

"My righteousness I hold fast, and will not let it go."

—Job 27.6

JUSTICE

OFFICIAL ORGAN OF THE INTERNATIONAL LADIES' GARMENT UNION

"Workers of the world unite! You have nothing to lose but your chains."

Vol. VI, No. 40.

New York, Friday, October 3, 1.

Price 2 Cents

New York Ladies' Tailors In General Strike

Trade Comes to a Standstill on Thursday, October 2—Fight for Union Control of Work Conditions and Improved Labor Standards

The negotiations conducted by the ladies' tailors of New York with their employers with a view to reaching a peaceful renewal of the agreement in force which expired on September 15, failed of their purpose, as a number of the master tailors rejected the demands of the workers, which included a higher minimum scale of wages. As a result, Local 38, the Ladies' Tailors and Alteration Workers' Union, was compelled to call the workers out of the shops to bring about an improvement of work conditions and to effect a better organization of the trade as a whole.

The strike was called for Thursday, October 2, at 2 o'clock in the afternoon. As we go to press, the major-

ity of the workers in the fashionable Fifth Avenue district, in Harlem, Bronx and Brooklyn and in all other localities where ladies' tailoring establishments are conducted, have already left their places and have reached the meeting halls assigned for them. On Thursday morning, committees of workers visited every shop in the trade throughout the city and distributed red handbills containing the strike call. The friendly greeting which these committees received from the workers as they were entering the shops foretold the hearty response of the ladies' tailors and the success of the walkout.

The Ladies' Tailors' Union of New York has conducted for weeks an ac-

tive campaign among the unorganized ladies' tailors urging them to join the organization and help introduce uniform standards in the industry. The response to this drive has been most encouraging and in a brief space of time a great many new shops entered the fold of the local and strengthened it materially. Those familiar with conditions in the ladies' tailoring trade are fully aware of the fact that work standards in it are badly in need of improvement and there is no doubt that this big concerted movement on the part of all the workers in the trade will win for the New York ladies' tailors better work terms and better treatment in the shops.

arousing a widespread interest for joining the workers' organizations among them. Such attempts have been made in the past by the individual localities comprising the Council, some of them culminating in general strikes. But these organizing movements have not been marked with great success in former years because these localities invariably proved too weak to carry out these campaigns single-handed. Now, banded together in a District Council, and under a centralized and stronger leadership, it is hoped that the general organizing drive in the miscellaneous trades will win for these workers a thorough and complete organization and higher work standards.

The Arlington Hall meeting was presided over by Brother Harry Greenberg, manager of Local 91, and was addressed by President Mor-

Sample Makers To Discuss Dues Raise

The Sample Makers' Union of New York, Local 3, will have an important meeting next Saturday afternoon, October 4, at 12:30, at Bryant Hall, 725 Sixth avenue.

The meeting has been called by the Executive Board of this local to talk over a number of pressing matters, including the decision of the Joint Board to raise the weekly dues of the members from thirty-five to fifty cents.

The local has sent out a special call to all the members to attend the meeting on Saturday next without fail. It is important that as large an attendance as possible turn out at this meeting so as to obtain a full and intelligent discussion of the questions placed on the order of the day.

Organization Drive of District Council Begun at Big Meeting

The Spirit of 1910 Revived—Workers Volunteer for Campaign

The joint executive board meeting of all the locals of the International affiliated with the District Council of the miscellaneous trades of New York, held on Thursday, September 25, in Arlington Hall on East 8th street, was a very successful affair. It was attended by all the executive boards of the locals and by a large number of chairmen and chairladies in these trades. The speeches delivered at the meeting were listened to with rapt attention and the spirit which prevailed at the meeting resembled strongly the enthusiastic at-

mosphere which permeated the meetings of the workers in these trades in the memorable years of 1909 and 1910 when the first drives to organize these garment workers were undertaken.

The purpose of the meeting was to start a drive among the workers in these branches of the ladies' garment industry who are still outside of the fold of the Union. There are thousands of such non-Union men and women in the miscellaneous trades in New York City and the present campaign is launched for the purpose of

ria Sigman, Secretary Baroff and Vice-president Lefkowitz, who came specially for this meeting from Philadelphia where they attended sessions of the meeting of the General Executive Board. The other speakers were ex-Congressman Meyer London, and Arturo Giovannitti. President Sigman and Secretary Baroff assured the workers of the support of the International in the impending organizing drive and expressed the hope that by united effort and under the leadership of the Council the locals will be able to accomplish gratifying results.

According to Vice-president Lefkowitz, the drive will be conducted by means of mass meetings, shop meetings and the distribution of large quantities of literature. He expressed the hope that he will be able to enlist from among the members of the thirteen locals belonging to the Council a sufficiently large corps of volunteer workers to carry on the work.

A considerable number of such volunteers have already expressed their willingness to join in the work at the first meeting and another joint executive board meeting will be held shortly at which a fully worked-out plan will be placed before the active men and women in the miscellaneous trades for approval.

Cloakmakers' Union Appoints Label Custodians In All Shops

Sanitary Label Regulations Made Public

Readers of Justice are already familiar with the fact the sanitary label has been operative in the cloak industry of New York since Monday, September 22.

Before the label was officially inaugurated, President Sigman and Vice-president Feinberg, the manager of the New York Cloak and Dress Joint Board, attended a conference of the Label Department on September 16, where a set of rules was adopted governing the use of the label and fixing strict regulations for its application. In brief these rules are as follows:

1—A Label Custodian shall be appointed for each shop who will keep a daily record of Labels used in them. The Union will supply to the Label Custodian such a record book.

2—Every order for labels will be made out, in triplicate, on an official order blank supplied by the Joint Board of Sanitary Control, Label Division, the original of which goes to the Joint Board of Sanitary Control, Label Division. One copy is retained by the employer, and one is given to the Label Custodian.

3—The Union receives, from the Joint Board of Sanitary Control,

Label Division, a daily report of the number of labels sold to the shops.

4—The Label Custodian reports to the Label Department of the Union every week, giving to that Department his weekly record, and

obtaining from it the information received by the Union from the Joint Board of Sanitary Control.

The Union should have an effective card system by which it checks up whether the Custodian has made (Continued on Page 2)

Cleveland Joint Board Discusses New Agreement

Local Workers Active Also In Progressive Campaign

The trade agreement in the Cleveland cloak industry will expire on December 31. This agreement contains a provision which calls for the beginning of negotiations between the

workers and the employers in the industry three months prior to the expiration of the collective pact, and the Joint Board is already beginning considering the terms and conditions

A Warning To All Cloakmakers

The cloakmakers of New York and vicinity are asked not to work or seek employment in any of the petty shops which have no agreement with the Union and with which the Union refuses to settle.

Any worker found working in such a shop will be excluded from the Union.

By order of the Joint Board of the Cloak and Dress Makers' Union.

LOUISE E. LANGER, Secretary.

on which this agreement is to be renewed.

The Cleveland cloak makers' organization is very much interested in preparing the program of demands which it expects to present to the employers in the industry when negotiations actually begin. Two weeks ago, the Joint Board had a special meeting at which the new requests of the Union were discussed by the delegates and, a week later, the Joint Board held another meeting jointly with all the executive boards of all the affiliated locals which was attended by President Sigman and Vice-president Perlestein.

These meetings discussed the proposed new terms of the contract as well as the needs for new organizing activity in the cloak trade in Cleveland. A committee consisting of representatives of all the locals and of the Joint Board was elected to take charge of the preparations of the Un-

(Continued on page 2)

Label Custodians Appointed In All Cloak Shops

(Continued from page 1)

such a weekly report.

It should insist upon strict obedience to the rule that the Custodian pay his weekly visit to the Label Department of the Union.

5—All complaints concerning alleged irregularities in the use of the Label emanating from the Custodian must be made to the Union first which then notifies the Joint Board of Sanitary Control, Label Division, in writing. The Label Division will then send out its investigator for the purpose of verifying said complaint and taking such action as the investigation warrants.

It was understood that, as the Labels will be delivered on Monday, September 22, it is necessary to appoint the Label Custodians as quickly as possible.

Dr. Henry Muskowitz, the Director of the Label Department of the Joint Board of Sanitary Control, simultaneously forwarded a printed blank to all the cloak manufacturers and jobbers in the cloak and suit industry of New York who maintain contractual relations with the Union, familiarizing them with the rules and regulations governing the use of the sanitary label in their shops. The blank contains twelve rules which read as follows:

Label Rules for Manufacturers and Jobbers

The Joint Board of Sanitary Control in the Cloak and Suit Industry in New York City, as constituted under the agreement between the International Ladies' Garment Workers' Union and the Cloak, Suit and Shirt Manufacturers' Protective Association, the Merchants' Ladies Garment Association, the American Cloak and Suit Manufacturers' Association and independent manufacturers in the industry, is the sole party having the right to issue the Sanitary Label.

The Sanitary Label is issued only to individuals or corporations manufacturing or purchasing women's garments in the city upon the following express conditions:

Conditions

1—That they have signed the abide by an active agreement with the International Ladies' Garment Workers' Union.

2—That the shops and factories in which the garments are manufactured have been approved by and are found in sanitary condition by the Joint Board of Sanitary Control, as above stated, and are conforming to its established standards, of which it is the sole judge of the qualifications for the use of the label.

3—That the individuals or corporations purchasing or using this label agree to deal only in garments that bear this label.

4—That the individuals or corporations have paid the assessment of the Joint Board of Sanitary Control for the purposes of carrying on its work of sanitary and fire prevention supervision.

5—That the individuals or corporations agree to permit the authorized representatives of the Joint Board of Sanitary Control to investigate their premises at any time during business hours.

Rules and Regulations and Methods of Distribution:

1—The Joint Board of Sanitary Control is the sole agency for issuing, selling and distributing the label and labels secured from any other source are not genuine and shall subject the purchaser to legal penalties in addition to those exacted by the Board.

2—Any manufacturer or jobber distributing labels to non-Union contractors, manufacturing or sub-manufacturing shops, does so in violation of these conditions and will be prosecuted to the full extent of the law and will be subject as well to such penalty as the Joint Board of Sanitary Control will impose.

3—The Joint Board of Sanitary Control maintains the right to withdraw the label from any manufacturer, sub-manufacturer, contractor, sub-contractor or jobber for any violation of the rules and regulations governing the use of this label issued by the Joint Board of Sanitary Control, or to impose money fine or other penalty, or both.

4—Labels are to be used exclusively

by the firms to which they are issued.

5—The purchaser of this label agrees to return all unused labels on the demand of the Joint Board of Sanitary Control at the time of such demand, and the Joint Board of Sanitary Control agrees to repay the purchaser the money equivalent of such unused labels.

6—Labels are manufactured and distributed by the Joint Board of Sanitary Control and are sold at a stated rate, and no labels shall be issued except upon presentation of an order blank to be furnished by the Joint Board of Sanitary Control. Such order blank shall contain a record of labels bought by the manufacturer upon the last purchase date; a record of labels used by him since last purchase date; and a record of the total number of labels used by him to date. Every order shall be made out in triplicate, the original to be presented to the Joint Board of Sanitary Control, one copy to be retained by the employer and one to be given to the Label Custodian of the shop.

7—The Joint Board of Sanitary Control shall have on record the signatures of persons authorized to sign the order blanks.

8—No manufacturer shall be furnished in one order with more than a supply of labels covering a two weeks' output of his shop.

9—Every label shall be consecutively numbered and a record of every label sold by the Board shall be kept in the office of the Joint Board of Sanitary Control.

10—Labels must be sewn on the following parts of garments: Coats and Capes, on the inside, three inches below the right arm-pit; Skirts, on the inside of the belt.

11—Whenever a shipment of goods is made the man who ships must attest on a slip that the garments so shipped have the labels sewn on them, and the shipping clerk must also attest on a form for that purpose that the labels are so sewn on every garment shipped.

12—Labels are sold exclusively on C. O. D. basis.

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Baltimore Union Keeps Up Fight Against Seven Shops

Workers In Settled Shops Contribute Ten Per Cent of Wages

After the cloak strike came to an end in Baltimore several weeks ago, we reported in the columns of Justice that a few shops, belonging to the most obstinate of the local cloak firms, still remained in strike and that the Union was determined to wage the battle against them if it took a whole year to fight it out.

These seven shops are still out at the time of this writing. The strike-breakers employed there are daily brought to the shops by the police who treat them as precious charges guarding them against any possible approach by the strikers. But the members of the Baltimore local are not in the least discouraged by the prospects of a long struggle against these obstinate shop-owners. They know that sooner or later, they would have to treat with the Union and that their seals cannot make marketable cloaks for them.

The strikers, aided by workers from the settled shops, are daily picketing the strikebound shops and are as hopeful today, as on the day the strike was first declared, that they will eventually win out. The cloak makers from the other shops have been steadily contributing towards the upkeep of the strikers ten per cent of their wages. The International has also helped the strikers from the General Office and will continue to give them aid until these seven shops are signed up on Union terms and conditions.

"Step by step the longest march
Can be won; can be won.
Single stones will form an arch
One by one; one by one.

"And by union, what we will
Can be all accomplished still,
Drops of water turn a mill,
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Listening In on the Political Radio

With McALLISTER COLEMAN

When the State Republicans nominated Boy Scout Roosevelt for Governor last week they pulled one of best jokes of the present campaign.

Some time ago H. L. Mencken, a keen observer of the American scene, said that it was fortunate that we didn't all have a sense of humor. That we would laugh ourselves to death at the thought of some of the people to whom we had entrusted important affairs of State. The cream of the jest, said Mr. Mencken, was the fact that Theodore Roosevelt, Jr., had been appointed Assistant Secretary of the Navy.

Of course it is amusing for those who do not take politics too seriously to think that a man of young Roosevelt's mental calibre should be appointed to any public office more important than that of dog-catcher.

Here is the typical son of a great man, pompous, inordinately conceited, forever boasting about his an-

The phrase caught on and whenever we met thereafter, any serious argument could be ended by some member's blushing out, "Now pup-paw says."

That the office-boy for Denby the Dumb who ran obediently around Washington at the command of the Ohio gang, cheerfully assisting in handing over the Navy's oil to Sinclair and Doherty should have the brass to enter the political arena against such men as Norman Thomas and Al Smith is enough to make the high gods weak with laughter.

But strange things are happening so rapidly in this campaign that it is difficult to keep track of them all. There's Hell and Maria Dawes, for example, all wrought up about the Constitution of the United States.

He is tearing his shirt around Wisconsin as hallyho-man for Calamity Cal telling the ten men in the State who aren't going to vote for La Fol-

"The Wall Street Twins"



J. N. Barr in "Labor."

country, with a fourteen-year-old mind and a carpet salesman's attitude towards life.

He was a carpet salesman for a year or so after he left "deah old Harvard," but even his father's name wouldn't get him by and they tied a con to him and he came to New York to become a bond salesman, the last hope of the mentally crippled of our "better classes."

It was at this stage of his career that I bumped into him. A number of newspaper men had formed a club, the principal object of which was to afford the members a chance to sit around and blow about themselves and ruse their city-editors and generally enjoy life.

In a weak-minded moment someone had invited young Roosevelt. We had to be polite and make a fuss over him. Hour after hour we sat gazing at him in bored silence while he preened himself all over the room, told us of the grandeur of his family and started all his platitudes with the phrase,

"Now, LUD-DEW SAYS—"

lette that if the progressive ticket is elected we will all go to hell on a toboggan and there won't be no Constitution, nowho.

The Brigadier's argument is that an amendment to the Constitution would stop the Supreme Court's chucking out such laws as those which forbid the employment and exploitation of child labor would undermine the democracy. Apparently he is scared to death to have the people vote on this important question, knowing in his heart that they are sick of having laws passed by their representatives made into mince-meat by a five to four vote of the Supreme Court.

If we were managing the national Progressive campaign we would write a polite note to the Republican managers thanking them for the services being rendered the Progressive cause by the blustering brigadier and offering to pay his expense from now until the end of the campaign provided he made a speech every day.

Did you notice the results of the straw votes taken at the Rivoli and Rialto Theatres in New York where

Cleveland Workers Discuss New Agreement

(Continued from page 1)

ion's program. Vice-president Perlstein will represent the International on this committee.

The Cleveland locals of our International are very active in the La Follette-Wheeler campaign. The Joint Board has endorsed the candidacies of Progressive-Labor ticket by a practically unanimous vote of its delegates. The members of the locals and the officers are very active in the Progressive campaign in their districts. Charles Kreindler, the secretary-treasurer of the Joint Board, is a member of the County Committee of the La Follette campaign and all the cloak makers are pulling strongly for the Independent candidates.

The Cleveland Joint Board has already contributed fifty dollars to-

wards the local campaign and the workers are now making efforts to collect money in all shops and to enlist all active men and women on behalf of the third-party ticket.

Workers' University Opening Celebration

On Friday evening, November 14, the opening exercises of our Workers' University will be held in the auditorium of the Washington Irving High School. This annual celebration is one of the outstanding events on the calendar of our educational activities. Save the evening of November 14. This year's program promises to outdo all others.

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high hats and evening clothes are the accepted uniforms and where you would expect to find the audacious one hundred per cent old-party fans? Well, La Follette is running a good second to Cal in both places and John W. Davis is just rawhere. The same is true of the vote now being taken by the conservative "Literary Digest." Straws sometimes show which way the wind is blowing.

A Progressive speaker talking at a street corner in New York City the other night told the story of the great artist Whistler and the ragged street urchin. Whistler asked the

grimy-faced youngster how old he was.

"I am seven years old," was the response.

"Impossible," exclaimed Whistler, "you couldn't have gotten that dirty in seven years."

The speaker, who was talking about the oil scandals, showed how dirty an old-party administration can get, even in four years.

Some day when the Progressives are in power we hope to hear this over our radio.

This is W A R signing off, Good-night."

JUSTICE

A Labor Weekly

Published every Friday by the International Ladies' Garment Workers' Union Office, 3 West 16th Street, New York, N. Y. Tel: Chelsea 2143

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Subscription price, paid in advance, \$1.00 per year

Vol. VI, No. 40.

Friday, October 3, 1924.

Entered as Second Class matter, April 16, 1920, at the Postoffice at New York, N. Y., under the Act of August 24, 1912. Acceptance for mailing at special rate of postage provided for in Section 1103, Act of October 3, 1917, authorized on January 24, 1919.

Health Clothes Will Pay

Wife of Gov. Smith on the Sanitary Union Label

In reporting the official inauguration of the Sanitary Label in the cloak industry which took place on Monday morning, September 22, in the shop of Jacob Rapoport & Co., in the presence of a number of prominent representatives of the industry and the Union, the press carried in full the speech delivered on that occasion by Mrs. Alfred E. Smith, wife of Governor Smith of New York, the first woman in the country to wear a cloak with the sanitary union label on it. The speech of Mrs. Smith epitomized the enlightened opinion of the general garment-buying public regarding the significance of the introduction of the sanitary label as a health preserver and a stabilizer of industrial conditions. We reproduce it in full:

"Nearly all my life, I have lived in the neighborhood where all the workers in this industry first started, and where many are now living.

"I have seen men and women huddled in small badly-ventilated and dingy shops, stooping over their machines and breathing foul air. Garments made by such workers in such shops breed disease. They shorten the lives of the workers and they transmit disease to the purchasing public.

"Through the efforts of the Union and enlightened employers who, in cooperation with public-spirited citizens, established their own joint board of sanitary control, this industry can show some of the finest shops in the city where work is done under the most modern sanitary conditions.

"The Sanitary Label on a garment will mean to the purchaser that the workers who made it are getting Union wages and working conditions. It means that the garment which this garment was made is well-lighted, well-ventilated and clean.

"I am delighted and honored to be asked to this occasion. By my presence here, I wish to appeal to the women of this State and of the country to encourage the organized workers and employers of this industry, who are earnestly striving to establish industrial decency.

"If the women of the country will insist that every garment they purchase must have a Sanitary Label, they will not only protect themselves against wearing garments made in disease-breeding sweat shops, but they will actively help the parties in this industry to do so. Every woman who purchases only garments which have this label will have the satisfaction in the inspiring thought that she has helped to make the lives of the men and women workers in the industry a little sweeter and a little richer. Besides, this will make her purchasing power also a moral power.

"The label is a definite way by which the public can exercise the community's responsibility for justice and fair dealing in the industry."

Dr. Henry Moskowitz, formerly Chairman of the Municipal Service Commission of New York, is the director of the Label Board of the Joint Board of Sanitary Control in New York which supervises the distribution of the sanitary label in the cloak industry. The sanitary label is to be sewn three inches below the armhole inside of every garment man-

ufactured in shops having an active agreement with the International Ladies' Garment Workers' Union.

Dr. Moskowitz, speaking of the purpose of the label, said, "Through the device of the Sanitary Label the purchasing public can actively share as a third party in industry to enforce industrial decency insured by enlightened employers and the organizer workers. Cooperation of the retailers will be actively sought and of the Women's National Organizations to make 'Health Clothes' pay by creating a demand for this Sanitary Label which will protect the purchasing public against garments made under insanitary conditions.

"A careful system of distribution and control of the label has been devised to prevent its use by unauthorized shops. Each label has a serial number printed on the back. Misuse of the label on the part of anyone will be prosecuted. Rewards are being offered by the Joint Board of Sanitary Control for information concerning garments delivered from manufacturers to jobbers or from jobbers and manufacturers to retailers without a 'Sanitary Label.' The label will be distributed to the manufacturers of the industry under specified terms and conditions drawn up by the Board and will be withdrawn from any concern if these conditions are not observed. Violations of the rules and regulations will subject the manufacturer to legal penalties as well as other penalties imposed by the Board.

"The label on the garment will carry this work from the factory to the consumer and help to make sanitation, safety and fair labor conditions not only enlightened industry but good business."

The Joint Board of Sanitary Control is supported by the Union and the employers' associations and is represented by them and the public on the Board. The public representatives are Dr. William Jay Schieffelin, Chairman; Miss Lillian D. Wald, and Dr. Henry Moskowitz, Secretary; the representatives of the Union for the Cloak and Suit Industry are President Morris Sigman, Joseph Fish, J. Rubin and Isidor Felsberg, and for the employers' associations, F. J. Wile, Jacob Rapoport, Charles Sussman and Robert Greenky. For the Dress and Waist Industry, the Union representatives are Isidore Schoenholz and Isadore Horowitz, and those of the employers' association, Abraham Levy and Hyman Press.

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"The Training of the Soldier"

The current discussion of militarism, preparedness and military training makes timely a reprinting, for their informational value, of portions of an article which appeared under the above caption in the *American Mercury* for June. The writer, Arlington B. Conway, served on the staff of a Canadian brigadier throughout the late war. He discusses the native equipment of a successful soldier and the essential elements of his training:

"A strong sentiment of patriotism is popularly believed to ensure the warrior's steadfastness and eventual triumph in the face of machine-gun fire, poison gas, trench fear, and the stupidity of his superiors, but this is obviously moonshine. The idea of patriotism itself is too recently acquired and still too superficial to have any effect on the action of the normal human being under the fear of immediate death. The incantations and spells of orators, the flash and flare of flags and uniforms and the barbaric rhythm of martial music may work a man up to enthusiasm while his feet are yet on the asphalt, but let him spend five minutes in a trench listening to the blurred wailing of a comrade shot through the belly, and if he thinks of patriotism at all it will be to curse it.

"A man fights well simply because he feels a superiority in himself, and in the collective mass of those like him which he calls his nation, over his enemies—those who would deny that superiority. He is compelled under pain of admitting inferiority, to prove his strength. He knows only one way of making that proof: by killing a large number of his foes, causing the remainder to run away, and then going to their capital, stealing their valuable property and carrying off the sightlier of their women. A man does not fight because he reasons, but because he does not reason. True enough, politicians, men of business, priests and the governing classes generally make and conduct wars for purposes that are more or less clear in their minds, but I am writing here of the man one encounters as a common soldier, and trying to determine how to get him into the frame of mind that will make him an efficient instrument in the hands of his officers.

"It is sometimes assumed that, owing to the increasing complexity of war, the many semi-scientific appliances used and the great decentralization of command, the more individually and education a soldier has the more useful he will be. He must be capable, it is argued, of comprehending the moral justifications his nation has for seeking to impose its will on the enemy nation. His experience has been that this is not actually the case. In the late war, it was my job to run the signal communications of a brigade. Among the men I had under me were five college students, neophytes of the Methodist ministry. They were full of the sense of duty and the righteousness of the cause for which they were fighting. They wrote interminable letters, which I had to censor, filled with the most elevated patriotic and humanitarian sentiments. But when we started to fight and Fritz plastered the approaches with five-nine and eight-inch shells, breaking all the wires, the men I depended upon to go out at all hours of the day and night, plough through the mud, and, under the menace of a sudden and sticky death, mend the cables (often an intricate and disheartening job in itself) were not the five theologians, but my red-headed Irish sergeant and two or three godless fellows who spent a great deal of their time in hospital recuperating from the wounds inflicted by lady snipers. The persons found their true sphere of usefulness in acting as the

army equivalent of hello-girls; their meekness enabled them to support the blasphemous assaults of the staff when communication was not so prompt as in the big cities at home.

"The best soldier, I believe, is a primitive, honest fellow, uncomplicated by elaborate thought-machinery or superfluous ideas. He makes a simple and reliable tool which, though perhaps limited in its application by its simplicity, will not get out of order at critical moments or commence to function erratically. . . . Ferocious, and at the same time willing to be led. A man who 'just doesn't care'—above all, who is not 'tame.' Such natural fighters, alas, do not come as often as once in a hundred men. The next best man is an unsophisticated, lusty fellow, not corrupted by notions of his own, ready to reduce his necessity for the sovereign people or as the proprietor of an immortal soul—a fellow who will not unbalance, by faulty ratiocinations, the automation in manoeuvre that has been drilled into him.

"The way to develop such a man seems to me to be to train him to respond as automatically as possible when he is commanded to perform the few simple manual operations connected with the employment of his arms in battle, to reduce his necessity for thought to a minimum, and to refrain from stuffing him with ideas except the simple idea that he had better kill his enemy quickly and ruthlessly, lest he be killed himself. He must be wrought upon with all the devices which build up subordination and discipline. . . .

"Before real improvements in military training are possible, there must be a scientific survey of the human material available for the manufacture of soldiers, and a great deal of investigation into the functioning of the brain and nerves under battle conditions. It may be possible, to some extent, to inculcate ferocity. The demonstrations of Colonel R. B. Campbell, Director of Bayonet Fighting for the British Army, were very instructive. He would take a platoon of sheepish-looking, poorly developed youths, and by the exercise of his extraordinary persuasion, rapidly strip away the coverings of civilization from them, and turn them into fighting animals, eyes glaring, teeth bared, trembling, hating. He did not yell, or rant. He talked rapidly, evenly, in a low, confidentially, compelling tone. 'That's where the liver is, if he runs away. . . . Two inches of steel, no more. . . . And mind you get the right place. . . . He's a dirty, greasy German walter. . . . You've often seen him scraping the dishes. . . . He's raped your sister. . . . Don't give him a chance. . . . In the throat. . . . right there. . . . two inches. . . . A-a-a-h-h. . . . At the word the boys charged down on the row of stuffed sacks stabbings madly but not blindly. As they lunged together the yell went up. . . . 'A-a-a-h-h' . . . a snarling, bestial sound that struck at the jelly of the spine. . . .

"On the whole, perhaps, it is an advantage for the private soldier to be able to read and write, but for war a little learning is a dangerous thing. The Germans, better educated than their enemies, were very susceptible to propaganda. The German soldiers I saw impressed me as rather moody and sentimental individuals. . . .

"The writer relates how officers 'kidded' the troops to keep them in line and makes this forecast for the next war: 'We'll kid them with the news that they are to die for the Glory of the Flag, for the defense of democracy, for their wives and fre-sides, to keep God's country inviolate, to save humanity from militarism. . . . with the promise of the forgiveness of their sins and the hope of a glorious resurrection.'"

NOSE, THROAT AND EAR TREATMENT

Beginning October first, the

UNION HEALTH CENTER

131 EAST 17th STREET

will have a clinic for the treatment of Nose, Throat and Ear, Monday and Thursday evenings from 5 to 9:30 and Saturdays at 10:30 a. m.

To Members of Participating Local the Fee will be One Dollar. Operations for Tonsils, Adenoids, etc., for members, as well as their families, arranged for at reduced rates.

Unemployment Insurance and Regulation of Employment

By DR. HERMAN FRANK

Unemployment insurance, which is soon to envelop all the needle trades in America, carries a double significance. On the one hand, it is important as a means of ameliorating the situation of the unemployed, of easing for the thousands of fit-to-work human beings whom conditions beyond their own control have converted into idlers. It is a form of collective defense against the ravages and the demoralizing despair which inevitably invades a worker's home in time of industrial depression.

On the other hand, such insurance is important at this time as a step which is likely to bring a greater measure of order in industry and thereby help eradicate, as far as possible, unemployment entirely. This second function of unemployment insurance does not stand out as boldly in relief as its first purpose—immediate relief for idle workers, though it is this feature of it which presents the point of main gravity in the experimental field of unemployment insurance in this country.

We shall briefly dwell in this article on some of the salient points of this problem and throw some light on it in connection with its early stages in the women's wear industry.

It is a generally known fact that statistics and accumulated data are a very essential factor in the insurance business generally. Without facts and without actuary information no insurance institution would be in a position to fix intelligently the rates at which it could sell insurance. In the case of unemployment insurance this knowledge of facts and statistical data is doubly important as the question of employment is inseparably bound up with true statistics in the labor market.

The so-called compulsory unemployment insurance adopted in many countries on the basis of contribu-

tions from workers, employers and the State, promised, in its early stages to serve as an efficient medium for obtaining correct unemployment statistics. This, however, soon proved to be erroneous. A practical application in England, Italy and other places where this system of insurance has been in vogue for a number of years past. In England, figures related to unemployment cover only workers in such trades as are affected by the Unemployment Insurance Act, but even these figures are not entirely applicable for other practical purposes, such as regulation of employment, shifting of labor in seasonal trades, etc. From official unemployment statistics in England one may, for instance, learn the number of persons who received "doles" or unemployment benefits covering a certain period, without any further indication whether the persons affected later succeed in obtaining a job after the "dole" period is over or not.

The results, however, are entirely different as we come to deal with unemployment insurance in separate industries. From the weekly reports sent in by the employers to the insurance office, we are in a position to adduce, without difficulty, the number of work hours, the total wages and the contributions from each shop, each branch of the trade and of the market as a whole. The wage statistics which are thus brought to light are highly informative and the indexing of the actual, weekly volume of employment time, of the work hours put in by the employees is of equal if not greater value.

Seasons of employment differ in various branches of a trade and seldom coincide. Heretofore, however, no industry has been seriously investigated with a view of ascertaining how many of its workers could be ef-

ficiently transferred from any of its branches at a time of seasonal stagnation to another which at that time might find itself in a period of seasonal activity.

Statistics obtained from pay-roll reports might help in showing the degree of active seasons in various manufacturing lines and might point the way to avoiding the sharp drop from busy seasons to slack periods. These sudden transitions usually occur on account of over-supply of workers hired during the peak of the season. In a word, unemployment insurance, if intelligently administered, is likely to yield a basis for definite and normal employment of a given number of workers for a longer work period and for a larger annual total of earnings than ever before.

As a matter of fact, no true employment policy could ever be evolved without such statistical material. It could indicate the ebb and flow of employment in various occupations, and it could register, for instance, the effect of new inventions on conditions of labor and employment. In the world of finance and industry the value of employment indices is very much emphasized as a production barometer or as a guide for discount policies. The circles, however, which attach little importance to the completeness of such employment statistics and, at best, are content to fix conclusions on the basis of payroll totals without regard to hours of employment, without which, of course, no true gauge for employment conditions in any industry can ever be obtained.

Unemployment insurance in the garment trades should be in a position to keep us informed, week by week, of conditions in industry. True, so far these statistics will be confined to one or two occupations only. But inasmuch as this form of

"insurance by industries" will actually be the first to produce the sort of information that will serve as a true guide in industry, its value, though for the time being limited in scope, cannot be exaggerated.

After unemployment insurance has become generally introduced, regulation of employment must become one of the principal issues in the relations between Capital and Labor. Heretofore organized Labor has attempted to adapt itself to the ups and downs of employment by means of unemployment relief offices and benefits. At present, however, it is time that a more reliable method be found to overcome the plaguing of idleness entirely.

The clothing industry, together with the building trades, suffer more than any other occupation from seasonal changes. In recent years, there have appeared signs that the building industry is adopting serious steps to stabilize employment. In the garment trades, however, the situation is more complicated. The retailers show no signs of giving up the practice of replenishing their stocks twice a year, which keeps up the two-season system of changes. In recent years, which in turn affects so harshly the workers in the industry, particularly the workers in the women's wear trades. The frequent style—changes also prevent the manufacturers from making up large stocks and that too affects regularly of employment.

Heretofore the manufacture of women's apparel has been done largely through the contracting system, as the small shop system was deemed best for the purpose of escaping the large overhead expenses connected with the modern big shop. The "reorganization" movement carried on in that industry last summer bid fair to gradually eliminate the small shop and to replace it by the bigger unit, a safer, healthier and more rational for the workers. All told, the newest developments in work conditions in the ladies' garment trades make the problem of employment regulation a real trade issue which deserves the closest attention and a many-sided, thorough analysis.

Helen Keller On La Follette

It is an unusual letter, written by an unusual woman, and tells in forceful language why she is supporting the Progressive ticket, which she predicts will be victorious, because it stands for liberty and righteousness.

In her letter, Miss Keller, among other things, says:

"For years I have followed your public efforts with approval and admiration. I have often wished to write and express my interest in what you were doing, but have refrained for the reasons given above.

"I rejoice that a sufficient number of thinking Americans have come to the conclusion, after many trials and tribulations, that you are the man of the hour—the man most capable of breaking the power of private monopoly, and leading the people to victory.

"Your nomination at Cleveland was in the nature of a gesture toward the adoption of the Declaration of Independence. The revolt of thoughtful Democrats and Republicans against the innumerable blunders and obvious incompetence of their own parties is no sure sign of a new spirit in the nation. I believe we have heard the swan song of the old parties. The muddling of their leaders has brought the world to the brink of chaos. The Progressives insist upon taking matters into their own hands. They see that the government must be revitalized.

"I am for you because you have courage and vision and unyielding determination to find a sensible way out of the evils which threaten this country. I am for you because you have a forward-looking mind. You are alive, and have a grip on life issues.

When I think of you, I do not need to go back to dead statistics for inspiration or dig out of books ideals for which I am willing to make sacrifices. You have principles you are ready to fight for, to risk your life for. Your Golden Age is not behind you, but just ahead of you, and to be reached in the future.

"I am for you because you stand for liberal and progressive government. You know that a constitution, however admirable it may be, can not be final, or an effectual guide to conduct in the ever-shifting circumstances of a rapidly developing nation which is ever touching elbows with the rest of the world.

"I am for you because you believe that the people should rule, and that the voters should have assured and effective freedom of choice of those who make and execute laws. I am for you because you believe that Labor should participate in public affairs. The aim of all government should be to secure to the workers as large a share as possible of the fruits of their toil. For I am not Labor that creates all things!

"I am for you because you have held fast to the three elements of human liberty—free speech, a free press and freedom of assembly. You understand that to sweep away the rights of the people by legislation and force is not progress, is not justice, but is decadence.

For Upholding of Honest Govern-

ment
"I am for you because you have discernment, and perceive that the ills from which America is now suffering are economic rather than political.

You realize that the curtailment and limitation of wealth and special privilege are essential to the upbuilding of an honest government.

"I am for you because you represent the spirit of kindly consideration by every American toward all his fellowmen. You believe in peaceable methods of settling differences—in open discussion and the method of friendship as opposed to intolerance, hatred and violence. You stand for an enlightened world policy, for international cooperation and amity.

"I am glad that you have been called upon to take the helm of State at this critical moment. If the shameful corruption and injustice which prevail are not checked, there will be an end of liberty in the United States. Only the nation which has the strength, courage and will to defend itself from the encroachments of wealth and privilege can keep its liberty. Everyone who casts a vote for you will be helping to hand down to his children's children the liberties which the founders of this nation won, and you are preserving.

"My confidence in your victory arises from a faith in the ultimate right mindedness of the people. You are at the beginning of a mighty struggle. Your enemies are many. They are strongly entrenched. They have the greatest force of modern times—the press—on their side; but they shall not prevail against you. I believe that millions of men and women will stand by you in your fight for liberty and righteousness.

"My heart and my prayers go with you into the battle. May God bless you, and keep you safe and enable you to do the full service of which you are capable for America and for mankind."

A School of International Relations

The first complete graduate school of international relations in the world is to be the Walter Hines Page School, a memorial which the late Ambassador's friends and admirers are seeking to endow with a fund of \$1,000,000. The school will be located at Johns Hopkins University in Baltimore, partly because of the fact that Mr. Page was one of the original fellows of the Baltimore Institution and also because this university has excellent facilities and is situated within easy reach of Washington, the Library of Congress, and Government records.

Whitman Scholarships

In honor of Walt Whitman the poet, the Master Institute of United Arts of New York City has announced an annual scholarship which is to be awarded for the first time this fall. The endowment provides tuition for a course in sculpture and is open to both men and women. The scholarship is competitive.

How Much Do You Value YOUR FEET?

Do you know that the UNION HEALTH CENTER 131 East Third Street has a Specialist on Foot Diseases who attends Clinics on Tuesday and Thursday evenings between 6 and 10:30? Free One Dollar Donations of Paraffin Healing Linens.

JUSTICE

A Labor Weekly

Published every Friday by the International Ladies' Garment Workers' Union
Office, 3 West 16th Street, New York, N. Y. Tel.: Chelsea 2148.

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Subscription price, paid in advance, \$1.00 per year

Vol. VI, No. 40.

Friday, October 3, 1924.

Entered as Second Class matter, April 18, 1920, at the Postoffice at New York, N. Y., under the Act of October 3, 1917.
Acceptance for mailing at special rate of postage provided for in Section 1102, Act of October 3, 1917, authorized on January 7, 1919.

EDITORIALS

THE SANITARY UNION LABEL

One of the main points of the International's reconstruction program presented to the employers last spring undoubtedly was the demand for a sanitary Union label. This demand the manufacturers and the jobbers, after considerable opposition, were compelled to concede, and last week the label was officially inaugurated and introduced in the cloak market.

So far so good. But the official introduction of the label is not tantamount to its actual introduction. That it might really become a fact in the industry two things are necessary:

First, every garment which leaves the hands of a cloak maker must have the sanitary union label sewed on it;

Secondly, no garment made under other but Union conditions should have the label on it.

The first requirement is the direct concern of the workers in the shops. Such workers as will regard this matter with negligence or lightly will betray the best interests of their Union, just as they might by consenting to work under inferior wage scales or any other inferior work-standard. The sanitary Union label must be found on every garment in a Union shop, and if this is not done it is the duty of the workers to report such violations to the Label Department of the Joint Board of Sanitary Control which is in duty bound to prevent such infractions.

The workers must bear in mind that the introduction of the label means the death warrant of scab-work and the extinction of any shop where non-Union garments are still being made. The sanitary Union label will make unnecessary the keeping up of picket committees around these sweat-shops; it will kill off, by a natural process, the demand for such scab-made garments. The label, if properly applied and maintained, will act as the best preserver of Union conditions in the shops. It will save the organization a tremendous amount of fighting, and the threat that it might be taken away from him, will keep many an employer from violating Union rules and work standards.

The label can become a whip against the crafty and tricky manufacturer and it is the duty of the workers to take care that now, after it has been introduced in the cloak market, the sanitary Union label become a real power for their good.

The second point—that the label is kept out from any shop which fails to comply with Union regulations and is not in contractual relations with the Union—will doubtless be fully taken care of by the staff of the Label Department with Dr. Henry Moskowitz at the head. They know no doubt that the misuse of the label will deprive it of all its value and they will therefore keep a vigilant watch that it be properly applied.

Nevertheless, the Label Department will also need the cooperation of all shop chairmen and of all other active workers in the shops. The reader will find elsewhere in this issue a set of rules governing the sanitary Union label and its application in the shops. It would be a good idea for all of our workers to become familiar with these rules as that will go a great way towards helping to defeat every possible scheme to misapply or misuse the label.

Outside of the shop, our workers have another important duty in connection with the label which they must not fail in fulfilling. They must keep on advertising the label far and wide wherever they come and dwell upon its importance to the workers and the consuming public.

Of course, we expect that the Joint Board, the Label Department and the International Office will broadcast widely the application of the label in the cloak industry. Such a publicity campaign will involve a considerable sum of money—until the public at large has become fully familiarized with the label, its use and its significance.

This, however, does not relieve our own workers from their duty to advertise as widely as they can the fact that such a label exists in the cloak industry and to impress upon everybody that when they buy cloaks they should insist upon the sanitary Union label, thus helping to make the label a success from the start and spreading information concerning it among millions of people.

We appeal especially to the women, to those who buy garments, to help carry on a propaganda for the label among their friends and acquaintances and thus aid in insuring the mainstay of the campaign will involve a considerable sum of money—until the public at large has become fully familiarized with the label, its use and its significance.

and the buying public, beware of such snares. Garments without a sanitary label mean garments made under unclean and unhealthy conditions and we need not emphasize, besides that, the importance of helping the workers in the industry in their fight for a better living and better work conditions.

We hope that this appeal will also be taken up by the Labor press in general. The sanitary Union label in the ladies' garment industry is a great factor for good to all who are engaged in this industry as well as to the millions who buy cloaks and suits for their personal use and we hope that the consuming public will do its share in promoting and assuring its success.

ON THE EVE OF THE LADIES' TAILORS' STRIKE

It is quite likely that the ladies' tailors of New York will have left their shops before this issue of our journal reaches the reader.

We, of course, wish them success in their undertaking. But we cannot help remarking, nevertheless, that if the ladies' tailors find it necessary to fight so frequently for better work conditions it is, to a great extent, their own fault. Actually, the ladies' tailors are better situated than many another branch of our industry to maintain high work standards. They are highly, skilled workers and their places, unlike the places of others, cannot be filled with strike-breakers in time of strikes. They should have been the best paid and the best treated workers in our ranks. But the fact remains that they are not. What is the reason?

It is quite simple. The ladies' tailors are, comparatively speaking, poorly organized. Local 38, though quite a substantial local, has by far not the membership it ought to have. Too many ladies' tailors remain outside of the Union. It is true that it is harder to organize ladies' tailors than any other class of our workers—perhaps, because these workers have always considered themselves as "artists." But it should not be difficult for their fellow workers who belong to the Union to prove to them that so far their art has been of use only to their employers and not to themselves, and that the Union is the only organization which is capable of defending them.

We do not wish to say that the ladies' tailors have shown no desire to organize their trade, but we do desire to emphasize that they have not done enough in that direction—for this or that reason. And it is an irrefutable truism in the Labor movement that an organization which takes little care in organizing the workers that remain outside of the Union, is bound to slide downward and lose in power and influence. Hence the necessity of frequent strikes and clashes.

We hope that the present strike of the ladies' tailors will lead not only to an improvement of conditions in the shops under the control of Local 38 but also to the organization of the many shops over which the local has had no influence heretofore.

The reports we get appear to show that the present movement among the ladies' tailors is going in the right way. New shops are joining the Union daily and the awakened spirit among the workers in this skilled industry is swelling the ranks of the ladies' tailors organization as never before in its history.

The coming general strike in the ladies' tailoring trade should therefore result not only in the raising of the standards of the already organized workers but in bringing the entire trade under control of the Union so that not a shop of importance in the industry be left where the influence of the organization over work conditions and standards is not felt.

THE PETTY-SHOP MENACE NOT ENTIRELY OVER

The reorganization strike carried out recently in New York City by the Cloakmakers' Joint Board has been a successful affair. Its prime purpose to make impossible the existence of a large number of petty shops has been achieved. The shops in which the great majority of cloakmakers are employed today are in every respect Union shops where work conditions are fully controlled by the Union.

There remains, true, a number of small shops where deplorably pitiful conditions still prevail, and with these the Union refused to settle as they could not meet the work standards of the organization. Against these the Union energetically continues the fight, and there is no doubt that these few "shops" will soon breathe their last and the aim of the reorganization strike will have been achieved in full.

But the small shop, which for a generation past has plagued the cloakmaking industry, belongs to the past. The insects of which one can never be sure that they are entirely destroyed. It must be kept in mind that, while in any other industry, factories require substantial investments and financing and the petty shop is therefore practically unthinkable, in the cloak trade the situation is altogether different. Add to this the fact that it is in the interest of a great many cloak manufacturers and jobbers to keep this nuisance alive or to aid in its resurrection, and you will easily conceive why the danger of this pest breaking out anew in the industry and wiping out the benefits of the strenuous efforts of the Union to do away with it, is always present.

Of course, now, as the workers are busy in the shops and work is plentiful, there is little danger of its revival. But it lurks down the corner and is waiting for its opportunity when the slack period will arrive. Then, when the Union shops are all closed, the workers might come to the petty non-Union shop seeking to earn a few dollars during the dull period. True, if the workers would all of them realize that by seeking such work

At the Meeting of the G. F. B.

By S. YANOVSKY

The quarterly meeting of the General Executive Board, now in session, like all other quarterly meetings, has a double purpose: to take stock of what has happened during the past three months, and to plan future activity. The first part of this agenda was accomplished at the sessions in Philadelphia; the second half will be handled in New York City, from October 1—lasting probably until the end of the week.

The first part of the Board's meeting was, therefore, taken up largely with the reading and discussion of the reports of the President, the Secretary-Treasurer, and the Vice-presidents. A number of committees also appeared before the Board with requests, some of which will undoubtedly be of interest to our readers.

Let me state at the outset that the composite picture brought out in the course of the first five days of the work of the General Executive Board was not all sunshine and glory. There were a number of shadows thrown on the canvas too, and the reports of the President and of the General Secretary brought out several very grave problems, the solution of which will tax the combined energy of all our active workers. This idea was fully expressed by Morris Hillquit who visited the sessions of the Board and was present during the reading of the report of President Sigman. Hillquit pointed out that the present condition in the cloak industry of New York can be considered as a mere only, that many important demands of the Union have still to be won, even though a good many of them have already been achieved. It matters little whether the fight will have to be waged because the employers might refuse to grant the concessions which the investigating experts are likely to recommend, or that the Union will be compelled to present them upon its own initiative. At any rate, a serious situation is quite likely to arise, one that will require the full united material and spiritual strength of the International to tackle successfully. Certainly, under such conditions, differences of opinion seriously affecting future policy activities, cannot be countenanced.

The report of President Sigman dealt to a great extent with the recently concluded reorganization cloak strike. It covered the pre-strike period, the intervention of Governor Smith, which came, contrary to the notion entertained by many people, without any urging on the part of the International. It dwelt on the fact that the Special Commission had taken the viewpoint of the Union on most of the issues in controversy and that the jobbers and manufacturers could not help accepting the recommendations of the Commission. Then it became necessary to carry out those recommendations in practice and a reorganization strike became imminent. The strike was a success to a great measure. It wiped out hundreds of

petty shops which have heretofore contributed toward creating chaos in the cloak industry. Most of the strike committees have done their job very well. And if the results are not yet as fully satisfactory as they should be, it is due, President Sigman maintained, to the fact that a number of shops have been signed up which should not have been settled at all; that these shops were signed up under far too lenient conditions; that, instead of giving preference to the sub-manufacturers who joined the sub-manufacturers' association and who have therefore placed themselves under the double control of their own body and of the Union, settlements have been made with the so-called independent sub-manufacturers under conditions which might easily prove a material hindrance to the entire enterprise of the Union in the last six months.

This statement by President Sigman brought forth a hectic debate which led one of the members of the Board to declare that the whole idea of the usefulness of employers' associations for the Union is an illusion and he came pretty nearly declaring that it would be much better for the Union to settle with individual employers rather than with combinations of employers. He revived the old arguments against collective agreements with employers which many years ago had been won in the Labor movement and which, by this time, have been relegated to obscurity by practically all the virile elements in the trade union movement. Comrade Hillquit listened only to a part of this debate, but what he had heard was sufficient for him to call the attention of the Board to the seriousness of the situation and to the fact that the General Executive Board cannot afford the luxury of divided opinion on such a paramount issue and least of all individual action without regard to decisions previously adopted.

After the debate, which took up two full sessions, the majority of the members of the Board declared itself fully in accord with President Sigman's attitude.

Of course, had all been well in the industry and all the cloakmakers would have obtained sufficient work after the strike, it would have all amounted to a theoretical storm in a tea-pot. Unfortunately the long expected busy season did not materialize, with the result that many workers have little to do, which contributes to the feeling of discontent and which found an outlet at the meeting of the General Executive Board as well.

The reasons advanced for this shortage of employment in the cloak industry, in all the reports read before the Board, are the following: The making of cloaks has become so simplified that it does not require as much labor as it did years ago. The styles are so plain that there is no work for everybody in the trade. Another reason is that cloaks, thanks to the dictates of fashion, are giving

way to dresses in the women's wear industry. That accounts for the failure of the busy season to arrive and this has in turn affected materially the complete success of the reconstruction work begun by the Union in that industry.

The report of Secretary Baroff dealt largely with the financial condition of the General Office in particular and of our unions in general. According to the figures presented by him, this situation is by far not reassuring. The means at the disposal of the International are not adequate for the work which the International is called upon to do and this lack of resources has hampered our work considerably. Secretary Baroff's report brought up for the consideration of the Board a problem which must be fully met if the International is to continue to fulfill its mission in an adequate way.

And again, we say: Had it not been for the upheaval in our trades, for the "migration of nations" from one industry to another; had everything, in an industrial sense, gone on as usual, the financial problem would not have loomed up so seriously upon the horizon. But with the style revolution a fact in the cloak industry; the reorganization problem pressing for a thoroughgoing solution; the dress industry demanding a better and wider organization; and the problem of organizing the tens of thousands of workers in the miscellaneous trades so urgent before us—our financial difficulties assume a very important and grave character.

All these things taken together bring forth new issues and complications which must be given an answer and cannot be postponed or shelved. Let us point out some of them as they were brought to the attention of the Board through some of the committees which appeared before it.

A committee from the New York waist makers' local presented a grievance that their trade, which some years ago employed thousands of workers, has now dwindled down to a fraction of its former size, and that the workers in the waist shops are actually making dresses. The local is in a poor way and should be therefore united with Local 22, the dress makers' organization. To fortify its argument, the committee presented the following fact: A certain waist employer decided to manufacture mostly dresses in his shop and was willing to retain all his former workers. This would have been quite all right, except that, under the changed circumstances, the Dress Makers' Union stepped into the situation and demanded that a portion of the old workers leave the shop and give way to some of the members of Local 22, the regular dress makers' organization. But the former waist makers employed in this shop would not listen to such an arrangement. How can such a knotty problem be solved, indeed?

INTERNATIONAL CALENDAR

By H. SCHOOLMAN

This Week Twelve Years Ago

Reefers Makers' Union, Local 17, orders down the workers of Flashenberg and Glescheit, after this firm is found violating its promise not to send work to scab shops.

Dave Gittin, a presser, is fined twenty-five dollars for taking up work in his shop a man to whom he had sold a false union-book.

The Board of Grievances of the New York Joint Board issues report, for August and September, 1912. 625 cases were heard of which 626 came from the Union and 49 from the Association. 80 cases were decided in favor of the Union and 14 in favor of the Association. 272 were settled by adjustment. 244 were dismissed and 76 were withdrawn. \$1,230 was collected in back pay for legal holidays and pay during the scale, etc. Four persons were found guilty of violating the rules of the organization and as these violations involved very heavy offenses they were fined one hundred dollars each.

And here is a committee from Local 1 with its old argument concerning the existence of three operators' locals in New York City—Locals 1, 11 and 17. They claim that these three locals are stepping on each other's toes, that they are competing with one another, and that they are indirectly causing a surplusage of operators in the trade and its result—lack of jobs and unemployment. They claim further that the reason for the existence of a reefer makers' local has long disappeared in New York, that all reefer makers are actually cloak makers, and good cloak makers at that, and that the maintenance of a separate organization and office by them is a duplication of effort and expense. The members of Local 11, supposedly a Brownville local, they further maintain, work practically all in New York, and the local exists largely by the virtue of the fact that it charges a smaller initiation fee or by taking in members who for some reason or another find it best for them to transfer to Local 11.

These arguments have produced a strong impression upon the members of the Board and due consideration will no doubt be given to them. It is a big job anyway which will require a great amount of tact and thorough introspection.

In a word, the International is confronting a great many of such complex and difficult questions and it will, of course, have to find for each an answer and a solution. They have come up to the front in a bunch at this moment and that's why they must be dealt with with infinite patience and a spirit of constructive criticism. With this assured, there is no problem too difficult and no situation too complicated that the leadership of our Union cannot successfully grapple with and eventually solve.

In these petty shops they are helping to wipe out the gains the Union has achieved for them through so much sacrifice, they would shun them like pests. But even among the cloakmakers there are some who cannot resist the temptation of earning a few pennies in the scab nest during the slow season—without considering the great harm they are causing thereby to themselves and their Union.

This explains the decision of the Joint Board, at its last meeting, to the effect that no cloakmaker be permitted to leave his shop, when the slack period is beginning to set in, to look for work in the small non-Union shop. The Union will consider such workers as scabs seeking to undermine the foundation of the organization and will expel them from its ranks.

The Joint Board has given the workers this warning so that they may know in time that they must shun the petty scab nest. The campaign against this pestilence has cost the Union too much to allow a few light-minded members to endanger its

results. It will consider such an act as a direct attack upon its life and will treat such transgressors as its enemies.

We hope that for the majority of the workers in the cloak trade this warning is not necessary. We believe that the majority of our members in the cloak industry in New York understand that the garments, if not made up in the petty non-Union shop, must eventually find their way into the Union shops. The warning of the Joint Board is directed to those as will not appreciate who believe that they are excused in the "fooling" the workers' organization if they only could earn a few cents thereby—no matter under what working conditions.

This element has been now warned by the Joint Board that it will consider action of this kind as scabbery pure and simple and that they risk expulsion from the Union if they are caught and convicted of working in a place where no loyal Union man should be found at work.



IN THE REALM OF BOOKS



Autumn Itinerary

New York Walk Book. By Raymond H. Torrey, Frank Place, Jr., Robert L. Dickinson. With Maps and Illustrations. For Sketches by Robert L. Dickinson. Pocket Edition, No. 2, in the "Outing Series." New York: American Geographical Society, 1923.

By SYLVIA KOPALD

There's a twang in the air and a sting in the breeze these days that tones the hiker's blood to restless tingling. The sheer lines of our steel-stone city are soft in the light of a chastened sun and dusk falls with sudden swiftness. Somewhere greens are turning to flaming red and yellow seas of golden-rod wave with the sighing winds. Autumn is here—the most glorious season of all the year—with its bracing and brooding and clarity and last-flung passions. Autumn is here, to shake men free, from the lethargy of torrid summer and to stir their blood and brains. Surely no worker can afford to resist its invitations.

Autumn is the season of folk joys and festivals. Harvesting and "Holler-ee-ee," pop-corn and camp-fires, cross-country hikes and "Indian-sun-dance" trailing. No discovery yields its finer quite such unalloyed delight as the first realization of the joy locked in simple pleasures. For men and women who are compelled to spend their days over factory machines, their nights in closely packed tenement flats and most of their recreation hours in watching lurid movies of "high society," sex and Broadway night life, autumn holds special opportunity. This pocket edition of the "New York Walk Book" can help New York workers reap one of its richest.

The long hike has but recently become a part of popular recreation. The question of escape from the city for many years was an insoluble one for sweat-shop workers. Transportation conveniences, with our cars, subways, railroads, bikes and motors have proved strong competition for mere legs, when men must "make time" or distance. But the hike at last has established itself. Humans begin to discover that they are after all but "primitive" cave men in modern cities; the exodus country-wards has made the knickered tramp a denizen of every highway that leads to woods and water and meadows and mountains. Some compromisers have given us the "nongrel" hike-hike. These are the vacationist hikers. But the excursionists of the tribe who want to use their eyes and legs swing out on cross-country tramp, and end their day or week-end as they spent it throughout—on . . . legs.

This guide book issued by the American Geographical Society, consequently, should be part of every New York hiker's equipment. (And if you are not yet a hiker, read it and let it make you one.) It gives all the information that a hiker needs, answers every question that might arise in the course of his trip, maps out itineraries, gives distances, fare necessary, information on reliable eating and sleeping places, study books on plants and animals, fire laws and other regulations it is not safe to break, etc., etc. A veritable mine of information, it outlines walks and points "sights" and "landmarks" in a manner as interesting and knowingly as that of a true Indian guide.

The authors of the "Walk Book" deliberately restrict themselves to "suggestions for excursions foot within a radius of fifty to one hundred miles of the city . . ." Yet

these suggestions crowd some two hundred and twenty tightly packed pages! It becomes almost hard to believe that the environs of New York contain so many and so varied walks, so much wild country, such a multitude of woods, and fields and lakes and streams, and mountains. And all within cheap fare of the city. Surely very few New Yorkers know their New York.

Only some ten or twelve pages of these crammed hundreds are devoted to sidewalk tramping. And, strange as it may seem, there are many new landmarks suggested for the most addicted New Yorker. Downtown, Manhattan, Uptown Manhattan, Riverside Drive, and its extension, Fort Washington Avenue, how many of us ever have really slunkered through these stone highways of the wonder city, the city of quick moods and lightning changes. No, we are usually too much in a hurry to get somewhere ever to saunter. And thus, as the walk-book can make us realize, we miss many delights.

But, Greater New York has much more than stone highways. Its parks and rivers and islands are constant invitation to the city hiker. You can try Inwood Hill or the lovely Prospect or Forest or Van Cortlandt, Riverdale section, Bronx Park or Croton Aqueduct or Jerome Park Reservoir, Throgs Neck, Pelham, Queens or Fordham, City Island or Hunters or Staten. A wealth of scenery and variety of mood lies in wait here for the hiker. Any of the walks mapped out here can help you find it.

But just a little outside New York he sees even greater riches. Whether it be the quiet sophistication and unexpected wilderness of Westchester country or the majesty of the Palisades and Hudson Highlands or the glories of the Hudson and Ramapo, or the loveliness of Wyanokite Plateau and the Wawayanda, or the reaches of mountain ranges or the flatnesses of Jersey levels, the miles stretching from New York offer an unparalleled autumn harvest.

Merely to roll some of the names on one's tongue becomes a delight. The Nepperhan and the Mianus, the Foxton, HRA, Anthony's Nose, Storm King, Osawano Lake, Kent Cliffs, Scarsdale, Hartsdale, the Kittatinny, the Shawangunk, Minnewaska, Mohawk, Peekamoose and the Housatonic and all the lovely rest. And think of the trails: Timporne, Finger Board-Storm King, Ramapo-Dundberg, Thirty Dear Ridge. We can buy back Manhattan and all its surroundings with the Indians from the "solid, substantial" men who made its tip a gigantic Wall Street. We can escape walk and tubes and rush-hour trains and find again the Great Spirit in the quiet fastnesses of wooded hills and jagged mountains and cool rivers and flower-speckled fields.

It's easy to learn—and once learned—impossible to forget. It's cheap, too, for walking is the cheapest of man's recreations. Let the "New York Walk Book" point your way. And now is the most propitious time to begin.

How They Hanged A Railroad Striker In Arkansas

The story of the futile attempts of a minister of the gospel to apply the teachings of Jesus in a midst of mob rule is movingly told in a book just published by Rev. J. K. Farris, of Wynne, Arkansas. It is a vivid first-hand picture of the bloody week in January, 1923, when so-called "Citizens Committee" crushed the strike of the Missouri and North Arkansas Railroad workers at Harrison, Arkansas, by raiding houses, attacking men and women alike, driving strikers out of town and crowing a day of rioting by lynching E. C. Gregor, a former railroad striker.

The Rev. Mr. Farris was appointed to the Methodist Church at Harrison in December, 1922. The strike, which had begun in February, 1921, when the railroad tried to force the workers to accept lower wages, had been on for almost two years. Trains were being manned by scab crews, a violent open shop campaign was being waged, and the air was tense with hostility between the strikers and the Harrison merchants. As a minister who had for thirty years earnestly tried to live up to the doctrines of his church, Rev. Farris declared his neutrality and did his best to perform his pastoral duties among union and non-union families alike.

The railroad management did all in its power to enlist him against the strikers, as it had already enlisted the other ministers in the town. The confidential secretary of the railroad at town, who was also secretary of Mr. Farris' church, used all her powers to win him over to the open shop cause. Farris, however, insisted that the message of Jesus knew no divisions.

Incidentally, the railroad seemed to have strange prophetic powers. This confidential secretary warned Rev. Mr. Farris that "things were going to reach a climax before long." Another person with oracular powers was a stranger in Harrison whom Mr. Farris calls Brother Mack. The past history of this gentleman is shrouded in mystery. He came into town at the beginning of the strike. He divided his time between "praying beautifully in public" and sitting in at the secret conferences of the railway management. This mysterious stranger warned Mr. Farris that "Harrison will soon be in possession of an armed mob coming from other counties to clean up the town and get rid of the strikers."

A NEW WEEKLY

With the issue of September 27, "The Independent" again becomes a weekly magazine. This journal of free opinion has held a prominent place among its contemporaries for seventy-three years from the date of its founding in 1846.

J. St. Lee Strachey, editor of the London "Spectator," will write a monthly article. The first of these papers, "Diluting the British Labor Party," gives an authoritative summing up of the popularity of the

The mob, as he predicted, came on January 15. Strikers were killed on, beaten and arrested. The head of a former striker who had found another job in another town was riddled with bullets. This man, E. C. Gregor, was locked up with other prisoners in the court house. For some strange reason which no one has ever explained, the sheriff who was detailed to guard Gregor, left him sleeping at the court house while he took all the other prisoners to the town jail. At dawn a mob drew up in two automobiles, dragged Gregor to a railway bridge and hung him.

That same morning the mob broke into the home of a Harrison capitalist who had committed the crime of furnishing bail for a striker, and flogged him in his nightshirt while his wife and child . . . or pity . . . the end of the week, after a ruthless reign of terror directed by Harrison's best citizens, the town was cleared of strikers, and the leader of the mob was able to boast that "the union is now dead in Harrison and the M. & N. is a scab road forever."

A few hours after Gregor was hanged, a coroner's jury found that the victim had met his death at the hands of "parties unknown." Shortly afterward, when every last striker had been hunted out of town, a legislative investigating committee gave the respectable citizens of Harrison a clean bill of health. In return the respectable citizens of Harrison gave the legislative investigating committee a banquet.

In the end Mr. Farris, who tried never to let "hated, passion or prejudice" come into his life and who had so earnestly tried to live the gospel of Jesus without taking sides in the industrial war at Harrison, needed all the faith he had, for his reward was to be ousted from the Methodist Church of Harrison, not for taking the side of the strikers but for refusing to take the side of the railroad. Neutrality had cost him dearly in material terms; he is now a pastor without a church.

On the other hand, Brother Mack who stood high in the councils of the railroad management and knew all about the armed mob in advance and wore his white badge with the other strikebreakers, — this gentleman of mysterious antecedents is now a full-fledged Methodist preacher in charge of a congregation. God works, it has been said, in a mysterious way. So do railroads.

present Government. "Labor has become an ordinary political party," he says. The "Dilution of the Labor party by a moderate, or opportunist, section, is modifying the party." "It is becoming controlled by the Possibilists, men who are interested in the things that are possible rather than in dreams and visions." The leaders have learned through experience of office and cooperation from civil officials the advantages of caution and moderation. The fact that they are a minority party has likewise helped them.

MEDICAL EXAMINATION OF WOMEN

In order to accommodate the many women members of Local 22 who desire medical examination and treatment by women physicians, the

UNION HEALTH CENTER

131 EAST 17TH STREET

has arranged, beginning October 1st, for Clinics by competent women physicians, daily, except Fridays and Sundays, from 11:30 a. m. to 1 p. m. and 5 p. m. to 6:30 p. m.

Get Card from your Local or Pay One Dollar at the Clinic.

LABOR THE WORLD OVER

FOREIGN ITEMS

SWEDEN

Collective Agreements in Sweden

According to a recently published report of the "Official Committee for Social Affairs," the number of collective agreements concluded in the year 1923 was 899, covering either directly or indirectly 4,896 employers and 213,437 workers. The report further shows that at the beginning of the year 1924 1,975 collective agreements were in force, covering 11,437 employers, and 391,197 workers. In 1923 there was a tendency to lengthen the period of validity of agreements. Twelve per cent of the agreements, covering about 45,000 workers, were to be in force for over a year. The wages level underwent little change. In some trades it had sunk a little, in others it was slightly raised.

Six hundred and seventy-one of the agreements concluded in 1923, covering 165,609 persons, or over seventy-seven per cent of all the workers concerned in this year's wage agreement renewals, contain provisions on the granting of an annual summer holiday. Most of the remaining 228 agreements (covering 47,828 workers) which contain no such provision, cater for seasonal workers. For 120,180 workers the length of the holiday is less than a week. In important industries, such as the iron and coal mines, the sawmills, the paper factories, the match industry, and the metal industry, the holiday is four days. One week's holiday is granted to the workers in the Food and Drink Trades, to the workers of certain public enterprises, to commercial employees, and to some seamen. The workers of the North-Swedish iron mines have fourteen days holiday.

CZECHO-SLOVAKIA

Warning of New Wage Demands

At its meeting of August 21, the National Council of the Czecho-Slovakian Federation of Trade Unions discussed the question of the recent rise of prices, and especially of food prices. The National Council protested against this and called upon the Government to take the strongest possible steps against it. Recent events were making it inevitable for the workers to put forward fresh demands for wage increases; if there were no fall in prices, this would certainly have to be done. Proposals to that effect will be laid before the next meeting of the National Council.

FRANCE

National Teachers' Congress

The French National Union of Teachers recently held its ordinary congress at Lyons. Among the questions discussed was that of the teaching of history. Many of the teachers think that the children of elementary schools are not old enough for such detailed teaching of history as they receive; they are only confused and misled by it. The congress therefore advocated that the chief part of history teaching should be relegated to the later, or continuation schools. The Teaching Commission of the Union was further instructed to take the necessary steps to issue the following manuals at the cost of the Union: (1) a short, simple and easily understood history of the human race and human progress, designed only to awaken the interest of elementary school children in history; (2) a fuller history of mankind for adults, which shall be based upon hatred of war, and love of humanity and justice.

The resolution passed called upon all international bodies to do all in their power to influence the teaching of history in this direction. The congress decided to send a copy of the resolution to the League of Nations and the International Labor Office.

A Doctor On the Eight-Hour Day

"La Journée Industrielle," the journal of the French industrialists, contains a leading article, speaking in highly appreciative terms of the work of Jacques Valdour, a French doctor, who has recently published a singularly unprejudiced book on "The Life of the Worker." Valdour is a zealous student of social reform, and he spends his holidays working incognito as a factory hand, and living in the ordinary workers' quarters. He has some interesting things to tell us about drunkenness; he declares that it has much decreased since the war; during the whole of last summer he saw scarcely ten cases of drunkenness in the largest working class districts of Paris, and the number of public houses is not declining. He traces this change to the beneficial influence of the eight-hour day, which has caused no less than 300,000 Parisian workers to move out into the suburbs and buy or build small houses there. All these workers, says Valdour, have given up drinking, and have returned to their families. In conclusion, the "Journée Industrielle" says to its readers, the French industrialists: "Read the book. Perhaps you will not always like it, but you will find something in it which is rare today—a spirit keenly alive, an earnest understanding and unselfish man."

GREAT BRITAIN

A New Factory Bill

Henderson, the British Home Secretary, will shortly submit to Parliament a bill for the amendment of the existing factory act. The bill contains 146 paragraphs. It would abolish night work in bakeries, and thus keep a promise long since made to the organized bakery workers. It would also improve the conditions of factories generally (by increasing the air-space per worker by one-half) and would remedy the terrible conditions of boiler cleaners. For stokers' measures would be provided to diminish the number of accidents. Women's and children's work is to be newly regulated, especially in connection with certain heavy tasks, such as the carrying of heavy burdens. In the cotton and wool industries many new features have been introduced on the basis of discussions between the employers and the workers. Improvements are also to be made in respect of hygienic measures, and better arrangements for recreation, and for the mid-day intervals.

ROUMANIA

Pettifoggery Tactics in Roumania

A favorite way of hampering the progress of workers' organisations in Roumania is the interception or return of postal with the false statement "Acceptance refused." The postal authorities are not so much to blame for this procedure as the Security Police, who in Roumania examine all letters. The I. F. T. U. has written several letters to the Postal Authorities at Timisoara, and has also lodged a complaint of this scandalous state of things with the Home Secretary, but has failed to obtain any reply. This suggests that this extraordinary procedure is not mere carelessness but the result of a deliberate system.

CZECHO-SLOVAKIA

Minister in Favor of the Eight-Hour Day

The Czecho-Slovakian Minister of Social Affairs in a letter appearing in the press, strongly opposes the destruction of the Eight-Hour Day in Germany. He stands by the Washington Convention, which was put in force in Czecho-Slovakia as far back as 1921, and says: "Since the end of the war and since the introduction of the Eight-Hour Day, there has been in our country a decrease in the use of alcohol, an improvement in the standard of housekeeping, a rapid increase in the membership numbers of athletic clubs, workers' educational unions and so forth. As a politician, I deplore the fact that the example of Germany will be used in our country as an argument against the eight-hour-day. As a Socialist, who cares for the reconciliation of the nations, I regret to think that the Czecho-Slovakian workers should have the feeling that their social-political advances are threatened by Germany, by the same Germany which immediately after the war gave an example of social legislation and administration which won her the sympathy of the working classes."

IRELAND

The Trade Union Movement in Ireland

The latest annual congress of the Irish Labor Party and Trade Union Congress took place last month in Cork. We find from the report presented to congress that the number of members of the Irish Trade Union Congress amounted to 268,454 on January 1, 1924. The report contains the following statement regarding the position of the Irish workers and economic prospects:

"Notwithstanding that it has been found necessary, in a somewhat general way, to submit to reductions in wage rates, the unions are to be congratulated on the fact that over the great part of Ireland, if we except agricultural employment and a few severely depressed industries, mainly confined to Belfast, wage rates have not suffered anything like the reductions that our comrades in Great Britain were obliged to concede. Now that there is evidence that the downward tendency in Britain has been arrested, and ago, we may reasonably anticipate that the main argument by which Irish employers justified every attack launched against their workers will disappear."

A number of resolutions of purely internal trade unions importance were adopted, after which a resolution concerning education was passed, demanding that steps should be taken "whereby the humblest child may, provided he naturally possesses the necessary talent, be enabled to climb from the lowest rung of the educational ladder without hindrance by lack of means or otherwise." Another resolution which was carried unanimously concerned housing, and called for the establishment of a National Housing Council comprising representatives of the local authorities and the trade unions in the building industry, this council to take over the whole responsibility of Housing and Town Planning from existing authorities, with the full power to survey the housing requirements of the whole country, requisition or manufacture building materials as required, and build or arrange for the building of houses wherever required.

SWITZERLAND

Swiss Trade Union Congress

The Swiss Trade Union Congress, which is to meet at Lausanne on September 13, has a very full agenda. In addition to the ordinary routine business of congress, a new trade union program, the taking over by the Federation of Old Age, Disablement and Life Insurance, the forty-eight-hour week, and social legislation have to be considered. The report of the general council deals with the years 1920-1924. "Following the end of the war a great decrease in members is to be noted in Switzerland also. The membership number in 1914 stood at 89,000, and by the middle of 1920 it had reached 225,000, which was a remarkable figure for Switzerland."

That is to say, in other words, that the Federation at that time comprised half of the organized workers. When the economic slump set in, then, as in other countries, a considerable falling-off began, so that by the end of 1923 the membership number had decreased by quite one-third. In most unions the decrease in membership appears to have come to a standstill.

The Black-Coat Workers

The International Federation of Commercial, Clerical and Technical Employees held its council meeting in Zürich from August 27 to 29, preceded by meetings of the Technical and Bank Clerks' sections. It was decided, among other things, to hold the next international congress in September, 1925, in Copenhagen. This congress is also to be preceded by special meetings of the Technicians and Bank Clerks. It is proposed to include in the agenda papers on social legislation, the Statutory Eight-hour Day, and industrial organization. An inquiry is to be instituted into the position of commercial travelers in the various countries. The minimum affiliation fee was fixed at twelve Dutch guilders for 1925 but for 1926 it is to be twenty guilders.



EDUCATIONAL COMMENT AND NOTES



Workers Education In Philadelphia

By CLINTON S. GOLDEN
Member of Executive Council Phila-
delphia Labor College

The Philadelphia Labor College had its inception in the organization of a small class composed of members of Lodge No. 159, International Association of Machinists in 1920. A desire on the part of several members of that Lodge to better equip themselves to participate in the debates and discussions as well as in the general activities of their organization, prompted the officers to engage an instructor in Public Speaking and Conduct of Meetings and to organize a group of some twenty members who pledged themselves to spend two hours each week for a period of ten weeks in a class to be conducted in the Union headquarters. So successful was the experiment and so gratifying were the results accomplished that the classes were continued on through a part of the following year.

The machinists, enthusiastic over their educational experiment, carried the story of it to other Unions with the result that in the winter of 1921-22, the Trade Union College of Philadelphia was organized. The name was later changed to the Labor College of Philadelphia. Several interested Unions were brought together largely through the interest manifested in the Central Labor Union. Courses in Public Speaking, Economics, History, Labor and the Law and English were prepared and teachers secured. From the beginning it was felt that the College should receive its inspiration and support chiefly from the unions themselves. Speakers, usually members of the Public Speaking classes would visit the various local unions and tell of the work of the College, urging the affiliation of the local and the payment of the annual tuition fee of \$10.00. This action enabled any member of an affiliated union to enroll in any class at a cost of \$2.50. Members of unaffiliated Unions and non-unions are required to pay a fee of \$5.00 per course. No effort has been made to secure the services of teachers gratuitously. It has been the policy of the College to retain for itself the right to engage only such instructors as were considered suitable.

While several interested persons of undoubted sincerity outside of the Labor movement have manifested an interest in the work of the College and have contributed some excellent advice and suggestions, practically all the financial support has come through affiliation and tuition fees. The administration of its affairs have been taken care of by the Executive Council composed of one representative from each affiliated local union. The College has grown and become an established institution—the announcements of the courses and the personnel of its teaching staff is eagerly looked forward to by an increasing number of active union men and women each year.

While it is claimed by some observers of the workers educational movement that the tendency is toward the study of cultural subjects rather than those of direct interest to the workers as such, this has not been the experience in Philadelphia. Originally the classes in Public Speaking and Conduct of Meetings were most popular. Later, however, classes in "Shop Economics" as they have been called for want of a better name, have become the most popular. "How to Negotiate with Employers" would perhaps be a better

name. These classes are usually composed of a group of workers in a given industry. Sometimes shop chairmen and committees make up the bulk of students while in other cases the class is composed of local union officials and executive board members. Study and investigation of sources of raw materials, machinery, effect of labor saving devices on production and profits, the conversion of raw materials through the use of machinery into things people need, etc., is carried on in the classroom. In this way an intimate insight into production processes is had by the workers and knowledge heretofore possessed solely by the employer is secured by the worker and which in some cases they are using with telling effect in negotiations with their employers. At the conclusion of the term negotiations for a new agreement were opened with their employers. So ably was the case for the workers presented by the shop chairmen and their spokesmen that an eight per cent increase in wages was secured at a time when fifty per cent of their members were unemployed. The Union officers and members are generous enough to give the Labor College training which they had received credit for their ability to out-argue their employers through the possession of superior knowledge of the economics of their industry.

During the past year the College has had a total affiliation of twenty-one organizations as follows:

- 15 American Federation of Labor Unions;
- 3 Independent Textile Workers' Unions;
- The Amalgamated Clothing Workers' Union;
- League for Industrial Democracy;
- Central Labor Union of Philadelphia.

Ten classes were carried on with a total enrollment of 150 students. The College is in turn affiliated with the Workers' Education Bureau of America and the Department of Education of the Pennsylvania State Federation of Labor.

The work of enrolling students, organizing classes, securing meeting rooms and instructors for the 1924-25 term is now under way. This year it will be possible to place an executive secretary in the field whose duty it will be to carry the message of workers' education through the Labor College to local unions not heretofore affiliated and to personally see that the classes are properly organized and conducted. It is confidently expected that as a result of this a greater number of affiliations will be secured which will in turn materially increase the financial income of the College and widen its sphere of influence.

While staid and conservative old Philadelphia gave birth to some of the earliest trade unions organized on the North American continent and to a great deal of the agitation for the public school system, the organization of the workers has always been a difficult and uphill task. The employers themselves in most cases are well organized and at the same time most reactionary. Their hostility to the Labor movement is well known throughout the entire country. Those who have watched the birth and growth of the Labor College and of the Workers' Education movement

Our Educational Activity for 1924-1925

(Continued from Last Week.)

In order to comprehend our present day social, political and industrial problems and aid in intelligently working out their solution, it is of primary importance that workers understand the conditions and processes in the past out of which these problems grow. To meet this need the following courses have been planned:

"Foundations of Modern Civilization," H. A. Overstreet.
"Political and Social Institutions," H. J. Carmas.

"Economic and Social Developments in Europe," Louis Levine.
"Economic Basis of Modern Civilization," Alexander Fichandler.

"The Industrial Development of Modern Society," H. J. Carmas.
"Social and Political History of the United States," H. J. Carmas and Arthur Calhoun.

The economic and Labor problems of the present are not to be neglected, however. Following are some of the courses dealing with them:

"Current Trade Union Problems," David J. Sapos.

"Labor Situation in Basic Industries," Margaret Gadsby.

"The Cooperative Movement," J. P. Warshaw.

"Waste in Industry," Stuart Chase.

"The Problems of the I. L. G. W. U.," Morris Sigman.

"Labor and Publicity," Evans Clark.

"Compensation," Thomas J. Curtis.

In the activities of the Extension Department, the Educational Department is doing a unique piece of educational work. Realizes that many of our members are busily engaged in carrying on the affairs of the union and unable therefore to come to the Unity Centers or to the Workers' University, the Educational Department is planning to carry on some of its work right at the center of activities—the office of the local unions.

It is an established fact that it is a great responsibility to hold office in a union whether paid or non-paid. The officer reflects the intelligence of the Trade Union which he represents. Therefore, he must be trained for his position. Generally he qualifies himself for the office through activities in his Trade Union, coupled with an education which helps him to understand better the Social and Labor movement and which broadens his outlook and views on society as a whole.

With this in view, we planned the following educational program:

I. (a) Members of the executive boards of our numerous locals are urged to devote one evening a week to their education. For this purpose class rooms will be equipped in some of their offices and in the I. L. G. W.

U. Building, where they will meet from half past six to nine o'clock in the evening.

(b) The two and a half hours will be divided into two periods.

1. One hour and a quarter for the study of the English language.

2. The second hour and a quarter for a discussion of the American Labor movement with special reference to the problems of our own I. L. G. W. U.

(c) The twenty-four week season will be divided into three parts: The following subjects will be studied:

1. English, oral and written.

2. Problems, Aims and Policies of the American Labor Movement, with Special Reference to the I. L. G. W. U.—David J. Sapos, Max Levin and Morris Sigman.

3. Psychology and the Labor Movement—Alexander Fichandler.

4. Social and Political History of the United States—H. J. Carmas.

5. The Economic and Labor Problem of the Working Women—Theresa Wolfson.

6. Economics and Labor Movement—Instructor to be announced.

7. Unemployment Insurance—Margaret Gadsby.

8. Sanitary Label—Instructor to be announced.

9. Mechanics of Study—Alexander Fichandler. An attempt will be made to aid students in acquiring the habits of mental concentration and understanding of the mechanics of study, such as, the use of books, the taking of notes, the gathering of reference material, the making of outlines, etc.

10. Similar instruction will be arranged for promising young men and women, members of our organization. These persons will be selected with the assistance of the executive boards, the officers of our local unions and our Educational Department.

11. Courses of a more advanced character will be organized for the business agents and officers of our local unions, to be given at a time most convenient to them.

12. Instructors will be assisted by officers of the union.

In this summary we have attempted to give you some idea of the courses announced in the 1924-1925 curriculum, but a summary is at best inadequate. Get a copy of the curriculum and read the entire pamphlet. You will feel amply repaid by the help you will gain in selecting your courses. If you desire any further help, the Educational Department will be happy to assist you.

You would facilitate the Educational Department in organizing the classes if you would register for the courses now.

feel that it holds a hope and a promise for the future and that it may be the force that will train young men and women for intelligent leadership and administration of the affairs of the movement; that this may in turn become one of the biggest factors in building up a trade union movement that will measure up as an agency for progress and protection of the workers to the important position that the Quaker City holds as one of the world's largest industrial centers.

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