, the "New Majority" for assistance. Owing to the particularly valuable services which this publication is rendering to the workers of Chicago, your committee recommends that the convention purchases $500 worth of subscription cards from the publishing association of the "New Majority."

Upon motion duly made and carried, the recommendation of the committee was concurred in.

Your committee has received a request from the Bay City Sheet Metal Workers Federation, for assistance in their present protracted struggle against their employers. Your committee recommends that $500 be donated to them to be forwarded to their International Union.

Upon motion duly made and carried, the recommendation of the committee was concurred in.

Your committee has received a request from the Federated Press, an organization of labor writers, established for the purpose of supplying the labor and radical press with authentic information regarding matters of interest and moment to the labor movement, and likewise that we become through our weekly publications subscribers to their service. Your committee recommends that $100 be donated to the Federated Press, and that our weekly journals subscribe to their service.

Upon motion duly made and carried, the recommendation of the committee was concurred in.

RESOLUTION NO. 73.

Introduced by Delegation of Local No. 1.

Whereas, all jurisdictional disputes between Locals Nos. 1 and 17 have been carried on for the past ten years at our conventions, and have up to this date not been settled satisfactorily, and

Whereas, the abovementioned fact caused disputes which are endangering the very existence of the entire Cloak Makers' Union; and

Whereas, in accordance with our International Constitution, Art. 6, Sec. 2, which states that two locals of the same craft should not be permitted (though it may be true that at the time when the charter was granted to Local No. 17, it was a local exclusively controlling infants' wear); and

Whereas, the infants' wear industry is for a long time outside of the control of the abovementioned local, and their members are working on regular ladies' garments, thereby making no distinction between Local No. 1 and 17, and eliminating the need of two locals of the same craft; and

Whereas, all previous attempts of the preceding conventions (which have been made with the best intentions), to eliminate the controversy, have been unsuccessful; and

Whereas, it is incumbent upon the International to solidify its affiliated locals in order that they may be able to function as a unit; be it

Resolved, that the Fifteenth Biennial Convention should, as a permanent solution of this problem which has caused so much strife and confusion among the rank and file, once and for all merge the abovementioned Locals No. 1 and No. 17 into one solid operators' union; thereby consolidating the forces of our union, which will serve to strengthen and solidify the ranks of our membership, and forever eradicating the prevalent feeling of antagonism, which obstructs the work and activities of our entire union.

Vice-President Sigman: There is a majority and minority report on this resolution. The majority of the committee states the following:

Article 6, Section 2, covers clearly the matter of two locals in one trade and therefore recommends non-concurrence in this resolution. The minority of the committee disagrees with this view of the majority. The Chairman of the Committee is not in accord with either the minority or the majority of the committee, so it is divided into three different opinions. I have been trying to bring these two parties together and I was not successful. It will, therefore, remain for the convention to hear both the majority and minority and then finally I may come in with my views on the matter, and the rest will remain for the convention as they see fit, to settle this problem.

I will again give you the two opinions of the majority and the minority. The majority of the committee, states that the matter of this controversy, whether the two locals, No. 1 and No. 17, should exist separately, is covered by the Constitution of our International, Art. 6, Sec. 2. It reads as follows:

"A charter shall not be granted to a L. U. of a branch of the trade of which there is another L. U. in existence in the same city or locality, except with the consent of such existing L. U."

The majority, therefore, contends that as long as these two local unions are in existence in the same city for several years, that in their opinion, there is no reason of disputing their existence. The majority therefore, rejects this resolution.

Delegate Heller stated in addition that the constitution states that a charter shall not be issued, but as long as a charter had been issued, that the local cannot be destroyed by force.

Delegate Sigman: "That is the report of the majority. The minority on the other hand contends this: they say that when Local 17 has been chartered as an organization for a specific trade, the infant coat trade, that the members of Local 17 are not engaged at present in that line. They

work on the same class of work as the members of Local 1, and therefore, they contend, that as long as that trade practically disappeared, there is no necessity and it is improper that there should be two local unions in one and the same trade. They recommend the adoption of this resolution."

Delegate Kottler stated the reason why the minority report recommends the adoption of the resolution:

"You all heard the recommendation of the majority report; they recommend the rejection of this resolution on the ground of Art. 6, Sec. 2 of the Constitution. You all know that the charter was issued to Local 17 at the time when they were working only on infant's and children's cloaks. Since that time only a small portion of the infants' trade is made by the members of Local 17. The rest is made in the other locals that also belong to the International. Since that time, for the last 10 years, since they have started to infringe upon our trade, controversies began to arise and brought about disputes between our members. In the beginning in 1912, they began to take away the work of the finishers. The result was that our members were idle while they were working.

We complained to the convention and it was adjusted, but since that time, they take up this matter at every convention and never settle it. At the Boston Convention, Boston, they decided to put Local 17 under the absolute control of the J. B. and this did not work well." Delegate Kottler then told of the disadvantages which were accrued to Local No. 1 from this arrangement. He stated that there should be no compromise in this matter and urged that if this situation is not settled, that the General Executive Board will be hampered seriously in its work.

Vice-President Perlstein made a motion to refer the entire matter to the General Executive Board for settlement. Motion seconded.

Delegate Nisnewitz: I am in favor of the majority report. I urge you to settle this question now and not lay this matter before the General Executive Board, as the matter will simply be deferred and come again before the next convention. At the Boston Convention, it was adopted that Local 17 should go into the Joint Board, with full affiliation. When we came to New York, Local 17 lived up to the decision of the convention. Now how does this resolution come up now? Accusation after accusation was brought against us. It is true, that we were against week work. But when the matter was finally decided, we did our best to bring it about. I urge you to adopt the majority report so that it will stop Local 1 from continually, bringing up this resolution before each convention. The problem is settled.

Delegate Sapin made a lengthy argument in favor of the minority report.

Delegate Goldin spoke for the adoption of the majority report. He claimed that reefer making is an industry today, just as it has been 15 years ago; that there are thousands of workers in the industry who cannot make cloaks; that these are always working on reefers and infant's coats, and when there are no cloaks in the shops, they are not working, but going around idle waiting for the other garments that they should generally work on. He believed that it is unfair to amalgamate them with Local 1, because they have no similarity with the regular cloak trade.

Delegate Feinberg stated that he was somewhat surprised by the bitterness displayed by his colleagues of Local 17, and urged upon the convention the fact that Local 1 is willing to merge with Local 17, in order to strengthen themselves. "We suggest that an amalgamation should be made of the operators' craft, so that when questions arise concerning the welfare of this craft, they should be acted upon in unison instead of friction. I am certain that if Local 17 would be fair with themselves, they would, to the entire satisfaction of the convention, come to Local 1 and shake hands and say 'immediately after this convention, we are going to have one big local union.' Our members, our treasury, and all we possess, we are ready to transfer to Local 17, and make one big local union."

Delegate Heller: I am going to speak for the majority report. Only yesterday in the officers' report, Brother Feinberg stated that it was possible for two locals in the waist industry to exist as long as there is a joint board. Why does he change his mind now?

In regard to the steel strike, I want to call your attention to this fact. When the request for money came around, we realize that if we were to wait for a referendum, we should get the money too late to be of any use to the strikers. Therefore, we decided to contribute three hours work in one week and collect the money that week. We did that and forwarded the same week $6,000 to the International, which was devoted to the strike fund. Now Local 1, with a membership of 12,000, contributed only $7,000. Where is the rest of the money? In the treasury of the local and not in the stomachs of the strikers.

In regard to the similarity of work, I do not care to dwell on that question because we shall never come to any conclusion. Investigations by the American Federation of Labor and the International, have only led

to the statement by their respective committees that the work of the two locals was different.

Furthermore, peaceful relations can easily be maintained no matter what the character of the work, if only the locals have the interest of their members at heart and wish to do everything possible to create peace.

Therefore, I want to state that Local 1, did not prefer any charges before the committee. They wanted to have a declaration of principles, and your committee is of the opinion that there cannot be any forced union between locals, and if the time will ever come that these two locals shall be united, it will only be by mutual consent.

Pres. Schlesinger: I should like to say a few words on these questions. I am not in favor of the majority report, of the minority report nor of Brother Perlstein's amendment. I would like to offer a substitute for the whole and I hope that this substitute will be adopted unless you want to lose more time in airing grievances, which will not make us wiser because we do all understand that in one trade there should be one union. My substitute is the following: That this convention refer the subject matter contained in this resolution, as well as all the arguments that have been presented to this convention, to the N. Y. Joint Board, with instructions to look into this matter, and if it would not be possible for the Joint Board to have the matter straightened out, to immediately bring the whole subject matter to the attention of the General Executive Board.

Upon motion duly seconded, the substitute offered by President Schlesinger was carried.

At the roll call of the morning session of May 13th, upon the question of the increase of the per capita tax from 5 to 10 cents, an error was made in tabulating the vote of Delegates W. Barcan, J. Press, M. Lapidus, and H. Brodsky of Local 11, who voted for increase of 10 cents instead of 8 cents as was recorded.

Upon motion duly carried, the meeting was adjourned to reconvene at 2:30 p. m.

TENTH DAY—FRIDAY AFTERNOON SESSION.

May 14, 1920.

The fifteenth session was called to order by President Schlesinger at 2:30 p. m.

Secretary Baroff read the following telegrams:

New York, N. Y., May 14, 1920.

Abraham Baroff,
Chicago, Ill.

Sorry cannot come. My love to the convention.

Meyer London.

New York, May 14, 1920.

Intl. Ladies' Garment Workers,
Chicago, Ill.

Congratulations. May your future work be crowned with victories as great in their results as in their aims.

Workers of H. P. Belsinger.

Delegate Koldofsky: We have made arrangements with the hall to stay here today until the entire business of the convention will be over. I therefore move that the last committee, the Committee on Adjustment, makes its report before we go to nominations and elections.

Upon a vote, the motion was carried by 84 to 17.

Delegate Heller continued the report of the Resolution Committee:

The Committee on Resolutions considered the request of the garment workers' organization of Poland for assistance, in their general strike, and recommends that this, the Fifteenth Biennial Convention of the I. L. G. W. U., donate 250,000 marks to the garment workers of Poland in order to help them carry on their struggle for the improvement of their condition. At the same time, we express our hearty greetings and best wishes to our sisters and brothers in the garment industry in Poland.

Upon motion duly made and seconded the recommendation to donate a quarter of a million marks to the garment workers of Poland was carried by acclamation.

We have received the following telegram:

New York, May 12, 1920.

International Ladies' Garment Workers' Union,
Chicago, Ill.

We express our heartfelt gratitude and appreciation for the moral support and financial aid extended by your great organization in the past for saving the lives of Hindu political refugees threatened with deportation from America at the instigation of British authorities. By opposing the deportation proceedings and helping us to create public opinion in America you have greatly helped India's struggle for independence. The deportation proceedings against the Hindus have not yet been dropped. Our fight on them still continues. We ask your moral support and aid. We ask you to adopt resolutions favoring independence of India and opposing deportation of the Hindu political refugees from America.

The Friends of Freedom for India,
Agnes Smedley, Secretary.

Your committee recommends that this convention goes on record against the deportation of Hindus from the United States who fight for the liberation of their country as well as any deportations from the United States.

Upon motion the report of the committee was adopted.

We have received a request from the laundry workers of Chicago, who are out on strike, for financial assistance. Your committee recommends that a sum of $150 be donated to them.

Upon motion, the recommendation of the committee was concurred in.

We have received several other requests for financial aid which we have referred to the incoming General Executive Board.

Upon motion, this recommendation of the committee was concurred in.

Your committee recommends that the incoming General Executive Board present O. H. Nudelman, Alex Student and Bastillo Desti, in appreciation of their services to the convention as sergeants-at-arms, a gold badge and fob modeled after the convention badge, and to spend for it any amount the General Executive Board deems necessary.

Upon motion duly made and seconded, the recommendation was carried.

Delegate Heller: The Committee on Resolutions sends its appreciation to the various organizations in the City of Chicago as well as to the Arrangement Committee, for the good times they have given to the delegates while in the City of Chicago.

President Schlesinger: I have a letter and a bouquet of flowers from Mrs. Raymond Robins, wife of Col. Robins, who is President of the National Women's Trade Union League of America, which reads as follows:

"International Ladies' Garment Workers:
Heartfelt greetings from
Mrs. Raymond Robins,
who regrets her inability because of illness to be with you."

President Schlesinger: The Chairman of the Committee on Adjustments, Vice-President Seidman, will now report.

Vice-President Seidman, Chairman of the Committee on Adjustments, read his report as follows:

Chairman and Delegates of the Fifteenth Biennial Convention:

Your Committee on Appeals, Grievances and Adjustments has received several appeals and resolutions that were referred to our committee to bring to this convention our findings and recommendations upon same, and after due deliberations and careful consideration of each and every case, we are ready to submit the following unanimous report:

APPEAL NO. 1.

Brother Jacob Schoolman, member of Local 66, Embroidery Workers Union, New York, sent in his appeal to the convention against the decision rendered by Local 66 depriving him from holding office in his Local Union for two years, although technically this member was not entitled to this appeal for the reason that the 20 days' period of appealing his case has elapsed. The committee is, however, of the opinion with the consent of the delegates of Local 66, that the appeal be granted him by the Appeal Committee of the International.

Upon motion, recommendation of the committee was concurred in.

APPEAL NO. 2.

Chairman and Officers of the
15th Biennial Convention, I. L. G. W. U.,
Chicago, Ill.

Dear Sirs and Brothers:

We, the undersigned, request you to accept this appeal, although we know it is customary that when members of our organization desire to appeal against a decision of the Appeal Committee to the convention, to appear in person. But you will realize that the expense connected with being present before the convention, is beyond our means and we are therefore begging you to take this matter up, as though we were represented in person.

We, the undersigned, are employed by the firm of Rappaport and Jablavitz, and are in good standing members of our Local Union, even before the General Strike of 1910. We have never been under charges, until a few months ago, when a presser working for said firm was discharged, upon an investigation made by the office where Bro. Prisamt is manager. It was established that the above presser worked piece work, and naturally, we stated to that effect. The presser was put back to work by week and since he earned less, he felt that we were responsible for his trouble and therefore preferred charges against us to the Grievance Committee of the Joint Board, charging us with working irregular hours and violating the rules of the union.

We appeared before the Grievance Committee of the Joint Board, and after leaving the room of the committee an unfortunate occurrence took place, which we are sure had not happened, a decision would have been handed down in our favor, which is as follows: We were walking in the street with the presser in question and we asked him why he made such an untruthful statement since he himself worked with us in that shop, and after a few harsh words, a fist fight started with one of the operators in the shop. The next week when we came to inquire about the decision of the Grievance Committee, the secretary informed us that we must leave the shop on May 30, 1920. We then informed the secretary that we were going to appeal our case to the International.

The presser who brought the charges against us left the shop and refused to appear with us before the Appeal Committee of the International, and to our sorrow the committee sustained the decision of the Grievance Committee. We feel absolutely certain that we were not given a fair trial, and we also feel that for the violation that was committed the punishment is too severe.

We are therefore appealing to your sound judgment and humane feelings for our families as well as ourselves, to revise this case, and to bring out such a decision that we should not have to leave the shop, especially at this time of the year, when it is very dull in our industry. While we admit that the members of our International Union should have acted more honorably to our rules and regulations, we, however, feel that the punishment issued to us is far exceeding our wrongdoing, and therefore pray that you will be more lenient to us.

Hoping that our request for an appeal before the convention at large will be granted and that you will judge us with mercy, we are

Fraternally yours,
H. Weiner, Local 1.
M. Ticats, Local 1.
Joe. Weiner, Local 23.

The committee is of the opinion, after consulting the manager, who is in charge of

the shop, that these brothers are employed to change the decision in the following manner:

That instead the brothers in question should leave the shop on May 30, 1920, the time is to be extended until January 15, 1921, each one to be under suspended sentence with $50 security each to guarantee their behavior up to the date above mentioned, and after the expiration of the time limit the Joint Board shall have the right to do whatever they will see best in the matter.

Upon motion, the recommendation of the committee was adopted.

APPEAL NO. 3.

854 Kelly Street,
Bronx, New York,
April 29, 1920.

To the Convention Delegates:
International Ladies' Garment Workers' Union.

Ladies and Gentlemen:

I wish to appeal my case against a decision of the Appeal Committee of the International Ladies' Garment Workers' Union, which was given out against me on April 12, 1920.

As a member of Local No. 9, I was always loyal, and I cannot understand why I was found guilty. Members of the Convention, I am not appealing my case for the sake of the few cents fine that was decided upon, but I am appealing for my name, which was good for the last ten years, and I hope that it will always be good in the future.

Respectfully yours,
Jacob Osheroff.

P. S.—My ledger number is 1351.

To the Delegates of the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union.

Greetings:

I wish to appeal on behalf of the operators, finishers and pressers working for the firm of Max Rubel of New York.

The brothers concerned were fined by their various locals and due to a misunderstanding on their part in not taking cognizance of the fact that they, as members, have the right to appeal their case to the convention, which is the highest tribunal of our organization, they have failed to present their case to you. As attorney in their case at the time of their appeal, I request the convention to permit me to bring up this matter before the Appeal and Adjustment Committee of this convention.

Fraternally yours,
S. Student,
W. Seymour,
Delegate, Fifteenth Biennial Convention.

Brother Jacob Asheroff, a member of Local No. 9, has been found guilty and fined $5.00 for not responding to a shop meeting ordered by the office of the Union. The Secretary from the Joint Board, who was called by our committee to inform us of the case, also members of the committee that are aware of the fact, have expressed their opinion that the brother in question was always a loyal and active member of our organization. Taking all this into consideration, our committee is with the opinion to grant the appeal of Brother Asheroff and to suspend his sentence.

Delegate Ninfo: I want the convention to know of this particular case; the whole shop refused to obey the orders of the Joint Board, and after a long time, they were expelled as members of our International Union; they took the appeal to the Appeal Committee of the Joint Board and the action of the Grievance Committee and of the Joint Board was sustained. This matter was appealed to the International and a special committee of the G. E. B. was appointed to attend to this case. The people admitted that they were wrong. They admitted that they had refused the orders of the manager and the orders of the Joint Board. They appealed to this special committee of the International to be reinstated. This special appeal committee of the International granted them the appeal, but being that they had refused to appear three times they were fined $5.00. I am opposed to the decision of the Adjustment Committee. I feel that the decision of the special committee of the International should be upheld.

Delegate Student spoke in favor of the report of the committee.

Delegate Sigman: The people of Max Rubel's shop were ordered to a shop meeting for the purpose of drawing lots in order to determine which of the workers were to remain in the employ of the Rubel firm. That was necessary because of the fact that the firm had decided to decrease their manufacturing plant and with it the working force. Those workers defied the orders of the officials of the organization and, instead of reporting to the shop meeting the next day, they returned to the factory and resumed work, leaving out over forty employes formerly with them in the same factory. I therefore say that a violation of this kind committed by union members shall not be overlooked as this would disturb the morale and prestige of the organization. I am therefore in favor that the report of the committee be rejected and that the fine imposed upon them by the Appeal Committee of the International remain in force with the exception of Brother Osheroff.

The recommendation of the committee was put to a vote and was rejected.

Brother Baroff then moved that Jacob Osheroff, who had made the appeal, be excused as he was entirely without fault.

This motion was seconded and carried.

APPEAL NO. 4.

243 Henry Street,
May 1, 1920.

To the Appeal Committee of the Fifteenth Biennial Convention of the International Ladies' Garment Workers' Union, Chicago, Ill.

Dear Brothers:

I am appealing the following case to you

because I earnestly believe and can prove my belief, that I did not receive a fair trial at all the appeal committees immediately preceding yours.

In July, 1918, I objected to the appointment of Abraham Belson for the business agent until he should tell who was in charge of the elections of July, 1917. I had heard officers of Local No. 17, of which I am a member, remark that at the previous election Abraham Belson had been elected business agent of Local No. 17 fraudulently. The officers later told me that fact openly.

The chairman of the Appointment Committee enquired whether I can prove my statements. I proved most of those I had made. Later I was found guilty of false accusation two days before I appeared before the Grievance Committee.

On August 26, 1919, I was summoned to the Grievance Committee of the Joint Board to submit names and of people whom they should summon to prove my charges against the mentioned Abraham Belson.

On December 16, 1918, I was supposed to have appeared before the committee.

On December 14, 1918, two days before my scheduled appearance, I called to submit my name for executive membership of my local and was told that a letter had been received from Mr. Louis Langer, secretary of the Joint Board of New York, stating that I could not be a candidate since I had been found guilty of unnamed charges by his office.

I saw Mr. Langer immediately and he claimed that he did send a letter but in it he stated that I was merely under charges and not guilty.

How could I have possibly have been under charges for false accusations when I had not yet been called to prove my accusations which, I assure you, would have been proven absolutely just?

At 7:00 p. m. that day I appeared before the Grievance committee. They quizzed me on statements which I never made. Besides, they only summoned two of the four names submitted by me to prove my statements. One of the two men summoned testified that the other witness and he had said what I claimed they said, while the other denied it completely. They found me guilty of false accusations and as a punishment deprived me of the floor for six (6) months.

In January 30, 1919, I appealed to the Appeal Committee of the General Executive Board. I was not summoned before October 23, 1919, and was not informed of the decision until April 26, 1920. This body also rejected my appeal.

I earnestly believe that I did not receive a fair trial in the hands of the aforementioned boards.

I wish you would consider my case, although the six (6) months of suspension are now up.

Fraternally yours,

George Picker,

Member of Local No. 17, I. L. G. W. U.
Ledger No. 6073.

After considering the appeal of Brother George Picker, having heard his statement from the Secretary of the Joint Board and other members of the behavior and misconduct of the brother in question, the committee decided that his appeal be rejected.

Upon motion recommendation was unanimously concurred in.

RESOLUTION NO. 81.

Introduced by Delegation of Local No. 49.

To the Worthy President and Delegates of the I. L. G. W. U., at the Fifteenth Biennial Convention, assembled. Greetings:

We, the undersigned, members of Pressers' Local 12 of Boston, who work on dresses, desire to take this opportunity to call to your attention the following facts with regard to the pressers' situation in this city:

Just now we are under the combined jurisdiction of the Boston Joint Board and Local 49. We would prefer to be affiliated with Local 49, and at a recent meeting resolved that we make every effort to transfer our membership from Local 12 to 49. This resolution was carried by secret ballot, the vote standing: Local 49, thirty-three, and Local 12, twenty.

Local 49 is willing to protect our rights, but we are threatened by the members of Local 12 who are at this time organizing a society. The men who voted for Local 12 who are piece workers and members of the society created a disturbance at the meeting, so that it was adjourned without a definite decision being made.

We thereby take this opportunity to ask you to assist us in the matter, so that it will be finally and permanently adjusted.

The committee refers this resolution to the incoming General Executive Board for the reason that we could not obtain any facts in this case.

Upon motion recommendation of committee was adopted.

RESOLUTION NO. 35.

Introduced by Delegation of Local No. 48.

Whereas, Local 48 is the officially recognized local of the Italians in the cloak and suit industry of Greater New York, with jurisdiction over all Italian workers of this trade; and

Whereas, Local 17, in spite of all insistence and claims made by Local 48 to the New York Joint Board and to the General Executive Board, and their deliberations in our favor, has failed so far to transfer its Italian members to our local; and

Whereas, on all occasions Local 48 has received from Local 17 mere promises, brotherly phrases, but no Italian members with the exception of only 12 out of about 300; therefore be it

Resolved, that Local 17, within 60 days after the close of this convention, shall notify the Italian members of its local to transfer to Local 48; and from that date it shall refuse all their dues and cancel their membership; and be it further

Resolved, that if Local 17, at the expiration of the 60 days, does not comply with the decision of this convention, that it shall upon a complaint from Local 48, be expelled from the International and the Joint Board.

The committee recommends the adoption of the resolution and it also amends that the time be extended from 60 to 90 days.

Upon motion recommendation of the committee was adopted.

RESOLUTION NO. 82.

Introduced by Delegation of Local No. 100.

Whereas, Local 100, Waist, Dress, Skirt, Kimono and White Goods Workers' Union consists of all the workers in these particular branches of the trade working together in factories and work shops who are confronted

with the same problems which must be solved for their betterment, and

Whereas, the General Executive Board of the International Ladies' Garment Workers' Union at its session in Buffalo, New York, rendered a decision to the effect that the pressers and cutters be transferred from Local No. 100, Waist and Dress Workers' Union to the pressers and cutters' branches Locals Nos. 18 and 81, respectively, thereby causing the separation of the workers in our shops and practically disrupting the entire Local No. 100, and

Whereas, the Joint Board of Chicago comprised of cloak makers exclusively, failed to live up to its pledge given Local No. 100 for a separate management to take care of its business and to solve its own problems, being occupied most of the time with problems of their own, and

Whereas, it is imperative for Local No. 100 to maintain its full strength as a separate unit in order to extend the control of the union to the many unorganized shops in the industry, be it, therefore

Resolved, that the Fifteenth Biennial Convention instruct the incoming General Executive Board to sanction Local No. 100 the right to maintain its present form of organization with all workers in the waist, dress, skirt, kimono and white goods shops, without exception, as members of Local No. 100, as heretofore.

1. The recommendation of the Adjustment Committee on Resolution No. 82 and also the opinion expressed by President Benj. Schlesinger, and the office report on page 34, and after hearing committees from the Chicago Locals Nos. 5, 18, 81 and 100 and after careful consideration by our committee we recommend that this 15th Biennial Convention orders all cutters and all pressers of Local 100 be transferred within 30 days after the adjournment of this convention to Locals 81 and 18 respectively; also all skirt and dress operators from Local 5 should be transferred to Local 100.

2. Local 100 shall have a separate department of management under the jurisdiction of the Joint Board.

3. We also recommend that the cutters and pressers shall have separate branch meetings, if they so desire. This, however, should not be in any way a precedent for other cities.

Upon motion recommendation of committee was adopted.

Question of Amalgamation of Locals No. 3 and 80.

On page No. 8 in the officers' report the question of Locals No. 3 and 80 which speaks of amalgamation of these two locals into one, according to a decision of the Boston Convention. Committees of the two locals in question were called and both have expressed their willingness to amalgamate. The committee therefore recommends that this 15th Biennial Convention of the I. L. G. W. U. decides and orders the amalgamation after 30 days of its adjournment.

Upon motion recommendation was adopted.

Question Pertaining to Locals 23 and 25.

Your committee has taken up the jurisdiction question of Locals 23 and 25 referred to us by the President and the office report, page No. 10, and after hearing committees of both locals, it was mutually agreed that in order to avoid misunderstandings in the future, the committee recommends that the incoming General Executive Board invite committees of both locals with one of the Vice-Presidents as chairman, to work out a plan whereby such misunderstandings as mentioned in the office report shall not occur in the future.

Upon motion recommendation was carried.

RESOLUTION NO. 67.

Introduced by the Delegates of Local No. 35.

Whereas, Local No. 35 has been chartered by the International Ladies' Garment Workers' Union as the Cloak, Suit, Skirt and Dress Pressers' Union of Greater New York, and

Whereas, a number of dress pressers are now members of Local No. 25, a local which was primarily and solely chartered for the making of waists, etc., and

Whereas, these pressers, being members of Local No. 25 are working under different standards and conditions than the members of Local No. 35 in the same branch of the trade, and

Whereas, a condition of this kind undermines the standards of wages and general working conditions which the dress pressers of Local No. 35 have lately gained in the dress shops which are controlled by the New York Joint Board of the Cloakmakers' Unions, particularly after the general system of week work was inaugurated, and

Whereas, a condition, where the workers of one and the same trade in one city work under two different systems, creates competition in standards of work and ill-feeling between workers, which is against the policy and principles of our International Union, therefore, be it

Resolved, by this Fifteenth Biennial Convention of our Internation Ladies' Garment Workers' Union that all dress pressers now members of Local No. 25 be transferred to Local No. 35 which has been chartered and given jurisdiction over all pressers engaged in the cloak, suit, skirt and dress industry.

The committee recommends that this entire matter be referred to the incoming General Executive Board. We further recommend that as there are pressers members of Local No. 35 who work in shops controlled by Local No. 25, and members of Local 25 work in shops controlled by the Joint Board of New York and this interchange of employment creates complications, due to jurisdictional claims, the committee recommends that a committee of both locals be appointed by the concerned locals and this committee be headed by a member of the General Executive Board for the purpose to see to it that the members of the above two locals can work freely in either of the shops controlled by the Joint Board and Local No. 25.

With this, Mr. Chairman and Delegates, we conclude our report and we are thank-

ful to the Convention for the responsibility that was placed upon us. We assure the Convention that we were as impartial as it was possible for any person to bring out a just decision to all parties concerned in those appeals and resolutions.

(Signed)

Sol Seidman, Chairman.
H. Brodfield, Secretary.
Jacob Warshawsky.
S. Goldfiss.
Ida Baxt.
S. Rothenberg.
W. Barcan.
H. Kruger.
D. Nisnewitz.
J. Hendelman.
Morris Essig.
Mollie Yanowitz.
Frank B. Rupp.

Upon motion the report of the committee was accepted with the thanks of the Convention.

The following resolutions were introduced by special consent of convention:

RESOLUTION NO. 146.

Whereas, the arrangement committee of the 15th convention of the I. L. G. W. U. has done so much to entertain the officers and delegates of this convention and to make our stay in the city of Chicago so pleasant; and

Whereas, the arrangement committee of this Convention has given to the delegates so much spiritual pleasure by the impressive demonstration of the opening day of this Convention, an event that will live long in our memory, that will give us courage and enthusiasm to continue our work in the labor movement, be it therefore

Resolved, that this Convention express its thanks to the arrangement committee consisting of Vice-President Schoolman, Vice-President Pearlstein and Vice-President Koldofsky, representing the General Executive Board, and the Brothers Sam Glassman, L. Rudman, A. Rapoport, J. Krouss, L. Bessman, M. Berenstein, H. Fradkin, D. Borowitz, S. Capital, Lena Movitz, Tillie Modentsky, H. Carry, B. Nellson and Charles Morris, for the kind reception they have given us and for the hospitality which they have shown us, and be it further

Resolved, that the General Executive Board be requested to present this committee, as soon after the adjournment of this Convention as will be possible, with a suitable gift in token of our appreciation for the arrangement committee.

Upon motion the recommendation was unanimously carried.

RESOLUTION No. 147.

Whereas, the Jewish Daily Forward Association of Chicago has extended a hearty welcome to the delegates and officers of the 15th Biennial Convention of the International Ladies' Garment Workers' Union, and

Whereas, the manager of the Jewish Daily Forward of Chicago, Comrade L. Schaeffer has taken such a personal interest in the arrangement of the entertainments, given by the Forward to the delegates of this Convention in Terrace Garden and the "Welcome Stranger" performance, and

Whereas, Comrade H. Lang, Labor Editor of the Jewish Daily Forward of New York, has so earnestly and conscientiously devoted his time in giving extensive publicity to our Convention, be it therefore

Resolved, that the 15th Biennial Convention express its heartfelt appreciation to the Jewish Daily Forward of Chicago, Comrade L. Schaeffer, manager of the Jewish Daily Forward of Chicago, and Comrade H. Lang, Labor Editor of the Jewish Daily Forward of New York; and be it further

Resolved, that engraved copies of this resolution be presented by the incoming General Executive Board to the Jewish Labor Forward of Chicago, Comrade L. Schaeffer, Manager of the Jewish Daily Forward of Chicago, and Comrade H. Lang, Labor Editor of the Jewish Daily Forward of New York.

Upon motion it was decided to concur in the resolution and to include also the name of Comrade Richard Rohman, reporter of the Call.

Pres. Schlesinger: We now come to nominations and election of officers. I will call on Delegate Kaplowitz to act as chairman while the nominations proceed.

Chairman Kaplowitz: The nominations will now be opened.

Delegate Sigman: I arise to nominate one for the high office of President of the International Union, one who richly deserves this post with the great responsibility that it involves. Our International union, within the last few years, has made great advances, but we all realize that there is much more to be done yet in the future. The success that our International has made within the last two years, in my opinion, and I believe in your opinion, is due, in no small degree to the person who was at the head of the organization, its main leader. I therefore take great pleasure to propose to you a person who I know will surely be able to meet all the future work that we will have to do and will surely lead this International to the great success that we all aim for. I want to say it is an honor and a real pleasure to nominate Brother Schlesinger as President for the next term. (Great applause.)

Delegate Feinberg: I move that the Secretary-Treasurer cast the unanimous vote of this convention for President Schlesinger.

This motion was passed amidst the hearty acclamation of the delegates present. Upon the announcement that President Schlesinger had been unanimously elected, the entire membership rose in the midst of loud cheers and prolonged applause.

Pres. Schlesinger then returned to the chair and thanked the delegates for electing him as President of the International:

"Delegates, Sisters and Brothers, Visitors and Friends: I want to express to you my appreciation of your trust by re-electing me to the office of Chief Executive of this International Union. I am a very peculiar

person when it comes to making friends. That is all the more the reason why I appreciate the demonstration that you have made, because it shows that you do not hesitate to put your trust in me.

The office of President of this International is a great and important office; but when I think of it I really feel that I am to a certain extent entitled to it. I have graduated from the working school of our industry. My college was the workshop and it so happens that the college from which I graduated was a tenement house in the City of Chicago, where I used to work. I have gone through the mill. There is not a thing that I have missed. I know your ambitions, I know your aspirations. I know what you want, and I feel that upon the occasions that I have represented you, I have interpreted your desires and your hopes.

I thank you for the honor that you have conferred upon me and I hope that at the next convention, we shall be able to have a larger and stronger organization and have accomplished as much for our membership as we have been able to do until now." (Applause.)

Delegate Rothenberg: In considering the offices of our International, next to the President's is the office of the General Secretary. All those that were in a position to watch the work of these officers and especially who have observed the work that was done by the General Secretary of our organization during the time when our President was in Europe, in addition to his regular work, cannot help deeply appreciating it. I believe that all we accomplished until now was due to the harmonious work of the two men in office, Brothers Baroff and Schlesinger. I therefore nominate Brother Abraham Baroff as General Secretary of our International.

Upon motion made and carried, nominations were closed.

Upon motion made and seconded, Brother Abraham Baroff was elected General Secretary by acclamation.

Pres. Schlesinger: I hereby declare Brother Abraham Baroff elected as the Secretary-Treasurer of the International for the ensuing term. (Applause.)

Brother Baroff: I have the second occasion today to express my appreciation to you for the nice treatment that you are according me. I certainly feel greatly honored to have this confidence of you all. I understand you know very well that the position I have now the honor to hold is a very responsible one and a very honorable one and as I have done in the past, I shall do in the future to see that this position is carried out, sincerely and honestly. I want to tell you that we have very much to accomplish yet. I only hope that the delegates to this convention, after they leave the convention and go to their cities, shall remember and consider themselves as the officers of the International for the next two years, because adopting resolutions and adopting liberal decisions is not enough. It will be necessary in the future that everyone who has been here and helped to legislate and helped to pass great decisions shall also help to see to it that these decisions are realized. I thank you again for the great honor you have given me. I shall promise you to carry it out as honestly, devotedly and sincerely as I have done in the past. (Applause.)

Pres. Schlesinger: Nomination is open for First Vice-President.

Delegate Kaplowitz nominated Delegate Sigman.

Upon motion duly seconded and carried, Delegate Sigman was elected First Vice-President.

Pres. Schlesinger: Before proceeding with the next nomination, I will appoint Comrade Yanovsky, Editor of Justice, Brothers Volinsky, business manager of Local 66, and Brother Manny Weiss, business manager of Local 6, as tellers to count the votes. Under the Constitution we are now to elect six Vice-Presidents, who reside in the City of New York, and six Vice-Presidents for the country. In order that there might not be any complications, we will first have nominations and election for six Vice-Presidents for New York and collect the ballots and then we will take up the nominations and election for six Vice-Presidents for the country and collect the ballots and then count the ballots for the two.

Nominations are open for six Vice-Presidents for the City of New York.

Delegate Berlin nominated Max Gorenstein of Local 10.

Delegate Hyman nominated J. Halperin of Local 9.

Delegate Hochman nominated I. Horowitz of Local 25.

Delegate Pitchersky nominated S. Lefkowitz of Local 3.

Delegate Kaplowitz nominated I. Feinberg of Local 1.

Delegate Prisamt nominated H. Wander of Local 23.

Delegate Robinson nominated I. Wexler of Local 20.

Delegate Antonini nominated S. Ninfo of Local 48.

Delegate Nisnewitz nominated J. Heller of Local 17.

Delegate Langer nominated J. Breslau of Local 35.

Delegate Zucker nominated H. Greenberg of Local 50.

President Schlesinger called for the nomination of six out-of-town Vice-Presidents.

The following members were nominated:

Delegate Davidson nominated H. Schoolman of Local 5.

Delegate Bernstein nominated I. Reisberg of Local 15.

Delegate Kreindler nominated M. Perlstein of Local 26.

Delegate Friedman nominated Sol Seidman of Local 52.

Delegate Jacobson nominated I. Posen of Local 24.

Delegate Davidson nominated B. Kerp of Local 2.

Delegate Foley nominated A. Snyder of Local 101.

Delegate Kirzner nominated S. Koldofsky of Local 14.

Delegate Warshafsky nominated Fannia M. Cohn of Local 87.

After the voting on these two sets of candidates was completed Pres. Schlesinger announced that the tellers will now retire to count the vote. As it became late and it was impossible to stay in the hall much longer the President made the following statement:

"Much as we would desire to complete the work of the convention tonight, it seems impossible as we have to vacate the premises. The tellers will complete the counting of the vote this afternoon and we shall continue with the balloting on the other remaining officers tomorrow morning."

Upon motion duly made and carried the convention thereupon adjourned to meet in final session the following morning, May 15, at 9:30.

ELEVENTH DAY

SATURDAY MORNING SESSION

May 15, 1920.

The sixteenth session was called to order by President Schlesinger at 10:00 a. m.

President Schlesinger: Delegates, I wish to announce the result of the balloting of yesterday's session.

Brother Weiss: We have received 249 votes for the New York members of the Board, the following results: Gorenstein, 168; Ninfo, 164; Heller, 156; Halpern, 146; Lefkovits, 137; Wexler, 118; Feinberg, 115; Breslau, 112; Wander, 98; Horowitz, 68; and Greenburg, 18. Those elected are Gorenstein, Ninfo, Heller, Halpern and Lefkovits. As far as Wexler, Feinberg, Breslau, Wander, Horowitz and Greenberg are concerned, in accordance with our Constitution, Article 3, Section 3, none of these candidates were elected in view of the fact that the rule provides that in order to be elected, one must get a majority of the votes cast. We received 246 ballots for the out-of-town vice-presidents with the following results: Perlstein, 197; Schoolman, 193; Koldofsky, 169; Miss Cohn, 146; Seidman, 128; Posen, 116; Karp, 69; Reisberg, 63; Snyder, 60. Those elected from out-of-town, therefore, are Perlstein, Schoolman, Koldofsky, Cohn, Seidman; and the rest are, according to Article 3, Section 3 of our Constitution, not elected.

President Schlesinger: We are now short of two members for the General Executive Board: One from New York and one from out-of-town. I shall read to you the article of our Constitution:

"The election shall be by ballot, and it shall require a majority of votes cast to constitute an election. After every unsuccessful ballot, the name of the candidate receiving the lowest number of votes shall be withdrawn until a clear majority of all votes cast is received by one of the candidates. Whenever there is but one candidate nominated, the election may be by acclamation."

The names of Greenberg, who received 18 votes and Snyder who received 60 votes will, therefore, be withdrawn. If the other nominees stand on their nomination the ballot for New York will be: Wexler, Feinberg, Breslauer, Wander and Horowitz, and for that of out-of-town, Posen, Karp and Reisberg.

Delegate Horowitz: I wish to withdraw my name.

Delegate Feinberg: I desire to state that I withdraw my candidacy in favor of Brother Wander.

Delegate Breslaw: I wish to withdraw my name as a candidate.

President Schlesinger: As it stands now, we have two candidates on the New York ballot, Delegates Wexler and Wander.

Delegate Karp: I want to withdraw in favor of Brother Posen from Boston.

President Schlesinger: Brother Karp withdraws. Posen and Reisberg therefore, stand as nominees on the out-of-town ballot.

Balloting was proceeded with for two members of the General Executive Board.

The following delegates were nominated as delegates to the American Federation of Labor Conventions:

Brother Langer was nominated by Delegate Heller.

Brother Silverman of Local No. 90, was nominated by Delegate Magnavita.

Brother H. Berlin was nominated by Delegate Dubinsky.

Brother Sol Metz was nominated by Delegate Feinberg.

Brother Zucker was nominated by Delegate Lefkovits.

Brother Antonini was nominated by Delegate Mollie Friedman.

Sister Mary Goff was nominated by Delegate Sol Seidman.

Sister Maud Foley was nominated by Delegate Snyder.

President Schlesinger: The tellers will announce the results of the elections for the two members of the General Executive Board.

Brother Weiss: We have received 221 ballots. One was canceled because a cross appeared alongside of Delegate Feinberg's name, and 220 remained. The count is as follows: New York—Wander, 116; Wexler, 102; out-of-town—Posen, 149 and Reisberg, 66.

President Schlesinger: Delegate Wander stands elected as twelfth vice-president and Delegate Posen as thirteenth vice-president. Nominations are now open for one delegate to the International Tailors' Unions Conference at Copenhagen.

Delegate Feinberg: President and delegates to this convention: It is the first time in the history of our International that we shall have the privilege and honor to send a delegation to Europe. It is, therefore, of paramount importance that the delegates that we send to Europe should be such as will be able to convey to the war-stricken masses of proletarians in the garment trade of Europe, the real, genuine spirit of solidarity and friendship which we entertain for them. And because of this reason, we feel that it is the duty of this convention, since we have our President as one of the delegates to the convention which will take place in Europe, and since our own and the garment workers' unions in Europe are composed of 50 per cent. women, that it is no more than right and logical that we convey our wishes and support and help through a delegate who will be able not only to represent the ideals and aspirations of our organized movement, but will also be one who will come to the women workers of the countries on the other side and bring to them in the name of the women workers of this country, their fraternal greetings. I therefore, Mr. Chairman, have the pleasure and honor of presenting to you a candidate that has proven her ability, devotion and intelligence, for the cause of labor in this country. I have had the privilege of being with this sister at A. F. of L. Conventions, and I want to state that it was a joy and a pleasure for me as well as for my co-delegates at those conventions to hear her explain on the floor of that great American labor body, the ideals and aspirations not only of our International, but of all American class conscious workers. In consideration of these facts I feel that she is the most fit delegate who will truly represent everything which is fine and noble in our ranks. I, therefore, have the pleasure to place in nomination the name of Sister Mollie Freedman.

Delegate Zucker: I wish to nominate a man whose qualifications for that mission are beyond doubt supreme; a man who has studied the European problem for some time; a man who possesses the knowledge of five European languages. At that congress, there will be delegates of many nations, and if our International is represented by a delegate who can speak five languages and who can understand and make himself understood, it will mean much to us. I propose, then, a man whom you all know to be worthy of that mission and that is Brother Samuel Lefkovits.

Pres. Schlesinger: There being no further nominations, I will call now upon the sergeants-at-arms to distribute the blank ballots among the delegates. While the tellers are busy counting the votes and there being no further business at this time before the Convention——

Delegate Heller: Mr. President, there is some matter left over from the report of the Committee on Resolutions, which we would like to finish up right now. By the request of the Committee, I move that an expression of thanks by this Convention be given to our Comrade and Editor Yanofsky, for his visit and stay with us during the entire Convention.

Motion was adopted amidst cheers.

Pres. Schlesinger: An expression of thanks was voted to you by this Convention, Brother Yanovsky, for your visit to this convention. I hope that you will be able to attend many, many more of our conventions and contribute in the same manner as you have done at this time.

Delegate Heller: Mr. Chairman, I move the adoption of the Committee's report as a whole. (Motion was adopted with a vote of thanks to the committee.)

Delegate Heller: The following were the members of your Committee on Resolutions:

Morris Sigman, Chairman
J. Heller, Secretary
P. Kottler
Carl Shatzberg
M. Amos
Ph. Koch
J. Hochman
Mary Goff

John Spaun
L. Antonini
Bella Metz
A. Grossman
S. Shevelenco.

President Schlesinger: I would like to call upon a few friends who have been prominent during this convention to say a few words. I would like to see that this convention winds up in the same spirit as it was opened. We have with us one who has been connected for a number of years as an officer of our International Union. For the last two or three years, his abilities have been recognized in the journalistic field. The man who first recognized his abilities was the editor of the Jewish Daily Forward, and he made him the labor editor of that paper. I must say that the choice made by Comrade Cahan was certainly a splendid one. I am quite certain that the delegates who have read his reports have appreciated them. I take great pleasure in presenting to you, our beloved comrade and Labor Editor of the Forward, H. Lang.

Brother Lang: Delegates and Chairman, I want to tell you a secret. During all the sessions of this Convention, I had all the time a credential in my pocket. But I never mentioned it because I had sympathy for the delegates for the many and various speeches which they had to endure the first days of the convention. My credentials consisted of greetings to the International from the United Hebrew Trades. At any rate, let me say that having lived with you all of the time of this Convention, that many and many moments of it will never pass out of my memory. Upon occasions when nothing but practical work was being discussed, I still felt that was taken up with so much heart and soul, that I was enjoyed to listen to it. The moment when the resolution upon union-owned waist, dress and cloak factories was taken up is still fresh in my mind. The delegates felt the immensity of the problem confronting them and although there was some sharp discussion the resolution was voted for unanimously.

I want to tell you, Delegates of this Convention, that when you came here, it was with the idea and purpose of doing something big, of making laws for the garment workers of the country. You said your word. It was a beautiful and encouraging word! I am sure that all who are here assembled at this Convention, feel the greatness of the occasion like I do. I had a peculiar pleasure in observing how this Convention was carried on. Many a time I asked myself, since when is it that we, immigrant workers, can really conduct a convention that was more like a parliament than anything I have ever seen?' The quietness and orderliness, the eloquence of the speakers impressed me deeply.

I listened to both sides of every question and was always impressed with the power and eloquence of their presentation. But, the greatest value of this convention to me was that it was a beautiful convention, full of soul and meaning!"

President Schlesinger: Since the tellers are not yet ready to report, I take great pleasure in presenting to you a comrade I have known for 28 or 29 years here in Chicago. We used to be the speakers, the handbill distributors and the writers of the movement all at the same time. When it was a question of organizing the tailors, this brother of ours was always on the job. When the organization of the bakers was begun, he was on the job, too. I take pleasure in presenting to you, Comrade Maurice Siskind.

Brother Siskind: Friends, your chairman has taken me by surprise. I did not come here to speak today. I came here to see the closing of this great convention. I believe that the cloakmakers of the United States and the ladies' garment workers of the United States have reason to be proud of you.

The time is short and I cannot now make a long speech. I remember the time when we tried to get some people into the union and they did not realize the necessity of organization. That time was 20 years ago and during the following years you have built up one of the greatest labor organizations in this country. As an old trade unionist and Socialist, I feel proud of the work of your organization and hope and trust that the legislation you have adopted here, during the Convention, will result in the whole American Federation of Labor taking a lesson from you.

President Schlesinger: We are ready now for the installation of the new Board. I will call upon the chairman of the Joint Board to perform this installation.

Delegates Feinberg thereupon took the chair.

Delegate Feinberg: The newly elected Board will kindly step up on the platform as I will call upon them in order:

Benjamin Schlesinger, President of our International Union, and Abraham Baroff, General Secretary-Treasurer of our International Union.

Delegate Feinberg: The members of the General Executive Board do hereby solemnly and sincerely promise on their honor, and on their free will before the witnesses here assembled that they will aid in carrying out the objects of this union, preserve its secrets, obey its laws and mandates, and do further promise to be thorough and just in all their dealings with the members of this Union and make every effort to advance the principles of unionism, to all of

which they pledge their sacred honor. All of this they solemnly promise with the full knowledge that to violate this pledge is to stamp themselves as men devoid of word and principle.

I wish to say that I am sure, and so are the delegates of this convention, that our newly elected President, Secretary-Treasurer and members of the Board will carry out the legislature adopted by this convention. Furthermore, they will try their utmost to bring under the banner of the International all those who are in need, the protection and assistance of our Union. I do not believe that there is any necessity for me, at this time, to tell you of the devotion and loyalty and solidarity displayed by our esteemed and beloved officers and leaders. They have proven that without a doubt in the work which they have performed during the past years. Only a few years ago many of our friends were pessimistic. Most of our enemies have never thought that we will become a force with which they will have to reckon. And I say that it was due to this group of leaders assembled upon this platform, with the loyal support extended to them by the delegates assembled and the men and women whom you have the honor to represent, that it was possible to create this powerful organization. I am sure that in the future it will continue to be so, because you must remember that the task before you has not yet been accomplished in full. We have still very much work to perform. Our duties, our support and our loyalty to the working class as a whole and to our members in particular have not yet come to an end. Our International is not only out for immediate reforms; the aim for which our International stands is the abolition of a system which creates masters and slaves. (Applause.) While it is true that the conditions of the workers as a whole and of our members in particular have been greatly improved, I say we shall still go on, still march on, until we bring about a system of society where each and every worker will be able to get an opportunity to enjoy all that he is producing, to get everything which makes life worth living.

These men assembled here on the platform are those who have carried your banner for years and years. As our worthy president has, during this convention, said, —they come from the workers' quarters, from the very class which for centuries has been deprived of its rights and privileges and benefits. These men have for years preached the gospel of labor's emancipation. Brothers, Comrades, Our Leaders, go ahead with your work! You still have a great job to perform and we feel gratified to say that you are the men who are the real expression of the aspirations of the working class not only in this country but the world over. We, therefore, want to say solemnly, in the name of this Convention and in the name of the tens of thousands of members whom we have the honor to represent, that we will, as one man, stand by you in all your activities and in all your undertakings. You will get the fullest support of this great International Union. With these words, members of this convention and members of the General Executive Board, I congratulate you.

I have the honor and pleasure of yielding the chair to our newly elected president, chief executive of our International Union, Brother and Comrade Benjamin Schlesinger.

President Schlesinger: In the course of this convention, I have had the opportunity to say that our convention is being watched by the employers of our industry. I have received, during the last three or four days, clippings from the various newspapers published by and for the employers' organizations, and also clippings from the general press in which they express their fears of "our crowd" as they term it. One of the papers stated that groups of absolutely irresponsible workers came together, one in Chicago and the other in Boston, and are establishing rules and laws and passing resolutions to dominate the garment industry and to bring it to the days of Adam and Eve—when people wore no garments. I have read their adverse criticisms, upon every resolution that has been presented and adopted at this convention. Of course, you can easily imagine that their criticisms on our resolution for a forty-hour work week was not very favorable. You will also understand that our resolution to introduce week work into all other industries in addition to the cloak trade, was also not pleasing to them, and the same is also true of the resolution on earnings to keep pace with the cost of living. In other words, they did not have a line of praise for the work we have done here! We do not, of course, expect praise from them, but I have not as yet seen so much animosity displayed by them against us as during the last three or four days of our convention. I am telling you all this so that you might know that the next two years will require a great deal of sacrifice on the part of our general membership. The employers will do all they possibly can to injure our organization and to weaken our forces. The employers in the dress trade and the employers in the waist trade and others, know what a shorter hour work day means to the workers and what it means to their profits. The employers know what it means to substitute week work for the piece work system and they will do all they can to interrupt our course of work. But I am just as certain, from all I have learned

during all the years I have been connected with our organization, that if the manufacturers will confront us with a challenge, that they will not find us standing somewhere in the back and not accepting their challenge. If the manufacturers will dare to make any move which might mean reducing the wages or the standards we have been able to establish, every man and woman in our industry will stand up and resist.

Our ranks will have to be more solidified. We will have to have a clearer understanding of our purposes. Only two years ago, when the question of the forty-four hour week was submitted to our convention, I venture to say that very few delegates even dreamed of carrying it through at that time. When the question of week work was presented at the Boston convention, even the cloakmakers themselves, those who presented the resolution, did not believe that it would be such an easy task to carry through. You all remember the arguments we had at that time. The proposition was, however, carried through, and every worker responded.

I want to assure you all in the name of each and every one of the members of the General Executive Board that whatever will be in our power will be done to elevate the conditions of the workers and to work in the direction that we all spoke of during the twelve days of the convention. We will do everything we can to raise the standards of labor in our industry.

We know that we have such a big trade as the raincoat trade, and the ladies' tailors' industry, which are scattered all over the country. We know the condition in the corset industry and that there are thousands of them unorganized in the West. We know that these trades are in the hands of big capitalists. We know of the white goods industry, tens of thousands of whom are unorganized and scattered everywhere. The 150,000 in our industry hardly constitute one-half of the total number employed. Of course, you must understand that it is not always so easy to organize as we would desire. You all realize that it is harder to organize workers in smaller towns than it is to organize workers in the larger ones. But I assure you again of our devotion, and I am certain that if we only have your cooperation in the two years that follow, we shall be able to congratulate ourselves even more than we did at the opening of this convention. (Stormy applause.)

The tellers, who have completed the counting of the last balloting, are now ready and will announce the votes.

Brother Weiss: The committee received 228 ballots for the delegates to the American Federation of Labor Convention. The following is the count: Brother Metz, 156; Langer, 137; Berlin, 132; Miss Goff, 130; Antonini, 124; Zucker, 101; Silberman, 97, and Miss Foley, 50. The following are elected: Metz, Langer, Berlin, Miss Goff and Antonini.

President Schlesinger: I declare these five elected as delegates to the next two conventions of the American Federation of Labor. Your president is the sixth delegate.

Delegate Weiss: Your committee received 229 ballots for delegates to the Copenhagen Congress. The following is the count: Delegate Lefkovits, 124, and Delegate Miss Freedman, 105.

President Schlesinger: I declare Delegate S. Lefkovits elected. The second delegate to that conference is your president.

President Schlesinger: I will now call upon one who had the opportunity to address this convention on the opening day. I have told you of the first days of the organization of the ladies' garment workers in this country. I have told you that in those years, particularly in the City of Chicago, we had one in our movement who is now no longer in the trade. Yet his business is such that enables him to contribute a great deal to the cause of organized labor. I take great pleasure in presenting for the second time our esteemed Brother Sissman.

Brother Sissman: President and delegates: Permit me first to sincerely thank the president for the honor and the pleasure he has accorded me in presenting me again to speak to you. Your president has presented all sides of the industrial condition and general situation to you and has left very little for me to say. The only thing left for me to speak on is the deplorable economic conditions that confront the world. While we have made wonderful progress, it is nevertheless a fact that industry in the world at large has been depleted. Most of you have read of conditions in Russia. It is impossible that conditions in Europe should have an extraordinary effect on America and these forebodings about the serious situation in the future are not imaginable—they are very real. There is a universal feeling that there is too great a spirit of extravagance and that not enough is being produced. I am not one of those that look for a solution and I am sure our president is not the one. The fact remains, however, that there is a scarcity of products which are required for a living. With this situation in mind, I hope you will appreciate the difficulties that face you. My honest opinion, as far as your industry is concerned, is that you have attained a position of such height of standards for

which you have cause for congratulation. It bay be advisable for you to direct your energies to a greater amalgamation. I think that that resolution for an alliance is one of the most important. Do not expect the impossible. The road for emancipation lies in moderation.

Permit me to congratulate you on your activities. In your resolutions, in your activities, in your decisions you have shown an understanding of the labor movement which I think no other labor convention can equal. Your donations and contributions to every part of the labor movement in the world, your decision to stand for whatever has been gained, shows that you appreciate the so-called blessings of civilization and men—to retain what is worth retaining. You have demonstrated your solidarity with the labor movement of the world and you felt yourself sincerely a part of it and willing and ready to contribute your share wherever needed. I feel that everyone connected with your organization has good reason to be proud of it and I am sure you appreciate the services of your head officers. I point to Benj. Schlesinger because I have known him for a long time and know that his very life is bound up with the movement. I think you have made the wisest choice in selecting him as your president. Whatever the outcome, you are certain that you will have no cause to regret the action you have taken in entrusting the power and the authority into the hands of such able men, whose brains are always working and who think of but one thing —the International Ladies' Garment Workers' Union. I am happy to see that you all appreciate the faithfulness of the services of all your executive board members and that you have shown them your appreciation.

I hope that in the future each of you will think back with pleasure of these past two weeks and that you will keep this memory green. This occasion will remain a historic one to those who have had the opportunity to participate therein. I again thank you for the opportunity you gave me to speak to you.

President Schlesinger introduced Editor Yanofsky.

Editor Yanofsky: You insulted me when you praised me for coming to your convention, because I am part of it. Counting votes gives me pleasure. I have the fate of so many delegates in my hands. (Laughter.) To you officers, I wish to say that now that you are elected as vice-presidents you will have your hands full. I hope and trust you will be true to the ideals of your organization and that you will forget all personalities in order to conduct this great organization to higher and higher aims.

Upon motion the Fifteenth Biennial Convention of the I. L. G. W. U. was adjourned at 1 p. m., May 15th, sine die.

INDEX TO CONTENTS.

A.

Page

Addams, Jane—Address 67
Addresses of Welcome.....1-4, 13-14
Adjustments' & Appeals' Committee Report..... 142
Cutters of Local No. 100..... 150
Osheroff 149
Picker, George 150
Schoolman, Jacob 148
Weiner-Ticatz-Weiner 148
Amalgamation of Locals—
Kindred Locals in One Territory—Resolution No. 98..... 62, 132
Locals No. 1 and No. 17—Resolution No. 73..... 59, 145
Locals No. 25 and No. 23—Resolution No. 115.....71, 131, 151
Amnesty for Political Prisoners—
Resolution No. 39..... 46, 106
Resolution No. 70..... 58, 106
Resolution No. 71.....58, 106, 146
Speech by Lucy Robins..... 29
Arcadian Way Association—Speech by Lillian Stuart..... 49

B.

Baltimore—
Organizing Alteration Tailors—Resolution No. 15..... 36, 86
Organizing Colored Workers—Resolution No. 13..... 36, 86
Organizing Custom Dressmakers—Resolution No. 14..... 36, 86
Organizing Dress Trades—Resolution No. 46..... 42, 86
Baroff's 50th Anniversary—Resolution No. 130..... 76, 143
Bay City Metal Trades Strike..... 49, 145
Boston Policeman's Union—Speeches by Broch and Kelleher.... 66

C.

Cahan, Abraham—Invitation to Convention..... 70
Call, The (N. Y.)—Erwin's Address..... 29, 30
Call, The (N. Y.)—Financial Aid—Resolution No. 126..... 72, 142
Canadian Organizing Work—Toronto and Montreal—
Resolution No. 113..... 72, 90
Canadian Trades & Labor Congress—Affiliation—
Resolution No. 116..... 72, 122
Chicago United Hebrew Trades—Address by Leon Green..... 118
Chicago Women Workers—Resolution No. 112..... 71, 90
Cincinnati Dress Trade—Organizing Work—Resolution No. 22.. 27, 27
Cincinnati Skirt Trade—Organizing Work—Resolution No. 23... 27, 27
Cleveland Cloakmakers—Printz-Biedermann Shop—
Resolution No. 26..... 61, 82
Cleveland Waistmakers—Organizing Work—
Resolution No. 25..... 61, 82
Cleveland Women Workers—Equal Earnings—
Resolution No. 27..... 61, 102
Collective Agreements—Elimination—Resolution No. 111..... 71, 116
Colored Workers—Organizing Work..... 90, 124
Combating Reaction in New York State—Resolution No. 44....42, 115, 144
Constitution Amendments—
Section 4, Article 3, Resolution No. 7..... 25
Sections 20, 21, Article 12, Resolution No. 34..... 29

Page

Section 3, Article 2, Resolution No. 49.....
Section 1, Article 7, Resolution No. 49.....
Section 14, Article 6, Resolution No. 49.....
Section 12, Article 6, Resolution No. 49.....
Section 5, Article 1, Resolution No. 49.....
Section 6, Article 7, (1st part), Resolution No. 49.
Section 5, Article 7, Resolution No. 49.....
Section 1, Article 7, Resolution No. 49.....
Section 3, Article 7, Resolution No. 49.....
Section 6, Article 7, (2nd part), Resolution No. 49.
Section 9, Article 7, Resolution No. 49..... 42, 43, 44
Section 10, Article 7, Resolution No. 49..... 119, 120, 121
Section 4, Article 9, Resolution No. 49..... 122, 123, 124
Section 8, Article 8, (new), Resolution No. 49.... 128
Section 12, Article 7, Resolution No. 49.....
Section 7, Article 6, Resolution No. 49.....
Section 6, Article 6, Resolution No. 49.....
Section 3, Article 3, Resolution No. 49.....
Section 3, Article 5, Resolution No. 49.....
Section 3, Article 4, (1st part), Resolution No. 49.
Section 3, Article 4, (2nd part), Resolution No. 49.
Section 2, Article 4, Resolution No. 49.....
Section 10, Article 2, Resolution No. 49.....
Section 5, Article 2, Resolution No. 49.....
Section 3, Article 2, Resolution No. 49.....
Section 5, Article 6, Resolution No. 97..... 62, 128
Section 1, Article 3, Resolution No. 119..... 72, 124
Section 5, Article 4, (new section), Resolution No. 121..74, 119, 124
Article 10 (new), Resolution No. 123..... 74
Convention Committees—Appointment and Personnel..... 26, 27
Convention Expenses Per Capita—Resolution No. 16..... 37, 118
Co-operative Movement—
Co-operative Bank—Resolution No. 10..... 36, 97
Co-operative Grocery Stores—Resolution No. 19..... 37, 98
Walker's, J. M., Speech..... 1
Resolution No. 96..... 62, 98
Corset Workers—Resolution No. 122..... 74, 86
Custom Dressmaker—Chicago—Resolution No. 80..... 60, 88
Custom Dressmakers—New York—Resolution No. 78..... 59, 88
Credential Committee's Report.....14-22, 92

D.

Debs' Candidacy Endorsement—Resolution No. 54..... 55, 105
Declaration of Independence—Extract—Resolution No. 38..... 40, 107
Denver Consumptive Sanatorium.....111, 143
Designers Ladies Wear, N. Y.—Resolution No. 69..... 58, 88
District Council in Greater New York—Resolution No. 42..... 41, 133
District Council in Greater New York—Resolution No. 90..... 61, 133
Douglas Park Day Nursery..... 49
Douglas Park Day Nursery—Resolution No. 128..... 75, 139
Dress Pressers of Boston—(Locals Nos. 12 & 49)—
Resolution No. 81..... 60, 150
Dress Pressers of New York to be Transferred to Local No. 35—
Resolution No. 67..... 57, 151
Dress Trade to Affiliate with New York Joint Board—
Resolution No. 72..... 58, 121

E.

Education—
Annual Fund—Resolution No. 56..... 55, 113
Committee Report 111
Enlargement of Activities—Resolution No. 139..... 77, 114

Page

Labor University—National—Resolution No. 133..... 76, 114
Publication of Lectures—Resolution No. 134..... 76, 114
Special Fund for Boston—Resolution No. 77..... 59, 114
Training of Leaders—Resolution No. 137..... 77, 117
Training of Leaders—Resolution No. 138..... 77, 113
Embroidery Contractors—Resolution No. 88..... 61, 104
Embroidery Hand Work—Incorporation in All Agreements—
Resolution No. 91..... 61, 104
Embroidery Hand Work—Organizing Campaign—
Resolution No. 89..... 61, 88
Embroidery Workers—Against Home Work—Resolution No. 93.. 62, 102
Embroidery Workers—Hand—Organizing in N. Y.—
Resolution No. 33..... 39
Embroidery Workers—Italian Organizer—Resolution No. 94..... 62, 89
Employers' Associations Relations..... 137

F.

Federated Press—Service and Aid..... 145
Ferrer Modern School—
Resolution No. 100..... 62, 115
Speech by Kelly..... 30
Fitzpatrick, John—Address 80-83
Forty-Hour Week—
Resolution No. 5..... 35, 109
Resolution No. 17..... 37, 109
Resolution No. 26..... 38, 109
Resolution No. 51..... 55, 109
Resolution No. 68..... 57, 109
Resolution No. 74..... 59, 109
Resolution No. 95..... 62, 109

G.

Garment Clerks, N. Y.—Resolution No. 128.....75, 111, 133
General Executive Board Nominations—Resolution No. 136..... 77, 127
Germany's Tailors' Union—Letter..... 5
Gifts—
Chicago Arrangement Committee—Resolution No. 146..... 152
Danish, Max D.—Resolution No. 143..... 137
General Executive Board—Resolution No. 142..... 137
Minkow, N. M. 137
Wolf, F. N.—Resolution No. 144..... 137
Giovanitti, Arturo—Invitation to Convention—
Resolution No. 41.....41, 70, 137

H.

Harbor Workers of New York—Resolution No. 110..... 71, 115
Health Insurance Legislation—Resolution No. 124..... 75, 140
Hillquit, Morris—Invitation to Convention..... 70

I.

Immigrant Aid Society—Financial Assistance—
Resolution No. 129..... 76, 117
Immigration Bureau for Workers at American Ports—
Resolution No. 58..... 56, 103
India Friends of Freedom..... 147
Injunction Evil—Resolution No. 45.....42, 103, 141
Injunction Evil—Resolution No. 105.....64, 126, 141
Installation of General Executive Board.....156, 157, 158
Italian Labor Congress in Genoa, Italy—Resolution No. 40..... 41

Page

Italian Labor Daily "Avanti"—Financial Aid—Resolution No. 43. 41, 110
Italian Members in Local No. 17—Resolution No. 35..... 39, 150
Italian Press Advisory Committee—Resolution No. 28..... 38, 135

J.

Jewish Socialist Clubs of Chicago..... 49
Jewish Socialist Federation—Resolution No. 140..... 77, 138
Joint Board for Lightweight Trades in N. Y.—
Committee Report 91, 92
Resolution No. 20..... 37, 133
Resolution No. 25..... 38, 132
Resolution No. 29..... 38, 132
Resolution No. 48..... 42, 131
Resolution No. 61..... 56, 132
Resolution No. 104..... 63, 133
Joint Organization Committee for Dress Local in N. Y.—
Resolution No. 12..... 36, 133
Joint Organizing Work—Locals Nos. 80 and 90—
Resolution No. 57..... 55, 87
"Justice" Subscription Fixed Rate—Resolution No. 55..... 55, 124

L.

Labor Bureau—Central—Cloak Trade N. Y.—Resolution No. 37... 40, 128
Labor Movement, General—Participation.....135, 144
Labor Party—
Address by F. J. Esper..... 67
British—Resolution No. 125..... 75, 116
Expression of Sympathy—Resolution No. 66..... 57, 105
Lang, H.—
Address 156
Convention Thanks—Resolution No. 147..... 152
Laundry Workers—Chicago 147
Law Committee Report..... 118
London, England, United Ladies Tailors' Union—Letter..... 31
London, Meyer—Invitation to Convention..... 70
Lusk Educational Bills—
Protest Committee 47
Protest Telegrams 66

M.

May Day as Obligatory Holiday—
Resolution No. 75..... 59, 108
Resolution No. 83..... 60, 108
May Day—Substitution Resolution..... 108

N.

National & International Relations Committee Report..... 93-96
Naturalization Aid League—Resolution No. 132..... 76, 117
Needle Trades' Alliance—Resolution No. 9.....35, 93, 137
Newark Organizing Campaign—Resolution No. 11..... 36, 84
"New Majority"—Chicago—Financial Aid..... 145
Nominations & Elections—
President 152
Secretary 153
Vice-Presidents 153, 154
Delegates to A. F. of L. Conventions.....154, 155
Delegates to Copenhagen Conference..... 155

O.

Page

Officers' Report Committee..... 129
Opening Remarks—Schlesinger 4-5
Organization Committee Report..... 84
Out-of-Town Organizing—
Resolution No. 1..... 34, 84
Resolution No. 21..... 37, 111
Resolution No. 30..... 39, 85
Resolution No. 31..... 39, 85
Resolution No. 64..... 57, 85
Resolution No. 65..... 57, 85
Resolution No. 76—New England States..... 59, 85
Resolution No. 102..... 63, 89

P.

Pacific Coast Waist & Dressmakers—Organizing Work—
Resolution No. 107..... 64, 89
Panken, Jacob—Invitation to Convention..... 70
People's Relief Committee—
Relief Tax—5c per month—Resolution No. 60..... 56
Speeches by Zuckerman and Gillis..... 29
Per Capita Increase—
Discussion and Vote.....125, 126, 127
Resolution No. 4..... 35, 124
Petticoat Workers, N. Y.—Resolution No. 103..... 63, 89
Philadelphia Labor Institute—Resolution No. 6..... 35, 115
Poali Zion Federated Committee..... 50
Poland Tailors' Union—Letter..... 121
Price Fixing for Garments—Workers' Participation—
Resolution No. 32..... 39, 103
Profiteering—Women's Garments 142

R.

Racine Raincoat Workers—Resolution No. 101..... 63, 104
Raincoat Industry—Organizers—Resolution No. 63..... 57, 87
Rand School—
Co-operation with its Work—Resolution No. 127..... 75, 113
Lee's Speech 25
Resolution No. 52..... 55, 139
Reefer Makers 15th Anniversary—
Resolution No. 145..... 143
Referendum for Election of General Officers—
Resolution No. 117..... 72, 123
Restoration of Civil and Political Liberties and Rights—
Resolution No. 36..... 40, 107
Retired Officers' Qualifications for Return—
Resolution No. 112..... 71, 122
Rohman, Richard—Convention Thanks—
Resolution No. 147..... 152
Rosenberg, A., Ex-President—
Invitation to Convention..... 70
Resolution No. 27..... 38, 105
Rules & Regulations Committee Report.....47, 48, 49
Russian Blockade—Resolution No. 99..... 62, 106

S.

Sacks' Contest Proceedings.....20, 21, 22
Salaries—President and General Secretary—
Resolution No. 141..... 137

Page

Sample & Ladies' Tailors Working Arrangement & Amalgamation 134, 151
Sanatorium—
Assessment—Resolution No. 50 ..... 55, 102
Committee Report 101
Schaffer, Louis—Convention Thanks—Resolution No. 147 152
Sergeants-At-Arms—Gifts 148
Sick Benefit Funds by International—Resolution No. 53 ..... 55, 102
Simultaneous Agreements in All Cities in Same Trades—
Resolution No. 47 ..... 42, 141
Siskind, M.—Address 156
Sissman, Peter—Closing Address 158
Statistical Bureau 135
Stedman, Seymour—Address 32, 33, 34
Steel Strike Funds to be Transferred to International—
Resolution No. 79 ..... 30, 135
St. Louis Skirt & Dress Industry—Resolution No. 108 ..... 71, 90
Strike Benefit Fund—
Resolution No. 8 ..... 35, 116
Resolution No. 18 ..... 37, 118

T.

Toronto Cloak Trade—Week Work System—
Resolution No. 59 ..... 56, 103
Toronto Women Workers—
Resolution No. 114 ..... 71, 90

U.

Ukrainian Massacres' Protest Telegram to State Department 74
Ukrainian Relief Committee—Address by S. Polakoff 54
Ukrainian Victim's Relief—Resolution No. 131 ..... 76, 139
Uniform Scale of Wages—Resolution No. 109 ..... 71, 139
Union-Owned Shops' Committee Report 96
Union Home Buildings—Resolution No. 135 ..... 77, 134
United Cloth Hat & Cap Makers' Union—
Address by Pres. Zaritzky 50-53
Unity Houses 134

V.

Vice-Presidents—
2 Additional—Resolution No. 62 ..... 56, 122
Substitutes—Resolution No. 84 ..... 60, 119

W.

Waist & Dressmakers of Chicago (Local No. 100)—
Separate Existence—Resolution No. 82 ..... 60, 133
War Sufferers' Committee Report 79, 80
Warsaw Striking Tailors' Cablegram 111
Washington Conference—Union Heads—December, 1919 136
Weekly Publications 134
Week Work System—Extension to Other Trades—
Dress Industry—Resolution No. 92 ..... 61, 117
Resolution No. 2 ..... 34, 118
Resolution No. 24 ..... 38, 117
Substitute Resolution 118
Workers' Defense—
Chicago, I. W. W. 50
Communist Party—Address by I. E. Ferguson 121
Congress—New England 110
League—Chicago—Address by R. T. Simms 115

Y.

	Page
Yanofsky, S.—	
Address	68-70
Convention Thanks	155
Closing Remarks	159
Yearly Minimum Wage	
Resolution No. 3	35, 140
Resolution No. 106	64, 140

Z.

Zuckerman, Max—Secretary Capmakers' Union—Address	70

SCHEDULE No. 14

PAYMENTS BY LOCALS

MAY 1, 1918, TO MARCH 31, 1920

Local	Dues	Constitution Books	Cleveland Assessments	Reconstruction Assessm't	Sanatorium Assessm't	Steel Strike	Waist and Dress Strike	Initiation Fee Strike	Supplies	Charter Fees	Bond Premiums	Ads in Justice	Total
1—Ladies' and Misses' Cloak Operators, N. Y. C.	$ 45,200.00	$ 55.00	$7,000.00	.....	.....	$7,714.68	.....	$ 51.00	$ 353.95	.....	$ 11.99	$ 173.00	$ 60,559.62
3—Cloak and Suit Piece Taylors, N. Y. C.	6,460.00	35.00	1,654.00	.....	.....	1,120.86	.....	8.00	100.00	.....	5.53	20.00	9,403.39
4—Cloakmakers, Baltimore, Md.	1,447.00	5.00	338.00	$ 507.00	$ 300.00	454.50	.....	3.75	45.30	.....	.....	.....	3,100.55
5—Cloakmakers, Chicago, Ill.	10,510.00	1.20	1,731.00	2,596.50	1,059.20	5,000.00	.....	72.00	95.60	.....	.....	.....	21,065.50
6—Embroidery Workers, N. Y. C.	3,220.00	83.00	531.00	.....	275.00	500.00	.....	6.50	85.05	.....	.....	17.00	4,717.55
7—Raincoat Makers, Boston, Mass.	2,040.00	116.60	346.00	.....	.....	.....	.....	52.25	101.65	.....	.....	.....	2,656.50
8—Ladies' Garment Workers, San Francisco	1,125.00	.....	78.00	.....	303.50	.....	.....	1.00	24.35	.....	.....	.....	1,531.85
9—Cloak and Suit Tailors, N. Y. C.	30,800.00	45.00	5,769.00	.....	.....	4,744.05	.....	503.00	379.10	.....	76.76	155.00	42,471.91
10—Amalgamated Garment Cutters, N. Y. C.	22,210.00	.10	4,528.00	3,000.00	5,750.00	6,300.00	.....	96.75	111.20	.....	141.92	364.50	42,502.47
11—Cloakmakers, Brooklyn, N. Y.	8,500.00	12.50	1,423.00	.....	.....	1,324.38	.....	62.00	134.63	.....	10.00	36.00	11,502.51
12—Pressers' Union, Boston, Mass	1,075.00	.....	196.50	225.00	65.00	50.00	.....	.....	5.00	.....	.....	.....	1,616.50
15—Waistmakers' Union, Philadelphia, Pa	15,320.00	140.00	2,846.00	4,500.00	.....	1,000.00	$7,500.00	30.00	219.50	.....	.....	20.00	31,575.50
16—Cutters' Union, St. Louis, Mo.	100.00	.....	.....	.....	.....	.....	.....	.....	5.20	.....	.....	.....	105.20
17—Reefer Makers' Union, N. Y. C.	14,600.00	10.00	1,000.00	.....	.....	6,000.00	.....	66.00	91.60	.....	.....	96.50	21,864.10
18—Cloak and Suit Pressers, Chicago, Ill.	1,645.00	10.00	423.00	634.50	93.34	.....	.....	16.00	6.25	.....	.....	.....	2,828.09
20—Waterproof Garment Workers, N. Y. C.	6,230.00	99.25	1,346.50	2,019.00	.....	1,000.00	.....	72.00	91.30	.....	28.73	32.00	10,918.78
21—Cloakmakers, Newark, N. J.	1,050.00	2.00	229.00	.....	24.25	166.62	.....	17.50	44.30	.....	2.21	.....	1,535.88
23—Shirt Makers' Union, N. Y.	21,100.00	305.00	2,000.00	.....	.....	3,716.10	.....	225.00	280.70	.....	40.00	239.00	27,905.80
24—Skirt Makers' Union, Boston, Mass.	1,540.00	10.00	314.00	462.00	100.00	200.00	.....	5.00	12.25	.....	9.62	.....	2,652.87
25—Waistmakers' Union, N. Y.	84,350.00	2,752.50	6,065.50	.....	.....	6,500.00	2,000.00	790.04	64.30	.....	34.43	376.50	102,933.27
28—Ladies' Tailors' Union, Seattle, Wash.	140.00	2.70	34.00	51.00	25.25	50.00	.....	.35	11.90	.....	.....	.....	315.20
30—Cutters' Union, Cincinnati, Ohio.	194.00	.....	46.00	69.00	46.00	.....	.....	.75	4.00	.....	.....	.....	359.75
31—Garment Workers, Louisville, Ky	40.00	.....	.....	.....	.....	.....	.....	.....	.35	.....	.....	.....	40.35
32—Garment Workers, Winnipeg, Canada	55.00	.....	.....	.....	.....	.....	.....	.....	4.00	.....	.....	.....	59.00
33—Corset Workers, Bridgeport, Conn.	2,705.00	17.50	.....	.....	.....	.....	.....	.....	126.05	.....	2.50	.....	2,851.05
34—Corset Cutters, Bridgeport, Conn.	340.00	.....	46.00	69.00	.....	100.00	.....	.....	19.55	.....	.....	.....	574.55
35—Pressers' Union, N. Y. City	28,500.00	115.00	5,769.00	.....	.....	4,415.16	.....	232.00	275.15	.....	261.62	132.50	39,700.43
36—Ladies' Tailors and Dressmakers, Boston	190.00	2.00	.....	.....	.....	30.00	.....	3.00	20.10	.....	2.37	.....	247.47
38—Ladies' Garment Workers, Cumberland	8.00	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	8.00
39-40—Corset Workers, New Haven, Conn.	75.00	5.50	77.00	115.50	.....	.....	.....	.....	6.25	.....	.....	.....	279.25
41—Kimono Workers, N. Y. C.	3,960.00	109.00	746.00	.....	.....	500.00	.....	3.00	56.00	.....	2.33	.....	5,376.33
43—White Goods Workers, Worcester, Mass.	244.00	1.10	.....	.....	.....	.....	.....	.....	1.75	.....	.....	.....	246.85
45—United Designers of Ladies' Wear, N. Y. C.	410.00	2.00	.....	.....	.....	.....	.....	.....	47.20	$ 10.00	7.50	.....	476.70
46—Petticoat Workers' Union, N. Y. C.	190.00	39.00	.....	.....	.....	.....	.....	2.00	53.05	.....	1.78	.....	285.83
48—Italian Cloakmakers, N. Y. C.	24,800.00	120.00	4,154.00	.....	.....	4,000.00	.....	717.50	369.60	.....	100.00	.....	34,261.10
49—Waistmakers, Boston, Mass.	5,310.00	110.00	1,038.00	1,000.00	.....	200.00	.....	23.50	161.25	.....	10.00	.....	7,852.75
50—Children's Dressmakers, N. Y. C.	11,650.00	475.00	1,731.00	2,596.50	.....	1,000.00	.....	.....	181.86	.....	30.00	12.00	17,676.36
52—Ladies' Garment Workers, Los Angeles, Cal.	1,528.00	20.00	269.00	603.50	.....	400.00	.....	8.00	43.40	.....	.....	.....	2,871.90
54—Raincoat Makers, Chicago, Ill.	600.00	20.00	188.00	150.00	.....	601.17	.....	2.00	26.60	.....	.....	.....	1,587.77
56—Cloakmakers, Boston, Mass.	2,510.00	15.00	500.00	750.00	100.00	200.00	.....	36.50	75.75	.....	2.50	.....	4,189.75
58—Waist and Buttonhole Makers, N. Y. C.	1,100.00	10.00	75.00	.....	.....	.....	.....	6.35	36.50	.....	.....	21.00	1,266.85
62—White Goods Workers, N. Y. C.	10,500.00	465.00	2,058.00	.....	.....	1,230.55	.....	13.00	149.70	.....	5.00	.....	14,421.25
64—Buttonhole Makers, N. Y. C.	1,720.00	2.00	312.00	.....	.....	316.62	.....	7.50	26.50	.....	7.50	.....	2,392.12
66—Bonnas Embroiderers, N. Y. C.	3,200.00	60.00	538.00	.....	405.50	1,000.00	1,000.00	41.50	91.57	.....	10.00	7.50	6,354.07
67—Cloakmakers, Toledo, Ohio.	890.00	6.00	154.00	229.50	139.00	.....	.....	1.25	25.44	.....	.....	.....	1,445.19
68—Garment Workers, Hartford, Conn	174.50	10.00	.....	.....	.....	.....	.....	.08	29.25	.....	.....	.....	213.83
71—Ladies' Tailors, Chicago, Ill.	24.00	.....	.....	.....	.....	.....	.....	.....	.75	.....	.....	.....	24.75
72—Dress and White Goods Workers, Baltimore.	22.00	.....	8.00	.....	.....	.....	.....	.....	.....	.....	.....	.....	30.00
73—Amalgamated Garment Cutters, Boston	264.00	.....	61.00	50.00	.....	65.00	.....	.....	.....	.....	.....	.....	440.00
75—Cloakmakers, Worcester, Mass.	210.00	.....	.....	.....	10.50	.....	30.00	.....	6.40	.....	.....	.....	256.90
76—Ladies' Tailors' Union, Philadelphia, Pa.	176.00	2.00	.....	.....	18.50	39.00	.....	.08	7.75	.....	.....	.....	243.33
77—Ladies' Garment Workers, Waterbury, Conn.	4.00	2.50	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6.50
78—Cloak Operators, St. Louis, Mo.	1,130.00	2.50	215.00	322.50	32.00	200.00	.....	.....	10.75	.....	.....	.....	1,912.75
79—Ladies' Tailors' Union, Port Chester, N. Y.	35.00	.80	.....	.....	.....	21.00	.....	.25	6.95	10.00	.....	.....	74.00
80—Alteration Special Order Tailors, N. Y. C.	6,190.00	193.50	915.00	1,000.00	400.00	2,000.00	.....	125.00	149.25	.....	.....	230.00	11,202.75
81—Cloak and Suit Cutters, Chicago, Ill.	880.00	5.80	175.75	330.00	100.00	.....	.....	.....	7.84	.....	5.64	.....	1,505.03
82—Bushlers and Begraders, N. Y. C.	1,705.70	69.50	196.50	.....	100.00	371.88	.....	32.00	83.50	.....	.....	34.00	2,593.08
84—Cutters' Union, Toledo, Ohio	168.00	2.00	38.00	46.50	37.25	.....	.....	.25	8.35	.....	.....	.....	300.35
86—Ladies' Garment Workers, St. Johns, Canada.	122.00	.....	12.00	40.50	.....	.....	.....	.75	4.51	.....	.....	.....	179.76
87—Raincoat Makers' Union, Trenton, N. J.	90.00	4.00	.....	.....	12.50	50.00	.....	.25	13.50	10.00	.....	.....	180.25
89—Italian Waist and Dressmakers' Union, N. Y. C.	1,200.00	.....	.....	.....	.....	.....	.....	77.00	92.00	.....	.....	.....	1,369.00
90—Private Dressmakers, N. Y. C.	1,565.00	55.00	.....	.....	.....	.....	.....	5.00	14.75	.....	.....	10.00	1,649.75
91—Ladies' Waistmakers, Schenectady, N. Y.	41.50	15.00	.....	.....	.....	.....	.....	.25	10.25	10.00	.....	.....	77.00
93—Ladies' Garment Workers, Waterloo, Iowa.	7.50	.....	.....	.....	.....	.....	.....	.18	5.00	10.00	.....	.....	22.68
94—Sample Makers and Ladies' Tailors, Cleveland.	150.00	.....	.....	.....	.....	.....	.....	.....	.....	10.00	.....	.....	160.00
95—Corset Workers, Danbury, Conn.	350.00	20.00	.....	.....	.....	82.00	.....	.....	25.87	.....	.....	.....	477.87
96—Ladies' Tailors and Alteration Workers, New Haven.	80.00	.....	.....	.....	.....	.....	.....	.....	7.00	10.00	.....	.....	97.00
97—Ladies' Tailors, Los Angeles, Cal.	160.00	9.00	.....	.....	.....	75.00	.....	.....	17.35	10.00	.....	.....	271.35
100—Waist and White Goods Workers, Chicago, Ill.	3,290.00	30.00	.....	.....	.....	500.00	.....	21.75	65.35	.....	.....	.....	3,907.10
101—Garment Workers, Baltimore, Md.	370.00	2.50	33.00	50.00	.....	100.00	.....	.15	11.85	.....	.....	.....	567.50
103—Ladies' Waist and Dressmakers, Los Angeles, Cal.	117.00	11.00	.....	.....	.....	.....	.....	.....	15.35	10.00	.....	.....	153.35
104—Ladies' Tailors, Chicago, Ill.	1,210.00	48.70	.....	.....	375.00	500.00	.....	.....	31.35	.....	15.05	.....	2,186.10
106—Ladies' Neckwear, Cutters, N. Y. C.	20.00	.....	.....	.....	.....	.....	.....	.....	9.85	.....	1.78	.....	31.63
110—Cutters' Union, Baltimore, Md	63.00	.....	.....	.....	.....	26.00	.....	.12	11.17	.....	.....	.....	100.29
114—Raincoat Makers, Racine, Wis.	400.00	10.00	.....	.....	.....	.....	.....	.....	8.05	10.00	.....	.....	428.05
115—Waist and Dressmakers, Perth Amboy, N. J.	5.00	.....	.....	.....	.....	.....	.....	.....	2.55	10.00	.....	.....	17.55
116—Waist and Dressmakers, New Haven, Conn.	.....	.....	.....	.....	.....	.....	.....	.....	2.50	10.00	.....	.....	12.50
117—White Goods Workers, New Brunswick, N. J.	.....	.....	.....	.....	.....	.....	.....	.....	.....	10.00	.....	.....	10.00
118—Ladies' Garment Workers, Clinton, Iowa	112.50	7.50	.....	.....	.....	.....	.....	1.00	10.35	10.00	.....	.....	141.35
119—Waist Makers, Troy, N. Y.	9.00	.....	.....	.....	.....	.....	.....	.....	.50	10.00	.....	.....	19.50
120—Custom Ladies' Tailors, Rochester, N. Y.	82.20	3.00	.....	.....	.50	5.00	.....	.....	7.20	20.00	.....	.....	117.90
121—Waist and Dressmakers, Vineland, N. J.	155.00	1.20	.....	.....	.....	.....	.....	.....	28.75	10.00	.....	.....	194.95
123—Ladies' Garment Workers, Paterson, N. J.	85.00	6.80	.....	.....	.....	10.00	.....	.....	8.25	10.00	.....	.....	120.05
124—Ladies' Garment Fitters and Alteration Workers, San Francisco.	30.00	5.00	.....	.....	.....	.....	.....	.....	.....	10.00	.....	.....	45.00
125—Ladies' Garment Workers, Scranton, Pa.	40.00	8.00	.....	.....	.....	.....	.....	.....	17.00	10.00	.....	.....	75.00
126—Ladies' Tailors, Stamford and Norwalk, Conn.	20.00	.....	.....	.....	.....	.....	.....	.....	4.00	10.00	.....	.....	34.00
127—Cloakmakers' Union, Stamford, Conn.	45.00	5.50	.....	.....	.....	.....	.....	.....	4.80	10.00	.....	.....	65.30
128—Rubber Workers, Cambridge, Mass.	.....	.....	.....	.....	.....	.....	.....	.....	.....	15.00	.....	.....	15.00
129—Raincoat Makers, Toronto, Canada.	.....	.....	.....	.....	.....	.....	.....	.....	.....	15.00	.....	.....	15.00
130—Ladies' Garment Clerks, N. Y. C.	20.00	5.00	.....	.....	.....	.....	.....	.50	.....	15.00	.....	.....	40.50
New York Joint Board	.....	3.10	.....	25,000.00	.....	.....	46,000.00	.....	358.63	.....	100.00	.....	71,461.73
Cincinnati Joint Board	2,222.00	21.50	491.00	714.00	595.00	700.00	.....	5.00	47.30	.....	.....	.....	4,795.80
Cleveland Joint Board	6,750.00	92.50	.....	.....	1,650.00	1,150.00	1,005.00	6.75	291.90	.....	.....	.....	10,946.15
Montreal Joint Board	4,160.00	8.50	161.25	530.00	693.20	.....	.....	68.76	206.75	.....	.....	.....	5,828.46
Philadelphia Joint Board	11,000.00	80.00	1,979.00	3,042.50	855.75	3,000.00	2,000.00	.....	43.80	.....	.....	17.06	22,018.05
Toronto Joint Board	4,400.00	65.00	660.00	1,161.00	.....	.....	.....	3.00	12.71	.....	.....	.....	6,301.71
Boston Joint Board	.....	.....	.....	.....	.....	.....	.....	.....	115.25	.....	2.45	.....	117.70
Toledo Joint Board	.....	.....	.....	.....	.....	100.00	.....	.....	.....	.....	.....	.....	100.00
Local Numbers Missing.	140.00	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	140.00
Totals.	$428,890.90	$6,094.35	$60,499.00	$51,865.00	$13,586.24	$68,829.57	$59,535.00	$3,524.11	$5,880.98	$275.00	$929.21	$1,993.50	$701,882.86