

"My righteous-
ness I hold fast,
and will not let
it go,"

—Job 27.6

JUSTICE

OFFICIAL ORGAN OF THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION

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

Vol. VII, No. 18.

NEW YORK, N. Y., FRIDAY, MAY 1, 1925.

Price 2 Cents.

A MAY DAY MESSAGE

By PRESIDENT MORRIS SIGMAN

Fellow Workers, Members of the International Ladies' Garment Workers' Union:

The First of May is again dawning upon us, heralding forth and wide its appeal for unity and true fraternity among the world's toilers.

The First of May is here again to remind us that those who are seeking to spread the venom of disharmony and friction within our unions, no matter under what name they parade or what phrases they use, are the deadly enemies of the working class. Consciously, or unconsciously, they are the agents of the capitalist class which derives its whole strength from the blighting disunity in the ranks of the workers.

May Day is here again to remind us that each and every one of us, to the extent of what we ourselves have failed to maintain unity in our organization or to check the enemies of the working class from keeping it divided and helpless, is guilty of treason to our great Cause and to our ideals of ultimate liberation of the world's laborers from the tentacles of wage slavery.

Let us regard this May Day, the workers' own great holiday, not as a day for festive merry-making only. Let us on this day endeavor to give ourselves an account of what we have done, or failed to do, to make the fighting lines of the workers' army stronger, more united and invincible.

And if any of us, sisters and brothers of this great International Union of ours, has failed to do his or her duty, may we today, when the ideal of workers' solidarity is glorified the world over, resolve to bend all our energies in the coming year to rectify our blunders and make amends for our failures and transgressions.

Pres. Sigman Visits Chicago

Will Aid in Coordinating Functions of New Agreement—To Take Part in May Day Festival of Chicago Cloak and Dress Workers

Last Tuesday afternoon, April 28, President Morris Sigman left New York for Chicago to take a hand in coordinating the functions of the new agreement in the local cloak industry. Among the features of the new pact that require expert handling, the outstanding ones are the introduction of a sanitary union label, the formation of a joint sanitary board, etc.

President Sigman will also obtain a first hand appraisal of the organizing activity conducted in the past few months in Chicago in the dress trade under the supervision of Sister Molly Friedman. Sister Friedman recently visited New York and brought the glad tidings that the dressmakers' local in Chicago, No. 190, is fast gaining in membership and influence and that it is gaining steadily new blood and strength.

Chicago Workers' May Day Festival While in Chicago, President Sigman will take in the big May Day celebration arranged by the Chicago Joint Board for Friday evening, May 1st, in "Dreamland," one of the biggest assembly rooms of the Windy City, where an elaborate concert program will be played, in addition to a number of speeches.

A special feature of the evening will be a pageant, specially prepared for the occasion by the members of Local 190. A large group of girls, garbed in fitting costumes and impersonating striking episodes from the history of the world wide struggle of the workers for their emancipation, will be one of the finest attractions at the gathering. In addition to President Sigman, who will de-

liver the principal talk of the evening, several local leaders of the Labor movement will speak on the significance of May Day and its role in the struggle of the proletarian masses.

Where Members of the I. L. G. W. U. Will Celebrate May Day in New York

Entire Organization to Celebrate Workers' Holiday at Numerous Meetings and Music Festivals.

Though May Day is not among the legal holidays in our industry, few members of the I. L. G. W. U. locals in Greater New York will remain in their shops on that day. The First of May will be celebrated this year by the members of the International

on a scale never exceeded before in May Day celebrations in America. Some of the greatest and most imposing auditoria in New York have been hired by our locals for that purpose where they will gather in tens of thousands to listen to speeches

Two Notable Jubilee Labor Conventions Meet on May 1st

Workmen's Circle and Capmakers' International Celebrate Twenty-Five Years of Service in Workers' Movement

The twenty-fifth anniversary of the Workmen's Circle, the great mutual aid organization of the Jewish workers, will be celebrated by the eighty-sold thousand members of this working-class order at the opening session of its biennial convention, which assembles in New York City on May Day. In the afternoon, in Madison Square Garden.

A great symphony orchestra under the leadership of Nathan Franko will greet the hundreds of delegates and

the thousands of visitors who will assemble at the Garden to witness this memorable occasion. The United Workmen's Circle Chorus of several hundred voices will sing special songs composed for the occasion. Two thousand children of the Workmen's Circle Sunday Schools will parade down to the hall for the opening of the meeting. Thousands of members of the Circle from distant cities from every part of the country

(Continued on Page 2)

Sigman Notifies Philadelphia Joint Boards to Amalgamate

Instructions Forwarded to Cloak and Dress Organizations—Details of Merger Being Worked Out.

The merger of the two existing joint boards in the ladies' garment industry of Philadelphia, dressmakers and cloakmakers, into one board, decided upon by the General Executive Board of the I. L. G. W. U. some time ago, is now nearing practical realization. The amalgamation of the joint boards in both trades was deemed advisable by the G. E. B. in the interest of economy and efficient management of both bodies and is in accordance with the general policy of the International Union.

To expedite this amalgamation, President Morris Sigman, last week,

forwarded a communication to the Philadelphia Cloak Joint Board, which reads as follows:

April 22, 1925.

The Joint Board Cloakmakers Union,

233 North 9th Street,
Philadelphia, Pa.

Dear Sirs and Brothers:

The decision reached some time ago by the General Executive Board to have one joint board of the cloak and dressmakers in Philadelphia, was not carried through because of circumstances.

(Continued on Page 2)

Sanitary Joint Board Formed In Toronto Cloak Industry

Three-Party Board, Composed of Union, Employers, and Public Officially Launched — President Sigman Sends Message.

On Saturday last, April 25, the initial meeting to formally organize a sanitary joint board in the cloak and suit industry of Toronto, took place at a luncheon at the King Edward Hotel, with the participation of a representative gathering of city officials, representative of the Union, the public and of the Toronto Cloak Manufacturers' Association. Dr. Henry Moskowitz, secretary of the New York Joint Board of Sanitary Control, was the speaker of the afternoon.

The agreement recently concluded between the organized cloakmakers and manufacturers in Toronto recognizes the public as a party having an interest in the industry. Dr. J. W.

MacMillan, chairman of the Minimum Wage Board of Ontario, was present at the luncheon meeting to accept formally the chairmanship of the arbitration committee of the local cloak industry, while Mrs. J. W. Bundy, Mrs. H. P. Plimpton, Mrs. Anna Selick, Dr. C. P. Fenwick, and Prof. J. A. Dale of the University of Toronto were officially constituted the third party in the sanitary joint board, which will establish a code of conditions to make certain that the garments in the Toronto cloak shops are made under conditions free from danger of infection.

Dr. Moskowitz in a lengthy address spoke about the work of the

(Continued on Page 2)

and to festive music and song, symbolizing the ideal and spirit of the international solidarity of the working class, the underlying thought of May Day.

The Cloak and Suit Operators' Union of Greater New York, Local No. 2, and the Cloak Finishers' and Tailors' Union, Local No. 9, will jointly celebrate the day at an afternoon mass meeting and concert Friday, May 1, at the Metropolitan Opera House, 40th Street and Broadway. In addition to the speeches, the musical program of the afternoon will be filled by Nathan Franko's Symphony Orchestra.

Local 22, the Dressmakers' Union of New York, will assemble on the same afternoon, at 2 P. M., at Carnegie Music Hall, New York's most famous temple of music. Speeches and an elaborate musical program are on the order of the day's festivities, and among the artists there will be such well-known performers as the violinist Michel Piastro and Estelle Schneider, soprano.

The Miscellaneous District Council, (Continued on Page 2)

Sigman Notifies Philadelphia Joint Boards to Amalgamate

(Continued from Page 1)

tain differences that had to be adjusted between the parties involved.

In this connection, I visited the Executive Board of Local 56 and discussed with them the necessity and advisability of merging the two joint boards at the earliest possible moment. After listening to their suggestions regarding this matter, I visited your Joint Board to hear your views as well, and the following is the decision I have reached:

That the affiliation of the dressmakers with the cloakmakers' joint board should be effected on this basis: That the offices of the combined unions be located in the building at present occupied by your Joint Board, and that the offices occupied by the dress and waistmakers be given up. The staff of the combined Joint Board shall consist of Vice-President Reisberg as manager—who will continue for six months as the direct representative of the International Office —, the present business agents of your Joint Board, Brothers Domskey and Rubin, to continue in that capacity for the ensuing term and, in addition, there shall be one person—a dressmaker by trade—to act as complaint clerk. These four persons will make up the permanent staff of the Joint Board.

I am accordingly sending instructions to Vice-Presidents Reisberg and Amdur to effect immediately this amalgamation of the two joint boards in Philadelphia.

Trusting that you will cooperate with them in the best of

spirit and help bring about this much-desired merger, I am, Fraternally yours,

MORRIS SIGMAN,

President.

At the time of writing, the Philadelphia organizations are conferring on the details of this amalgamation, along the lines recommended by President Sigman. We expect to be able to report shortly that the contemplated merger has become an accomplished fact in the ladies' garment trades of Philadelphia.

Two Jubilee Conventions on May First

(Continued from Page 1)

are expected to reach New York with their families to attend the jubilee convention.

On the same day, another important gathering, celebrating the twenty-fifth anniversary of the existence of one of the best known national organizations in the needle trades, the Cap Makers and Millinery Workers' International Union, will meet at the Headgear Workers' Institute, 216 East Fifth street.

This notable jubilee gathering will be opened by President Max Zaritsky

Sanitary Joint Board Formed in Toronto

(Continued from Page 1)

sanitary joint board in New York City and the achievements it had gained in the field of shop sanitation in the ladies' garment industry during the fourteen years of its existence. He laid stress upon the introduction of the sanitary union label in New York designed to free the cloak shops from the menace of disease, and to insure decent and uniform work conditions and properly protect the shops from fire hazards. He dealt with the fact that the work of the New York Joint board included, in addition to inspection, noon hour education and scientific studies, be-

cause efforts of the board would be worthless without the enlightened opinion of the workers.

Sol Polakoff, International Organizer in Toronto, to whose efforts the success of the meeting is largely due, spoke next dealing with the problems before the new board. He stated that the members of the local Union would have to undergo careful health examinations so as to insure their physical well being, while, on the other hand, the board would exact conditions from manufacturers which would aim to prevent disease. Mr. D. Sutin, representing the manufacturers, agreed with Bro. Polakoff that conditions in the Toronto shops were not above criticism and that there is a duty resting upon their owners to raise the standards of the industry.

Other speakers were Rabbi Brickner of Toronto, James Simpson, Vice-President of the Canadian Trades Congress, and Mayor Foster of Toronto, Premier MacKenzie King of Canada sent a message of greetings. President Morris Sigman, who was unable to attend owing to pressure of business in New York, sent the following telegram:

Joint Board of Sanitary Control, Yellow Room, King Edward Hotel, Toronto, Canada.

I deeply regret that pressure of duty makes it impossible for me to be with you at the inaugural conference of the Joint Board of Sanitary Control in the ladies' garment industry in Toronto. It is a pleasure to know that the public-spirited citizens of Toronto have so generously offered their services in this worthy cause of maintaining for the workers high standards of health and sanitation in the shops and affording protection as well to the consumers of our products. We wish you all possible success in your work.

MORRIS SIGMAN.

Union, will celebrate May Day together with the District Council on Friday, May 1, at the Central Opera House. In addition to this general festivity, the Ladies' Tailors will celebrate the second anniversary of their functioning as a separate local of the I. L. G. W. U. at a banquet, concert and dance on Thursday evening, April 30, May Day Eve, at Carlton Hall, 1111½ Street, near Fifth Avenue.

Where Members of the I. L. G. W. U. Will Celebrate May Day in New York

(Continued from Page 1)

with the participation of six locals affiliated with it, will celebrate the day at the Central Opera House, on 47th Street, near Third Avenue. The

speaker of the day there will be Vice-President Israel Feinberg, general manager of the Joint Board, and Vice-President Lefkowitz will preside. Among the artists taking part in the musical program of the event are the New York Trio, Marcel Salsinger, Vienna baritone, and the well-known dancer, Mlle. Dorsha.

The White Goods Workers' Union of New York, Local 62, will have a meeting and a concert on Friday afternoon, May 1, at the Madison Hall, St. Marks' Place. The concert will be followed by an elaborate banquet tendered by the local to all the shop chairladies in the trade in recognition of their excellent services rendered during the last strike.

Local 33, the Ladies' Tailors'

Unemployment Insurance Soon To Become Effective

Workers in Cloak Industry of New York Listed by Shop Chairmen for Benefit Purposes.

In compliance with the provision in the agreement between the Cloak and Dress Joint Board of New York and the employers' groups, the Unemployment Insurance Fund in the cloak industry of New York will soon become operative. With the summer season coming to an end, the workers in the industry who are entitled to this benefit will soon be able to draw from the fund allowances of weekly pay to reimburse them for the idleness which they were compelled to endure during the legitimate season weeks.

The Unemployment Fund was organized in August, 1924, and is under the supervision of a Board of Trustees on which all the factors in the industry are represented. The chairman of the Fund's trustees is Mr. Arthur B. Wolf, one of the members of Governor Smith's Special Commission. The trustees have withheld from distributing any of the Fund's money until now, having deemed it advisable to allow the Fund to accumulate a larger amount of money so as to be in a position to satisfy the needs of all such applicants as are entitled to this benefit.

Elsewhere in this issue, the reader will find a statement by Mr. Charles Jacobson, the manager of the Label and Insurance Department of the New York Joint Board, containing all details governing the distribution of unemployment benefit and the rules by which shop chairmen and the workers should be guided in ap-

plying for it. We recommend the reading of it to all our members, as it contains a very clear and timely restatement of the rules which an applicant must follow in order to obtain the insurance benefit.

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By JOSEPH FISH, Sec'y-Treas.

A meeting of the Joint Board was held on Friday, April 24, 1935, at 57 Lexington Avenue.

Chairman—Brother Weisman. The minutes of the last meeting of the Joint Board and the report of the Board of Directors are adopted as read.

Communications:

1. Local No. 3 informs the Board that they have approved the minutes of the Joint Board of April 17 with the following exceptions:

1. The decision of the Joint Board to participate in the Debs dinner.

2. The donation of \$10.00 to the Cloakmakers Branch, Socialist Party.

3. The action of the Joint Board in refusing to act on the case of Brother Steiglitz.

The same Local informs the Board that Brother A. Colow has been duly elected to represent their body at the Joint Board.

• The Board is seated.

Local No. 3 advises the Board that they have approved the minutes of the Joint Board of March 26th, 27th, April 13th and 17th, and the report of the Board of Directors of March 18th.

Local No. 9 notifies the Board that they have rejected the decision of the Board to prohibit the calling of a conference on the question of dues.

The same Local also disapproves the action of the committee which was appointed to investigate the objection filed against Brother Steiglitz. The Local contends that there is no justification in rejecting a Brother from the Joint Board after he had been qualified as an Executive Board member by the Examination Committee, under the direct supervision of the General Executive Board.

Local No. 9 also disapproves the aid given to the Cloakmakers Branch, Socialist Party.

Local No. 22 informs the Board that they have approved the minutes of the Joint Board of April 3 and the report of the Board of Directors

of April 1 with the exception of the decision not to permit Locals No. 2, 3 and 22 to hold a conference on the question of dues.

The same Local has rejected the following from the minutes of the Joint Board of April 17th:

1. The decision to reject Brother Steiglitz as a member of the Joint Board.

2. The decision of the Finance Committee to aid the Cloakmakers Branch, Socialist Party, with \$10.00.

3. The decision of the Finance Committee to purchase one ticket for a delegate of each Local for the Debs dinner.

Local No. 48 notifies the Board that they have approved the minutes of the Joint Board of April 3d, 13th and 17th.

Finance Committee Report:

The Finance Committee recommends that the First of May number of the Freie Arbeiter Stimme be given an ad for \$25.

Also that the Williamsburg Socialist Bazaar be granted a \$15 ad for their Souvenir Journal.

The recommendations of the Finance Committee are approved.

General Manager's Report:

Brother Feinberg reports that the request of the committee from Brownsville that a business agent be appointed to take charge of the dress shops in that District and which was referred to him by the Board of Directors was attended to. Brother Kravets was appointed by him for that work. In view of the vacancy this will cause in the main office, Brother Feinberg decided that Brother Shapiro be appointed to replace him.

He further reports that Brother Wander, Manager of the Jobbers' Department, is leaving for Europe for a period of four or five weeks to visit his mother and that Brother Sorkin will act as manager in his absence.

Brother Feinberg's report is approved.

News From Local 91

By HARRY GREENBERG, Manager.

It is quite a while since we have talked in "Justice" with our members regarding the activities of our organization. The reason for this delay is the fact that we have been very busy in preparing the campaign for the general strike in our industry that was conducted under the supervision of the District Council. The members of our Union are quite familiar with the work, as hundreds and hundreds of them have voluntarily participated in these activities and have unselfishly and devotedly given their time and energy to the campaign.

The strike was called on February 17, 1935. After two weeks of striking, all the workers in our Union shops have returned to work, receiving an increase from \$2.00 to \$4.00 per week; piece workers receiving a 10% increase.

We must, at this time, admit that the response to the general strike call was not as successful as we anticipated it to be. There are numerous reasons for it, but the main reason for this is that the employers, operating non-union shops, have immediately, upon the call of the strike, given their workers substantial increases in wages and promised many other improvements in their conditions.

Of course, it is about time for the workers in the non-union shops to have learned that the promises of improvements of conditions in non-union shops last only during the period of the strike; and that upon the conclusion of the strike they must return to the same conditions that prevailed prior to the strike. Due to this the members of our Union will be called upon in the very near future to help solve many important problems that our Union is confronted with. Ways and means will have to be found how to proceed with an organization campaign, not only for a certain period of time, but during the entire year.

The assessment that has been levied by the International Union must be paid, and the members of our Union will surely meet the obligation

as loyal members of the International.

In addition to these two important problems a third question, which is of vital and immediate importance, must be solved without delay. The agreement in the hatbox industry expires August 1, 1935. This branch of our industry consists of quite an active element. Most of the workers in the hatbox trade are Italian men. The system of work in this industry is both weak and piece work. And while these workers have been only organized in 1923, they have already learned the importance of week work. The slogan amongst these workers today is that only week work must prevail in the industry.

On this occasion, I want to call upon the members of our organization to come to our May 1st celebration, which will take place at the Central Opera House, where a mass-meeting and concert will be given. As a true symbol of workers' solidarity, our Union has decided that May 1, 1935, is to be celebrated differently than in former years, and instead of remaining isolated, all alone, our Executive Board initiated the idea to celebrate this First of May jointly with the other locals affiliated with the District Council.

In the next report I will bring before our members some of the most important occurrences in our local with which our members must acquaint themselves, so that when these questions come up before the members at the meetings, they will be in a position to act intelligently.

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JUSTICE

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The Label and Insurance Department of the Joint Board

By CHARLES JACOBSON, Manager

As the time when our Unemployment Insurance Fund will begin to function is rapidly approaching, the members of the locals affiliated with our Joint Board are becoming eager to learn all about the details concerning the payment of Unemployment Insurance. During the past week hundreds of our members have visited the Joint Board offices for the purpose of obtaining this information. Therefore, in order that ALL our members are well posted upon the facts concerning this matter, we here-with submit a detailed explanation.

According to the Rules adopted by the Trustees of the Fund the distribution of the Unemployment Insurance Fund will be made on the following basis:

1. Each calendar year will be divided into two seasonal periods consisting of six months (24 weeks) each, namely: the Spring season and the Winter season. The Spring season begins February First and the Winter season—August First of each year.

2. Each season is divided into two periods, namely: the busy period consisting of 17 weeks in each season and the slack period consisting of 9 weeks in each season.

3. Each worker who will be unemployed for MORE than 9 weeks in any of the two seasonal periods will be entitled to receive Unemployment Insurance (it being understood, that no insurance will be paid to workers who were unemployed NOT MORE than 9 weeks in any of these periods, which are considered as the normal full periods of the year). This does not mean 9 weeks of CONTINUOUS unemployment as EVERY HOUR of unemployment sustained by a worker during the course of each six months period will be taken into account and will be credited to him as such.

4. For the purpose of enlightenment as to how the Insurance Fund will be distributed the following schedule is submitted:

Any worker who was employed between February first and June first not more than 9 full weeks will receive his first payment of insurance the 1st week in June; 9 full weeks will receive his first payment of insurance the 2nd week in June; 10 full weeks will receive his first payment of insurance the 3rd week in June; 11 full weeks will receive his first payment of insurance the 4th week in June; 12 full weeks will receive his first payment of insurance the 1st week in July; 13 full weeks will receive his first payment of insurance the 2nd week in July; 14 full weeks will receive his first payment of insurance the 3rd week in July; 15 full weeks will receive his first payment of insurance the 4th week in July; 16 full weeks will receive his first payment of insurance the 1st week in August.

Those who were employed full 17 weeks or more will NOT be entitled to insurance.

After receiving the first payment of insurance the workers who were employed not more than 9, 10, 11 and 12 full weeks will be entitled to receive additional 5 weeks insurance if they will remain unemployed all that time, those who were employed 13 full weeks will be entitled to 4 weeks additional insurance; those who were employed 14 full weeks will be entitled to 3 weeks additional insurance; those who were employed 15 full weeks will be entitled to 2 weeks additional insurance; those who were

employed 15 full weeks will be entitled to 1-week additional insurance.

Workers who will not draw their full six weeks of insurance during the first seasonal period will be entitled to draw more than six weeks during the second period within the same calendar year should they happen to be unemployed for that length of time.

Only members who belong to the Union not less than one year and have worked in the New York market at least one year will be entitled to Unemployment insurance.

All Clockmakers Must Register

In order to determine which members are entitled to receive insurance the Unemployment Insurance Fund keeps a record of the earnings of each worker employed in the shops controlled by our Joint Board. The data concerning each worker's time of employment and unemployment is being compiled from the weekly pay-roll reports which the Insurance Fund is receiving from each firm. But in order to complete these records the Insurance Fund must have the local and ledger numbers and the addresses of each member of our Union. For this purpose the Director of the Unemployment Insurance Fund sent out lists to each Shop Chairman in the Clock and Salt Industry containing the names of all workers employed in their respective shops, requesting them to fill in the local and ledger numbers and the addresses of these workers, also to fill in the names of such workers as may have been omitted on the original pay-roll reports, and to turn in these lists to the office of the Unemployment Insurance Fund. Most of the Shop Chairmen have already turned in these lists, but quite a number of them have not done so as yet. It is, therefore, imperative that all Shop Chairmen who failed to turn in their lists should do so at once. Those Chairmen who did not receive such lists are requested to call at the office of our Joint Board and secure such lists from the manager of the Insurance Office.

Workers who are unemployed at present and who do not belong to any particular shop will have to register individually at the registration office which will shortly be established by the Unemployment Insurance Fund.

The Phenomenal Mr. Johnson

By BEN HECHT

Mr. Johnson and I are, in a way, rather intimate friends. In fact I know Mr. Johnson's face better than any face in Chicago. I can detect it a block away. Mr. Johnson is one of the bailiffs for the Municipal courts—the one they send out to notify defendants that suits have been filed against them, and that their presence is desired before His Honor on a certain date.

Mr. Johnson has the same almost uncanny familiarity toward my face. Many of my closest friends sometimes pass me without recognizing me, even at the distance of ten feet. But Mr. Johnson turning a corner at Madison and Clark streets in the thick of the high noon crowd will spy me darting around a corner at Clark and Monroe streets.

We were, discussing, this phenomenon yesterday afternoon. I had been hurrying through the crowd at State and Randolph streets, when I heard my name. I knew it was Mr. Johnson at once. And since I have long ago given up the idea of being able to evade Mr. Johnson I stopped and waited.

"Been looking for you for some time," said Mr. Johnson, catching up out of breath. He has a reddish face and his wind is out of bad.

"Is that so," I said. "I'm sorry." Mr. Johnson said he was very sorry too. He took a rubber band off a stack of summonses and handed me one. I recognized it at once, at least my conscience did—another suit for money filed by some low and incredulous creditor. Not wanting to embarrass Mr. Johnson, I thrust it carelessly into my pocket. One always feels uncomfortably apologetic to the heralds of bad tidings.

"Which way you going?" I asked. "Wells street," said Mr. Johnson. We walked together.

"Funny how you always recognize me, even in the street. You were at least half a block away." I began just to make conversation. Mr. Johnson nodded.

"Yes," he said. "I wonder what it is?" I asked. "It must be my groove."

"No," said Johnson, "that ain't it." "Well, we've only seen each other four times," I argued. "There are lots of people I see forty times and they don't recognize me right off."

"Well," said Johnson, "that's my

business. Once I see a man I never forget him. Even if he grows a beard or shaves off his mustache or puts on a wig or changes his name. That's training, see?"

"Do people ever do that?" I asked. I was surprised. Mr. Johnson looked significantly at my mustache.

"Yes," agreed Mr. Johnson. "It gets to be sort of a gift. I've been bailiff serving legal notices for 25 years. And I've bumped into a lot of queer stuff. Take it from me."

I said I would. "The hardest part," continued Mr. Johnson is finding them the first time. The first time they're sued it's hard as the dickens sometimes. Lots of them deny they're the party when I ask them and I've got to hang around and play detective for weeks. And sometimes they've changed their name and don't answer to any description the lawyer furnishes us. But I always get them in the end.

"There was one guy I suspected of putting me off," he said his name was not Jennings, like the legal notice said, but Jerrens. He said it was kind of a coincidence that the names sounded alike, but otherwise he wasn't the man. I wanted. So I called him on the telephone one day. I said to the lawyer who had filed the suit and that my client wanted to drop the suit if he would come up and talk it over. He got excited and said, "Fine. That's great." I was just across the street and I could see him telephoning. And I hung up making believe we had been disconnected and rushed over and he was still trying to get the party on the wire and said, "Here, Mr. Jennings, is something for you."

We had reached Wells street. I was curious about one thing.

"I still don't understand," I interrupted Mr. Johnson. "How you happened to find me in a street. I should think if you were looking for me you'd have gone to my office or somewhere. Anywhere but State street."

"Oh," said Mr. Johnson, "I wasn't looking for you, I usually take a trip—down State, up Jackson, down Wells and around Randolph. I got thirty-six notices to serve today and one of the best way is just to go walking and trust to luck. You're the eighth guy I found that way. Last time, you know, I waited around your office for three hours."

Mr. Johnson looked at me reproachfully.

"That's luck," I agreed.

"Yes," began Mr. Johnson, "and you was sitting at the next desk all the time." He paused. His eye lit up. And with a leap which cut short his good-bye he was crossing the street in pursuit of a little man with a fedora who was walking somewhat hurriedly toward a building entrance.

Specializing such as Mr. Johnson's, however, has its drawbacks. For when I removed the summons he had handed me to study its harassing content, an unexpected happiness flooded my heart. The summons was due for me, but for a man named William Dayton. I have returned it by mail to Mr. Johnson with a rather scolding note to the effect that he was still "it," and would have to tag me all over again. I take this opportunity of telling Mr. Johnson that I am wearing no disguises and attending to my business as usual and am nevertheless willing to take him on at four to one that he doesn't lay hold of me inside of three weeks.

Child Employer's Daily Fare



A "New" Unity House

Workers' Estate to Be Supervised Directly by I. L. G. W. U.—Will Be Ready to Accommodate Thousands of New Guests This Summer.

By ABRAHAM BAROFF

The announcement that the Forest Park Unity House is now owned and will hereafter be managed directly by the International, is big news not only to the tens of thousands of our own members. The announcement also discloses the information that the famous workers' vacation place is to undergo a number of important changes.

The Unity House in Forest Park has for the past five years been owned and supervised by one of our big locals, the Dressmakers' Union of New York, which has cared for it loyally and with true devotion and from which it has itself derived a great deal of fully merited prestige. The Unity House has during all these years served as an example to other Labor organizations of what a trade union may do in the field of social recreation and spiritual uplift for its members.

Now that the International as a whole is going to be the owner and manager of the great Forest Park estate its influence upon our members is bound to become even larger and deeper. The International is making preparations to accommodate many more thousands this summer than ever before; we are quite ambitious, indeed, to make it one of our proudest achievements, a place of beauty and comfort for all its patrons, our workers.

The leaders and active workers of our Union have always been mindful of the peculiar magnetism and the strong affection with which our masses have regarded their Unity House. With the arrival of each spring, the anticipation of a visit to "Unity" and the hum and buzz of preparing for a vacation at the Forest Park place on the part of thousands of our members would rise like a regular swell throughout the International locals in New York, and certainly, for good and valid reasons. The natural charm and captivating beauty of the Blue Ridge mountains of Pennsylvania, its deep, mirror-like lakes, its cool dry air laden with health-giving aromas—beckon irresistibly to the many hosts who at one time or another had visited this marvelous estate of the Ladies' Garment Workers to come back to rest and play again upon its spacious lawns.

Unity, however, has more than natural charms to attract our members with. The great enthusiasm of our workers for the Forest Park House is engendered by the special appeal which it makes to all of us. Unity is our home, it is our own vacation place; it is one of Nature's gems for proletarians, by proletarians, permeated with a spirit of true amity and genuine unity.

In years gone by, the workers in the needle trades have known but little of vacations during the sweltering months of Summer, except for the enforced "vacation" of the slack days. It is only after our workers had organized big Labor unions and their outlook on life had become broader and more inclusive, that this idea of cooperative, self-sustaining recreation has taken root among them. This desire to run away from the willing host of the shop and the toment of the big city for at least a few weeks is today well on the way toward realization. The Unity House is the outgrowth of this impelling hunger for a little more light and air, and for some place in the sun, on the

part of our masses, be it for ever for so small a period as a brief summer vacation may afford.

The Unity House, of course, is not managed for profit. It means to give its visitors one hundred cents' worth for every dollar charged and it is doing its utmost to live up to this standard.

For the coming season, the new administration of the place is making elaborate preparations to improve every branch of the service in the House and to introduce new features that might add to the comfort and pleasure of our vacationists. The buildings are being renovated, the rooms enlarged, and all is being put in readiness for the beginning of the season, early in June.

The International is extending a wholesale invitation to all our members, to workers in other trades and their friends, with or without families, to take advantage of the greatly enlarged facilities of Unity this summer. Like in former years, the management will spare no effort to make the entertainment and educational features of Unity an unusual attraction to its vacationists, in the form of concerts, lectures, "literary evenings", etc.

The International is ready to make the Unity House a wonderfully well-adapted place for rest, recreation, and spiritual enjoyment. It confidently expects a record-breaking season this year, and it will leave nothing undone to give the maximum of comfort and care to the thousands that will soon begin filling our spacious estate in the Blue Ridge hills of Pennsylvania.

Watch for registration announcements in the early future.

Bureaucracy

By NORMAN THOMAS

Mr. Borah has loosed his potent thunderbolts against bureaucracy. Now, bureaucracy makes a good whipping boy for those who view with alarm modern tendencies in government. The differences between political oratory and effective statesmanship is the difference between "viewing with alarm" and suggesting a remedy. This last test Senator Borah, like most modern Jeffersonian Democrats, has not met.

What sort of bureaucracy does he view with alarm and how would he remedy matters? The worst bureaucracies in the United States are the army and the navy. They won't be reformed, as Senator Borah would no doubt admit, by denouncing bureaucracy but only as we approach disarmament. Prohibition is responsible for what might be called bureaucracy—and corrupt bureaucracy at that—and certainly the Income Tax is. Nevertheless, there is no substitute for the Income Tax. And the common resentment against prohibition is more inspired by longing for booze than by loathing for bureaucracy.

On the other hand, there are federal services conducted by bureaus which are wholly beneficent. When Senator Borah, for instance, denounces bureaucracy, does he mean that he would abolish the bureau of the Department of Agriculture which are in the very forefront of the fight against the Boll Weevil and other insect pests? Would he abolish the Children's Bureau, three of whose pamphlets on the physical care of children have reached a circulation of four and a half million? Probably the answer is no, but the unfortunate fact is that whether they mean it or not, too many men when stoning bureaucracy hit the good bureaus and not the bad. Every big corporate in-

terest that wants to employ labor or defeat efficient government operation of super-power rejects at the denunciation of bureaucracy.

Much of our fear of bureaucracy is wholesome but a lot of it is a hold-over from pioneer days when we didn't buy clothes at bargain sales and food from chain stores, but milled or grew our own. A great many of our economic problems have long since crossed state lines and must be dealt with nationally. There is no virtue in state legislatures or town councils that makes them more competent than Congress or the federal government. If anything, they are rather less efficient and more apt to be corrupt. Hence the folly of crying up state rights as a cure for bureaucracy. Some things ought to be left to municipalities and some to states. Some must be done by the nation. Which are which must be decided rationally.

But far more important than the division between states and nation is the question of developing self-government or self-government in industry. The workers as workers should have some voice in the administration of the enterprises in which they invest their lives. At present, we appoint commissions and committees, permanent and temporary, to watch the railroads, coal mines and super-power producers and keep them from stealing the coat and shirt of Uncle Sam's back. Such public regulation of private enterprise is better than no regulation but it is bureaucratic. It would be more sensible in the long run if Uncle Sam would run these railroads and coal mines himself, getting the cooperation of producers and consumers in administering his enterprises. In short industrial democracy and not mere state rights or anti-bureaucracy is the remedy that Mr. Borah should learn to preach.

Divert Waste Into Power



A Labor Chautauque.

When we reached the mining town of Hastings in the mountains of Pennsylvania one blustery March day, the wind had torn a banner stretched across the street upside down, so that two miners, painted on the sign of the Labor Chautauque, were staring on their heads. But there was nothing upside down about the Labor Chautauque itself. For five successive nights the comfortable auditorium of the Moose Theatre was filled with miners and their families. They listened to learned addresses and practical organization talks by such men as Professor David Sapos of the Brookwood Workers' College, President Brophy of District No. 2, United Mine Workers of America, President Maurer of the Pennsylvania Federation of Labor, Richard Hogue, Director of Education for the Pennsylvania Federation, Paul W. Fuller, the energetic teacher and leader of education at classes in District No. 2, Louis Budenz of Labor Age and Norman Thomas of the U. I. D. The community did more than listen. It furnished its own entertainers from the ranks of its own children and young people. And mighty good entertainment they gave night after night. As a result, the workers' education class in the Little town of Hastings grew from 22 to 75 members. The whole district, outside of Hastings, has fourteen student classes with a combined membership of 312 students. Classes are studying such subjects as the History of the Labor Movement, Social Aspects of Unemployment Insurance and the Coal Industry.

JUSTICE

A Labor Weekly

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EDITORIALS

MAY DAY THOUGHTS

In his First of May message, published elsewhere in this issue, President Sigman stresses with sound emphasis the underlying idea of May Day—the unity of the working class.

When the International Labor Congress had proclaimed in 1889 the first day of May as a Labor holiday it was prompted in its decision by more than one motive. There were some who conceived it as a day for expressing a demand for the burning political or economic reforms of the hour, such as the eight-hour workday; others viewed it as a potent means for proletarian demonstration against militarism; still others considered the proclamation of the First of May as a workers' holiday irrespective of the wishes of the master class a sufficient enough revolutionary act in itself to justify its faithful observance. And some there were who hailed this decision as a harbinger of a world revolution which would free the proletariat of the chains which hold him smitten.

The May Day idea is, indeed, so deep and wide, that it can embrace all the strivings and aspirations of the working class and its struggles. It has room for the demands for immediate social and economic reforms, which, by their very nature, change and make place for others, and it includes the ultimate expression of the workers' struggle for a thorough and fundamental reconstruction of our entire social order. That is why the First of May was enthusiastically accepted by all workers, no matter how widely different their demands may have been in this or that country. And so, while in one land the celebration of May had taken largely the form of an organized demand for the enactment of a paramount political or economic measure, such as the extension of suffrage, a shorter workday, or the liberation of political prisoners, in other countries May Day would be utilized for propagating the general socialist or anarchist ideal.

The most essential, the basic idea, which prompted the Labor Congress in 1889 to proclaim the First of May as a workers' holiday, nevertheless, was to have it embody the thought that the interests of the workers are identical in each land and all over the world; that the workers, no matter how separated by a variety of customs, language and religion, all belong to one exploited class; and that they can never hope to emancipate themselves unless they feel and act like one class. The First of May was therefore designated as the day on which the workers all over the world would demonstrate their desire for unity through the only means at their disposal—by laying down their work tools and declaring it as a proletarian Sabbath in every corner of the globe.

Until the thought of unity is firmly entrenched in the minds and hearts of the workers the decision of 1889 will not grow old. Most of the immediate demands put forth by the workers towards the close of the last century have been materialized in part or in their entirety, such as the enactment of the eight-hour day, or the extension of manhood and womanhood suffrage. But as long as the unity of the working class still remains a pious wish, as long as the present social order remains as firmly entrenched, owing to the lack of workers' unity, as it was 36 years ago, the decision to proclaim the First of May as a day of proletarian unity will not lose a particle of its great significance.

Moreover, with each passing year, the importance of that decision looms up in greater and bolder relief before our eyes. Obvious and simple as the idea of working class unity may seem to us it is in reality the hardest of all things to achieve. And this idea of unity finds its greatest obstruction in the ranks of the working class itself. The workers will rather die a thousand and one reasons why they would not unite against their common foe than the one and only reason that, all their differences notwithstanding, they must unite in one solid union, in one all-embracing organization.

There exists today in Europe a central Labor body generally known as the Second International. In this International there have for many years been united the best and most loyal minds of the workers of various countries, and all of them, in their writings and speeches, have never failed to emphasize the idea of workers' unity the world over and the thought that the workers have but one enemy to combat—the international exploiting class. Nevertheless, when the war clouds had burst upon Europe in 1914 and the bloody carnage began to devastate its nation, this much vaunted workers' unity vanished like a thin mist, and the workers of the world of a sudden recalled that they were Germans, French-

men, Italians, Austrians or Englishmen and started butchering one another with unparallelled ferocity. The solidarity of the working class became submerged in an ocean of human blood.

And not only is unity between the workers in the various countries today still more a wish than a reality, even unity among the workers in each country is by far not yet an accomplished thing. It is an undeniable fact that in most civilized countries only a minority of the producing class is united, while the great masses still look asacene and from a distance at the organizations of labor. And even the organized groups, when put to a decisive test, often fail to prove their spirit of solidarity. The example of the Triple Alliance in England, the powerful organization of the railway workers, miners, and transport workers, which fell apart like a rope of sand when it was called upon to prove its unity and solidarity, is still fresh in our minds. The problems of trade unionism and the lack of solidarity among the workers belonging to the same organization, their petty ambitions and squabbles—how eloquently all this demonstrates that the idea of unity is not yet enthroned in the hearts and minds of our workers!

Yes, May Day is eternally new, eternally important. The May First of today is, or rather should be, more of a demonstration on the part of the workers who have already conceived the importance of working class unity against the workers who still fail to grasp it, rather than against the capitalist class itself. Not because the capitalist class has in any manner changed in recent years—far from that. But it seems to us, indeed, that the organized workers have even a stronger case against their unorganized, indifferent and disunited brethren, who, instead of aiding them in their fight against capitalism, are doing their utmost to oppose them.

The First of May should serve as a protest against such in our midst who for the sake of personal ambition have brought friction and disharmony among the workers and who have thereby converted our labor organizations into arenas of combat where workers fight their fellow workers. May Day should serve as a demonstration against those who, under the banner of Communism, are dragging into the m. v. every idea and sentiment of unity and are endeavoring to destroy all that the workers' movement has gained as the result of arduous and incessant battling in the past fifty years.

This May Day in particular should be utilized as a great protest against the contemporary autocrats in Russia who had squelched every trace of independent thought in Russia and had crowded their jails with thousands of Socialists, trade unionists and anarchists, thus mocking the ideals of human freedom, which they still have the brazen effrontery loudly to profess. May this May Day awaken, at least, amidst our own members a genuine desire to meet honestly the great duty they owe to their own organization. May they forever keep in mind that as long as the spirit of true unity is absent in our ranks, we may never hope to accomplish not only our ultimate and glorious ideals and hopes, but even our most moderate demands. May they, assembled in thousands, declare war against all the dark forces which, in one disguise or another, are aiming at smashing to bits what has taken years upon years of toil to achieve.

We cannot think of a better and more appropriate way for our workers, and the workers in all other organizations who understand the great significance of May Day, to celebrate this international holiday of the working class.

THE JUBILEE CONVENTION OF THE CAP MAKERS

Wholehearted felicitations to our sister organization, the Cap Makers' International Union, upon the twenty-fifth anniversary of its birth!

Both, the I. L. G. W. U. and the Cap Makers' Union, are the children of the same industrial and social environs. Both have been forced to make the same steep, uphill grade, fighting for every inch of ground gained in the advance until they reached their present commanding position in their respective industries.

The Cap Makers, for one reason, had perhaps greater obstacles to overcome than some of the other unions in the needle trades. While the cloakmakers, counting their members by the tens of thousands, could not help arousing the interest of public opinion in their spectacular struggles, the cap makers, few in numbers comparatively, stirred but little commotion outside trade union spheres in their efforts to bring about union work standards in their industry. This has made their fight materially more difficult—all the more credit, therefore, to them for their energy and their intelligent leadership!

The Cap Makers' Union, probably more than any one of our unions, has justly earned the claim that it is a "self-made" trade union, slowly though surely nourished into sturdy manhood not by the incubatorial methods of outside propaganda but through the sheer and wholesome instincts of class-conscious cooperation and the level-headed, self-reliant leadership which always has characterized the workers in the cap trade. The cap makers, of course, never have been isolated from the rest of our movement, but it may be truthfully stated that, on the whole, the cap makers have given much more to the other sections of organized labor in the needle trades than what they themselves had received in return in the form of assistance from these unions.

The Cap Makers' Union has for a number of years past served

40,000 Women and Children Garment Makers Sweated at Home Work In Porto Rico

(Special Correspondence to Justice)

The Central Labor Union of San Juan, Porto Rico, affiliated with the American Federation of Labor, has launched a great organization campaign in this city with the aim of extending it to other sections of the island.

Mr. Santiago Iglesias, organizer of the A. F. of L., has held three important meetings together with the most intelligent and active labor leaders with the purpose of planning out the campaign. He also meets every Sunday with the members of the Executive Council of the Federation to study the general conditions of the working people of Porto Rico under the present administration. Santiago Iglesias, who is also President of the Federation, is preparing to re-print his book of organization and instructions to the leaders in order that they may be acquainted with the proceedings of the American Federation of Labor. He also is preparing for printing the history of the Porto Rican labor movement since he arrived on the island in the days of the old Spanish rule.

Mr. Rafael Alonso, President of the Central Labor Union is also very active in the organization campaign.

Labor Legislation

Senator Santiago Iglesias has introduced recently a bill in the Porto Rican Senate to prohibit or regulate home work on this island. The condition of the 40,000 children and women who are employed in the dress, blouse, embroidery and lace industry in Porto Rico is truly appalling. They are all home workers and they work by the piece. Their employers reside and have their factories and selling rooms in New York. They have agents in Porto Rico and these agents are in charge of this "home" work production on the island. The names of some of these New York firms, which are probably familiar to you, are as follows:

Bellas Hess & Co.; Beerman &

By F. PAZ GRANELA,
Vice-President Porto Rican Frys
Federation of Labor.

Frank, 36 E. 31st street; Storky Bros.; B. Shiftel; Corban Bros.; M. J. Kaad; Max Kuracok & Isidore Heitler; D. E. Slicher; Weill & Weill; Franklin & Magnus, Inc.; Morris E. Storky, and many others.

The mothers and the little girls carry the work home where all the family helps in the making of the product. The investigation of the Bureau of Labor of Porto Rico showed that the average payment received by these 40,000 human beings is 20 cents a day. Very few get \$3.00 or \$4.00 a week. Most of the women engaged in this work are suffering from undernourishment and lack of proper living conditions at home.

The bill introduced by Iglesias in the Senate of the island aims to compel these employers to establish proper workshops and to abolish the "home" work. The employers and their agents have been granted hearings at which they, of course, protested the enactment of such a measure. They have informed the Labor commissioner of the Senate that their industry amounts to \$12,000,000 worth of production annually, and, while, as they profess, they are "willing to protect the children and women workers," they must have "home" work. In addition to that they have threatened to withdraw their business from Porto Rico, should the Iglesias bill pass. It is to be hoped, nevertheless, that this bill will become a law and that these women workers will be given an opportunity to work in properly regulated shops instead of being employed in their homes without the protection of any labor regulations or laws.

Labor Conditions in General

The conditions of the working people of Porto Rico, and especially of the agricultural workers, are most deplorable and very much worse this year than ever before.

The average daily wage of heads of families are 46 and 60 cents for long hours of labor. From 5,718 children of school age belonging to 3,293 agricultural families visited by the inspectors of the Porto Rico Bureau of Labor, 3,792 children only attended the public schools. The other 7,649 children did not go to school because of lack of clothing and food.

The deplorable and unhappy condi-

tion of these families are about the same as of all the other agricultural working class families throughout the island of Porto Rico.

When the sugar cane crop ends this year and the sugar mills will stop grinding, about 80 per cent of the agricultural workers will form part of the great bulk of the unemployed throughout the island due to the lack of public works and industries.

The working people of Porto Rico from the fields, factories, shops and offices are in the throes of the most severe economic crisis ever experienced on this island.

May Day—Our Symbol

By ABRAHAM BAROFF

How cold and cruel the Winter months . . . How wicked and brutal the winds and frosts that plague the children of Toil, the men and women who slave for a stunted existence. . . . How welcome Spring, the harbinger of new hopes and Life! . . .

Banished are the bitter laments and groans, gone are the hopeless thoughts, the chilly children of the dreary colds and gales. The Spring sun is once again sending forth abundant rays of sunshine into bleak proletarian dwellings.

The wintry blasts and ice which kept the soul in bondage have disappeared. There is a smile upon the wan and worn faces of the workers. Spring is entering their hearts, planting the seeds of hope for a brighter day to come.

May, indescribably beautiful May, brings back from their wanderings the songsters of the air. May brings back to the poor and oppressed of the world gleams of incarcerated joy. May gives rise to flights of fantasy, to noble visions of a world rid of avarice, rid of the hunt for prosaic, soul-devouring pursuits.

May, like a young bride in festive attire, May, with loveliness and grace—the month of bloom, of the early blush of green upon the fields and tender, health-giving aroma from grove and forest.

May, the month of growth and youth, the month that calls out anew slumbering Life and stirs emotions and yearnings.

May Day is a symbol for Mankind. May Day declares in stentorian voices that the evil, the mean and the dark forces which degrade our life shall not forever rule our existence, that a better social order is on the wing to bring light and happiness to humanity.

It is a symbol for us workers, too. The iron heel under which we are oppressed shall lift and from under it, the proletarians shall emerge to live a greater, broader Life, the life of an eternal May.

This glorious hope, we, the producers of the world's wealth, may only dare dream to achieve through steadfast adherence to one great, everlasting ideal: Workers' Solidarity.

as a model to many of our organizations. The unity among its members, its solidity, and the intelligent leadership it has displayed in every struggle waged by it for the improvement of the lot of the cap makers, have earned for it a forefront place in our movement.

What concerns the relations between the cap makers' organization and our own Union, these have always been of the friendliest kind. We cannot recall a single instance of failure on the part of either to extend to the other help in time of need to the utmost of its ability. It can truthfully be said therefore that the jubilation of the Cap Makers' Union is also our holiday, and a source of joy to the entire Labor Movement.

We greet our sister organization, the Cap, Cloth Hat and Millinery Workers' International Union, in the name of the members of the International Ladies' Garment Workers' Union upon its conclusion of twenty-five years of intensive, militant service to the workers in the cap industry, in the complete confidence, that with its clear-headed and intelligent membership, its loyal, able and tactful leadership, the cap makers' organization will continue to maintain its place of honor and substantial achievement in our movement during the next quarter of a century as it has so successfully done in the first twenty-five years of its life.

TWENTY-FIVE YEARS OF THE WORKMEN'S CIRCLE

The Workmen's Circle is twenty-five years old.

This remarkable benefit and mutual aid order, composed almost exclusively of progressive-minded and radical Jewish workers, may rightfully boast of a career of unparalleled service to the Labor Movement. The Circle is not merely a benefit society; it is a potent social agency in the lives of the Jewish workers in America and its cultural influence upon their lives can hardly be overestimated.

What attracts the Jewish worker and the forward-looking person to the Circle principally is that within its ramifications there is room found for every lofty and noble striving in the work-

ers' movement. From its beginnings the Circle had been reared in an atmosphere of broad humanity, and its founders were not narrow-minded, clannish fanatics to whom every non-conformist is an enemy to be vanquished. The builders of the Workmen's Circle were imbued with the spirit of genuine tolerance, and as true progressives they always have been ready to grant a hearing and an audience to every honest-minded friend of the workers cause.

The Workmen's Circle, we stated, is not a dogmatic, bigoted organization, and it is not committed to any limited school or tendency within the Labor Movement. Every worker, every independent thinker is welcome in its ranks, and therein lies its tremendous drawing power, its magnetism. And wherever an attempt has been made, in the quarter century of its existence, to divert the Circle from its broad, all-inclusive platform, such attempts invariably had met with failure. A glance through the pages of the excellent book just issued by the Workmen's Circle entitled "The History of the Workmen's Circle" gives ample proof of this jealous safeguarding of its fundamental credo of freedom of opinion and discussion on the part of the overwhelming majority of its members.

In the line of practical endeavor, the Circle has accomplished marvelous results for its membership. Its model sanitarium for members afflicted with tuberculosis at Liberty, N. Y., its publication department, and its varied educational activity throughout the breadth and length of the land—to say nothing of the incessant steady aid it has generously given all these long years to the Labor Movement during critical strikes and lockouts—are but chains in the great link which bind the Circle inseparably to the great, living, throbbing movement of the Jewish workers in America.

We greet the Circle upon its twenty-fifth anniversary in the name of the tens of thousands of our members. It is our eager hope that the Workmen's Circle will forever remain a great progressive workers' organization, rendering our workers inestimable service in the realm of general human culture and advancement, a service which it is so eminently fit to perform.

IN THE REALM OF BOOKS

May Day

By SYLVIA KOPALD

May Day, May First, in a peculiar way is Labor Day. It is the first day of a month in which Spring's timid beginnings dare to brave bloom, when fields become a riot of color, when the soft promise of approaching fruition is in every breeze, in every branch, in every bud. It marks the first day of a period when youth gaily seeks youth, when maturity sturdily girds itself for new starts, when age mellowly reviews fine memories. May first is May Day, Labor's May Day.

Is it any wonder that Labor the world over chose this day for its very own. Labor is a movement that promises civilization that May first promises the unfolding year. It holds in its hand for the age-wary masses soft beginnings that hint brave bloom, tender shoots that breathe approaching fruition, the view of a Spring and Summer for the generations that thus far have known only the bleakness of Winter. But the winter of society came first and spring follows after. Like all winters, the bleak seasons of advancing life sowed seeds, nursed and kept warm roots which some day will bear glorious flowerings. Our labor movement has been the gardener. Its toils and struggles will coax a better world to being, will bring better lives to the children of unending masses who have died with visions that never saw birth.

May First became Labor Day for the world after a chequered career. Few of us realize that the movement for its establishment, according to all available records, began in America. In 1852 the New York Central Labor Union first suggested that the first Monday in September be set aside as an American workers' holiday. But in 1856 the eight hour movement was gotten under way by the Knights of Labor. Their leaders suggested that a strike for the eight hour day be initiated on May 1. In 1883 the eight hour movement had spread to Europe. Representatives from the American Federation of Labor were present at the Paris Congress of the International Socialist Bureau to attend the discussion on the choice of a Labor Day. The European movement decided on May 1, but the American Federation of Labor finally adhered to the first Monday in September as its Labor Day. In 1894 the United States Congress passed a law making the first Monday in September a legal holiday in the District of Columbia. From that time on the movement spread until Labor Day is a legal holiday throughout the United States.

During the same period May First had become Labor Day for the European movement. In 1903 a resolution was proposed at the convention of the American Federation of Labor suggesting that May First be adopted by it for the American movement also as Labor Day. The resolution was defeated. But in 1911 another day in May was chosen by the Federation as a holiday of American workers. Its convention of that year designated the fourth Sunday in May as Labor's Memorial Day. On that day Labor mourns the dead who have fallen in its battles for unity and freedom just as the nation mourns its Civil War dead on the thirtieth.

And thus it is that the garment workers celebrate on the first Monday in September their membership in and unity with the American Labor movement, and on May first their unity with the international labor movement. There is inspiration in the knowledge brought to many on this day that workers the world over are commemorating the labor movement of which they are a part; that toilers in France, Britain, Russia, Italy, Scandinavia, Belgium, Australia, America, and all the rest are extending fraternal hands across the lands and together looking to the future.

May First, as all Labor experiences, has a past also, as well as a future. What labor is today and shall be tomorrow reaches always back to what it was yesterday. And May Day has especial historic significance because workers have often chosen it to mark the beginning of their most notable demonstrations. In 1919 when the heritage of unrest left by the war began to assume significant proportions, the European workers began to plan gestures and trials of strength. On the next May First the workers in France, Italy and elsewhere sought to launch an international demonstration and a May Day strike. The experiment failed; the workers as a whole apparently were not ready to participate in a move fraught with such portentous consequences. Since the Russian revolution, however, the Russian workers have made May First one of the most impressive holidays of their country. On that day the Russian workers pour forth from factories and homes in an almost religious ecstasy. They look before and after on the road the masses of the world have thus far travelled, and together seek to peer into the future. And the workers of everywhere throughout the world look also for visions of better things.

Perhaps May First represents holiday time to the workers of Europe in a very direct way. If so many lands of the old world winter is a time of frozen terror for the workers. Who of us, who have read Martin Andersen's epic of the workers—*Pelle*, the Collector, and *Winter*—can form the bleakest fright with which the workers watched the approach of winter's bitterness. Cold, and starvation, and little work and sharpened suffering, May First for these is not only a symbol of class ascent; it is personal liberation.

Indeed since the world began, May has been a month of festive rites. Pagan holidays to welcome growing things and the kindlier seasons always made May gay and buoyant. Perhaps the workers who see in this month also the promise of new growths in social organization, of promises of spiritual and mental sustenance carry over some of the hope of their pagan ancestors in May First. Who knows? In days of Spring new hopes and new growths have always appeared anew. For man, for the group, for the nation, now for the labor movement, it has been a symbol of better things, however black the months and years before, on May First courage too can be born again.

And so, even though You Hinden-

Arbitration In Labor Cases

No. 7.—Preparing the Case

(NOTE: This is the seventh of a series of articles based on study of labor arbitrations and practical experiences with different forms. Others will follow in successive issues.)

In the preceding articles of this series we discussed the theory of arbitration, analyzed various types of arbitration with special reference to the forms which have become established in certain industries, called attention to the importance of satisfactorily setting the fundamental conditions of an arbitration proceeding and considered the function, powers and limitations of impartial chairmen and arbitrators. In this and the following article we will take up the actual presentation of the case, assuming all conditions have been agreed upon between the parties at issue and an arbitrator chosen.

The Arbitrator

An arbitrator is in the dual capacity of judge and jury. As judge he is clothed with the power of ruling on the admissibility of the evidence and arguments presented. In this he is guided by any contracts and agreements covering the case that may be in existence. He also sees to it that the hearings are conducted in accordance with the accepted procedure, or, in the absence of precedent, in accordance with his own ideas. As a jury he must weigh the admissible facts and arguments presented and arrive at a decision based upon them. It is important that a union bear this dual capacity in mind so that its case may be appealing not only from the point of view of fact and logic but also from that of relevancy to the issues involved and to the "law" governing the proceedings.

The Brief

In preparing the case it is necessary to pay attention not only to the substance but also to the form of the presentation. Whereas substance is of much greater intrinsic importance, the form in which it appears may be such to obscure its merits in one case or bring them out in another. It may be that such factors as appearance and arrangement ought not affect the judgment of an arbitrator, but it is a fact that the favorable or unfavorable impression created by such considerations often-times have a very decided influence on the general attitude an arbitrator assumes. A few words on this phase of arbitration procedure may therefore not be out of place before going on to matters of greater significance.

An arbitration brief should be made as neat and as readable as possible so as to reduce to a minimum the mechanical effort of following the case. It should never be in manuscript, but always typed or printed. There should be ample margins for any notes the arbitrator may care to

make. The brief should be bound in a serviceable binder which will protect it from injury and which is easy to handle. The pages should be numbered and if the brief is at all lengthy there should be an index or table of contents. Such details as these may seem obvious but they are often overlooked.

With these few words on the subject of form, we now turn to the substance. It is always advisable to commence the work with the preparation of an outline of the entire case. All the points which support the union's contention should be noted, and then the data should be collected which give body to the arguments. Assertions which are unsupported by facts do not, as a rule, carry any weight with an arbitrator and may even be prejudicial to the union's side. Every statement should be subject to proof, and the proof should be given in the brief. It is usually advisable to put lengthy statistical tables or quotations in appendices of exhibits and merely to summarize them in the body of the brief, but the detailed data should in every instance be submitted somewhere so that the arbitrator may have an opportunity to convince himself of the truth of the contentions that have been made. An excellent way to clarify a complex statistical array of figures is to prepare a graph which will enable an arbitrator to realize at a glance what might otherwise require many minutes of reading and study.

A very difficult matter is to keep the length of the brief within reasonable bounds. There is usually too much to say, not too little. On the one hand, no important point should be started over, on the other, the case should not be overloaded. On the one hand a certain amount of repetition makes for emphasis; on the other, too much tends to weaken the argument. Again, no rule can be given. The matter must rest with the good judgment and ability of the writer of the brief and his advisers, but it is always well to bear in mind that an arbitrator, like every one else, is subject to boredom, and that no one cherishes a very friendly feeling toward those who bore him.

In the final article of this series we will discuss other aspects of the problem of preparing and presenting an arbitration brief.

MANUMIT SCHOOL CONFERENCE

A conference of trade union delegates will be held at the Rand School Auditorium, Friday evening, May 15th at 8 o'clock to hear reports on the work of Manumit School and to discuss ways and means of increasing its usefulness to the children of organized workers.

The Co-Directors of the school, William and Helen Flacke, are known throughout the Labor Movement as sincere friends of the workers, and the teachers who are working with them are also devoted to our cause.

RAND SCHOOL NOTES

On Saturday, May 2, at 1:30 P. M., Scott Nearing will discuss "What British Labor Saw in Russia" in his Current Events lectures at the Rand School, 7 East 15th Street.

On Thursday, May 7 at 8:30 P. M., Margaret Daniels will give the last lecture in her course in Elementary Psychology.

On Friday evening, May 8 at 8:30 P. M., Alphonse Lee will meet his class in Theoretical Economics.

burg has been chosen by the German people as their democratic leader, even though the Tories by popular choice rule England, even though we solve rattle, and the Balkan flags and Spain and Hungary groan under dictatorship—if winter comes east, spring be far behind! Veterans of the Labor movement in Europe recall in their memories of May First how the governments of Europe thirty years ago mass soldiers as May First approached to ward off "treason." May 1, 1925, is here, and the veterans at least know how much more powerful is the Labor Movement that greets it.

LABOR THE WORLD OVER

DOMESTIC ITEMS

Slave Conditions in Non-Union Mines

THE 20 per cent reduction by the Berswind-White coal company recalls a severe arraignment of that corporation two years ago by a commission appointed by Mayor Hyland of New York to investigate labor condition in the Somerset and Cambria counties, Pennsylvania. The company supplies coal to the local interborough rapid transit company.

The miners were on strike at the time. The company opposes organized labor. The investigators reported that "no Egyptian Pharaoh, rearing for his glory a towering monument, ever drove his slaves harder than these miners were being driven. No czar was more autocratic than this big business."

"It did not take long," the investigators said, "to learn that the Berswind-White company officials treated their employees as beasts of burden and sacrificed the lives and limbs of thousands of men and the happiness and future of thousands of women and children to build for themselves an industrial autocracy."

"According to the tales of horror recited before the committee the living and working conditions of the miners employed by the company are worse than the conditions of slaves prior to the civil war."

Government Railroad Turns in Large Profit

GOVERNMENT ownership of railroads pays in the Canal Zone.

The board of directors of the Panama railroad company, owned by the United States, has declared an annual dividend of 5 per cent, amounting to \$250,000. A check for this amount has been forwarded to the U. S. treasury at Washington.

The main line of the railroad runs from Colon on the Atlantic to Panama on the Pacific.

Only Six States Lack Compensation Laws

THERE are now but six states in the United States, besides the District of Columbia, without workmen's compensation laws, according to a bulletin issued by the U. S. bureau of labor statistics giving the status of compensation legislation as of January 1, 1925.

The black states are: Arkansas, Florida, Mississippi, Missouri, North Carolina, and South Carolina.

The changes effected by recent legislation "liberalize the laws by reducing the waiting time, increasing the amount of benefits paid, either by percentage increases, raising the maximum, or both, and by increased medical aid."

Six states—Nevada, North Dakota, Oregon, Porto Rico, Washington, and Wyoming—have the exclusive state fund system.

Employees in agriculture and domestic service are excluded in all jurisdictions except Hawaii and New Jersey. Casual workers are also quite generally barred from benefits.

Twelve states and the federal government now recognize occupational diseases as compensable.

New Labor Banks

THE Brotherhood of Locomotive Engineers Title and Trust Company has opened in Philadelphia for business with paid in capital of \$500,000, and a surplus of \$750,000.

The Amalgamated Clothing Workers have also opened a new bank in Philadelphia, at Pine and Fifth streets, two weeks ago, with a paid in capital and surplus amounting to \$200,000.

Postmasters Ordered to Join Company Union

POSTMASTER GENERAL NEW has directed postmasters throughout the country to join the local organizations of federal officials known as federal business associations and to take an active part in the organization of new associations.

Cooperative effort in President Coolidge's policy of "economy and efficiency" make the compulsory membership necessary, declares the postmaster general.

Labor Lured to West; Thousands Are Idle

LOS ANGELES is paying for a frenzied campaign to increase its population by luring people here through devices of real estate ment and speculation. Idleness prevails to a large extent, and this has resulted in a general disregard of law.

"There can be no denial of the fact that an amazing number of men are unable to find work in Los Angeles," says the Southern California Labor Press. "They tramp the streets day after day, and sleep wherever they can. Thousands of them are hungry. Many of them are filled with hatred against the agencies which lured them to southern California through misrepresentation. Lying literature depicting in glowing language opportunities which await all who come to Los Angeles brought them here. They were deceived. Thousands—yes, tens of thousands—of men are hungry and desperate in this city today."

"The 'big men,' so-called, of Los Angeles, are too busy trying to increase its population; it would be far better for them, and for the city, were they to devote some of their attention to providing employment at living—or, better still, saving wages. Were they to do this, Los Angeles no longer would be the third worst city in the United States in crime, even though the police accord criminals 'absolute protection.'"

FOREIGN ITEMS

GERMANY

German Exhibition of Homework

HOME WORK Exhibition will be held in Berlin from April 23rd. to May 15th, the object of which is to draw the attention of the public to the evils of homework, and the necessity for protective legislation. The Exhibition is organized by the Society for Social Reform with the aid of the trade unions and other organizations interested in combating homework. A similar exhibition was held in 1896, and excited much attention. Typical articles made by home-workers will be exhibited, and there will be explanations, statistics, tables, etc., which will give an impartial presentation of the general conditions in homework.

AUSTRIA

Old Age and Disablement Insurance

THE Austrian Minister for Social Welfare recently promised to prepare a scheme for old age and disablement insurance by the end of March, and to submit it to the Chambers of Labor for their opinions. In the course of its preparation, the Government has called in a number of experts, to whom it has submitted its scheme for the organization of old age and disablement insurance in future.

The Chamber of Labor has now drawn up a counter proposal, which it is submitting to the Government. The Government desires the organization to be three-fold: first of all the local office, which will be the local sickness fund centre; secondly, the accident insurance institutions, which will be known as the "Labor Insurance Institutions", and finally a National Office of Labor Insurance. The report issued by the Chambers of Labor points out that the three-fold system is unnecessarily complicated, which will increase the expense. It proposes to substitute a two-fold system: (1) the local Sickness Fund Centres, and (2) a National Insurance Office.

SCANDINAVIA

Labor Conflicts in Denmark and Sweden

THE long-threatened conflict between the employers and workers in Denmark, after long and wearisome negotiations, it has at last been found possible to agree upon a renewal of the agreements. But the employers' association was eager for battle; it therefore took advantage of the fact that the executive of the Factory Workers' Union wished to submit to its Union Congress the proposal made by the State Conciliation official and the employers, and made the delay an excuse for proclaiming a lock-out which at first affected 50,000 workers, but a few days after was extended to another 50,000.

The lock-out in Sweden involves 130,000 workers. Thanks to the efforts of the State Conciliation officials, agreement has been reached in some of the more important trades affected by the lock-out, so that there is good reason to hope that peace will soon be restored.

HOLLAND

Strikes and Lock-Outs in Holland

THE YEAR 1924 was a record year in Holland in respect of the number of working days lost through strikes. The conflict in the textile industry lasted so long that it certainly helped to restrain the employers from making any further changes for the worse in working conditions. Over 2 million working days were lost in the textile strike alone.

In 1924 there were 238 conflicts in 1,108 concerns, the number of workers affected being 25,900. Of these strikes and lock-outs, 211 were ended in that year. In 27 cases the result is not yet known, 59 (25%) ended in victory for the workers, 85 (40%) ended in a compromise, and 50 (24%) ended in victory for the employers.

CZECHOSLOVAKIA

A New Workers' Holidays Act

AFTER long negotiations the Czechoslovakian Parliament has passed a law for the introduction of paid holidays for workers. The following are the chief provisions of the law, which will come into force on May 1, 1925.

All workers engaged in permanent work, and not working occasionally or by way of subsidiary occupation, will be entitled to holidays paid for by the employer when they have been in the service uninterruptedly of the same employer. The holiday will be 6 days in the year. If workers have been in the service of the same enterprise or employer for more than 10 years, they are entitled to 7 days holiday, and after 15 years to 8 days per year. Sundays or feastdays falling within the holidays will be counted in and paid for. . . . An apprentice is entitled after six months' consecutive work to a paid holiday of 8 days.

The provisions of the Act do not apply to seasonal workers, to land or forestry workers or to home workers. . . . Workers who have received notice before their holidays are due are only entitled to a paid holiday corresponding to the period during which they have worked. The same applies to workers who leave their work for important reasons.

Holidays are to be arranged to fall as a rule during the period between May 1st and the end of September. The holiday times shall be arranged by the employer after consulting the workers' council, or the workers' representative. For certain industries with continuous shifts holidays may be distributed by government decree.



EDUCATIONAL COMMENT AND NOTES

Workers' Education in Belgium

By GUST DE MUYNCK

Workers' education in Belgium is definitely class education in this sense that its aim is not to provide the workers with something like a general notion about literature or natural science but to equip them with the qualities and knowledge that are indispensable to carry on the class struggle in all spheres of social life and activity. It was started about 1911 conjointly by the Belgian Labor Party, the Trades Union Congress and the Co-operative Societies, all of them recognizing that the class struggle between the proletariat and the bourgeoisie is the inevitable outcome of the present capitalist system. The main weapons wherewith to carry on that class struggle are on the one hand the organization of the workers in the political and economic field; on the other hand, the education of the workers (as the logical outcome of labor's growing consciousness of its aims and its role in bringing about a society in which economic classes will have no place.)

What are the activities of the Central for Workers' Education which is financed partly by the revenue out of a donation by a Belgian capitalist with socialist leanings and partly by the Labor Party, the Trades Union Congress and the Co-operative Societies? It is in the first place an organization of co-ordination and co-operation. It establishes local committees for workers' education in any locality where there is an organization affiliated with the Belgian Labor Party. The constitution of the Belgian Labor Party provides that as far as possible the local committee for workers' education must be composed of delegates of the workers' political, economic and co-operative organizations. The Labor Youth Organization too has its representative on that committee. The local committee works in concert with the Central for Workers' Education and has to inform the latter body of all its activities. It is not financed by the Central for Workers' Education but usually draws its finances from the local workers' organizations either by levying these organizations to vote an annual budget or else by urging the members of the labor organizations to become individual members of the local committee for workers' education. The administration of, and the responsibility for the local committee however rest with the delegates nominated by the labor organizations. The tendency today is for labor organizations to vote an annual budget wherewith to carry on the movement for workers' education.

Regional Committees for Workers' Education are formed by the different local committees for workers' education. Their part is to undertake such educational work as can hardly be done by a single local committee as for instance the organization of a socialist school for a whole industrial area.

The activities of the local committee are very diverse. In a general way they are threefold: the organization of courses, of lectures, of a library. This however is a minimum as will be seen by the enumeration of the activities in which local committees may engage: reading rooms, special schools for municipal councillors, for

bookkeepers for the cooperative trade union movement, for electoral propagandists; organization of art and concert sections, of study circles, traveling and excursionists sections; choirs, dramatic societies, societies for physical education; temporary undertakings for strikers and unemployed, etc. The success of the movement for workers' education in any given locality does not depend so much upon the administrative structure of the committee or the Central but in a far higher degree upon the competence, the spirit of initiative, the sense of responsibility of the members of the local committee in general and of its secretary in particular. They must create the demand for workers' education and develop it into a need, they must know how to reach the masses through lectures, educational films, performance of plays, concerts, exhibitions, and how to stimulate and encourage those who are more given to serious study. The local committee then must be at the same time a fighting organization and the body around which centers the social and educational activity of the labor movement. The secretaries, more and more come not only from the rank and file of the labor movement as they have always done and which in itself is a very important factor—but also from the younger generation and especially from the ranks of those that have graduated from the Belgian Labor College.

The organization of the socialist schools ranks as the most essential function of the Central for Workers' Education. The number of students who attend them is limited and usually they are carefully selected among the more intelligent and militant part of the workers in a given area. Socialist schools do not go in for a variety of subjects. In fact their "curriculum" comprises only one subject of social science such as trade union problems and tactics for instance—which is then approached and examined from every angle and side. The socialist school must aim to make the students active collaborators in the study of the subject by having them take part in the discussion which follows after the teacher has set forth some general ideas about the subject. To put it briefly: in a class with 30 students and 1 teacher there must be 21 teachers and 21 students. During the year 1923-1924 some 110 socialist schools have been organized all over Belgium and this year will see still better results as the utility and the efficiency of the socialist schools, lasting from 6 to 12 weeks, is more and more recognized in ever wider circles of the labor movement. The first year courses usually work out under the heading of "Principles of Socialism" the following curriculum: (1) Urban economy; (2) Beginnings of Capitalist Economy; (3) Mechanism and the factory; (4) Concentration of capital and labor power; (5) Artisanry and retail commerce; (6) the proletariat; (7) the part of capital and of labor both in the production and distribution of wealth.

Second year socialist schools have the choice between (with full freedom to combine any of them): trade unionism; cooperation; political ac-

An Interesting Visit to the Museum

Perhaps the outstanding and most encouraging thing revealed by our "walk" to the Museum of Natural History on Saturday afternoon, April 25, was the great interest in it shown by our members.

Well over two hundred members of our Union assembled at the Museum. They came with their wives and children, young men and women, a group well representative of our entire union, a cross section, as it were, of our total membership. So popular did this activity launched by the Educational Department seem, that it was decided to make this first trip the beginning of a series. At least three trips are planned by which our interested membership will have a full and adequate opportunity to learn all that the museum can offer them. From the exhibits there they will receive some notion of all the fascinating secrets about life locked in the past ages of the world.

When our members congregated at the museum they were shown by a guide to the West Assembly Room which Dr. Fisher of the museum staff had set aside for our group. Before the members in this room was a picture showing the recent eclipse of the sun, but when our members had crowded the room to capacity they learned the aims of their trip. Met by Dr. Sylvia Kopald, they were told by her of some of the secrets into which they would peep that afternoon.

In her introductory talk Dr. Kopald explained to the members the meaning of the museum and the exhibits it offered for study. She pointed out how the museum constituted a sort of time machine by which visitors could travel through the ages. When they are on a train they see the way people live in different places and in different environments. By the exhibits in the museum they would see how all kinds of life arose and passed through their span upon our earth.

tion; socialization; labor legislation; social insurance; history of the labor movement in Belgium; the class struggle; workers' control in industry; elements of Marxism; how to read and write; social science, individual hygiene, etc. It is the Central for Workers' Education which appoints the teachers and sends the syllabi to the local committee.

The local committees however do not confine their activities to the organization of Socialist Schools. They organize lectures on subjects the list of which is supplied by the Central for Workers' Education. During the year 1921-22, 576 lectures have been organized. They were attended by 113,535 working men and women.

The movement is young. But there is no doubt that it is reaching an ever-increasing number of the workers and that it is focusing more and more attention both from the leadership and the rank and file of the labor movement. (The other activities of the Central for Workers' Education, such as the organization of special schools for shop stewards, for municipal and provincial councillors; the organization of "political weeks," of "syndical weeks" and last but not least the Belgian Labor College may perhaps be dealt with in another article.)

The actual visit to the exhibits which followed proved exciting and interesting to our members. They went first to the Darwin room and traced there the evolution of life from the one-cell animal from which all life originated to the complex mammals. From there they went to the hall of the fossils where they saw the great and extinct reptiles of ten million years ago. They traced the evolution of the familiar horse. From there they went to the Hall of Man. They saw how man has developed from the ape. They studied the tree of life and the early types of man, as well as the instruments and tools which they used in their daily life. By this time it had become too late to study the civilization of contemporary primitive man. It was decided, therefore, to leave this for our next trip.

Our members should watch "Justice" for notice of the next trip. In the meantime they are advised to go to the museum themselves and review the information they have already obtained, and also buy literature at the museum which will explain more of the details to them.

CHAMBER SYMPHONY ORCHESTRA CONCERT AT AEOLIAN HALL, FRIDAY MAY 8

MAX JACOBS, Conductor

The Chamber Symphony Orchestra, consisting of 32 musicians under the leadership of Max Jacobs, will give a concert at Aeolian Hall on Friday evening, May 8th at 8:30 o'clock. They will present an interesting program with Francesca Marni, soprano, as soloist.

By special arrangements with the Educational Department, members of our International can obtain tickets for this concert at half price on presentation of their union card at the box office of Aeolian Hall.

OFFICERS ELECTED AT THE CONVENTION OF WORKERS' EDUCATION BUREAU

At the Convention of the Workers' Education Bureau held in Philadelphia on April 17, 18 and 19, the following officers were elected:

Thomas Kennedy, General Secretary, United Mine Workers of America; Thomas Burke, President International Association of Plumbers and Steam Fitters; John Brophy, Clearfield, Pa., United Mine Workers of America, District No. 3; Fannia M. Cohn, New York, Secretary Educational Department, International Ladies' Garment Workers' Union; David Saper, Ketchikan, New York, Instructor Brookwood College; John Van Vaeckenwyck, Medford, Mass., vice-president Massachusetts State Branch of the American Federation of Labor.

Three additional members will be named by the Executive Committee of the American Federation of Labor.



The Week In Local 10

By SAM B. SHENKER

The quietness prevailing in the industry, particularly in the cloak and suit trade, reflected itself at the meeting of the membership which was held on Monday, April 27th, in Arlington Hall. In the dress trade, the only thing looked for at the present moment is the next season. The quietness in the cloak trade, however, is the calm before the storm.

Commission's Hearings Concluded

The business of the meeting was mainly the report of Brother Isidore Nagler, acting manager in the cloak division. The report, which touched upon every phase of the activities of the office of the cloak division, was mainly centered about the progress of the hearings before the Governor's Commission in the matter of the renewal of the agreement, which is nagler to expire.

Nagler said that the commission concluded its hearings last week. Wednesday, April 23rd. The conclusion of these hearings, however, does not mean the conclusion of all further sittings. In fact, the real work of the commission has now begun. The report, which was prepared by the committee of experts of the conditions in the cloak industry in the light of the union's demands, will now be studied in executive session.

In addition to this, each of the sides concerned in the renewal of the agreement was asked by the commission to submit written briefs in further substantiation and elaboration of its demands in the face of the report and arguments put forth at the open sessions.

In his report Nagler emphasized the demand of the union for the limitation of contractors. The union can not hope for the return of the large inside shops. Responsibility, therefore, for the maintenance of union standards in the shops of contractors and sub-manufacturers must rest, in the final analysis, with the jobbers.

Union Awaits Recommendations

How soon the commission will submit its recommendations for acceptance by the union and the association is a matter for conjecture. The likelihood is that even with the submission of the briefs, the commission will not make its recommendations without one or two further hearings in executive session.

It is doubtful whether previous renewals of agreements were accompanied by such elaborate studies and arguments. And it may be said with a degree of certainty that never before did the union present in its demands such important issues as those involved in the present ones.

The union in the present instance is not merely concerned with just the mere renewal of an agreement. What it seeks to do now and to what ends it is devoting its efforts is the stabilization of the industry. The character of the cloak trade is such right now that, unless some radical changes are made, whatever agreement is reached for the workers will prove of no lasting value.

All this was made plain by the union's representatives before the commission. In addition to Counselor Morris Hillequ's masterful presentation of the union's demands and his keen analysis of the conditions in the trade, International President Morris Hillequ and Israel Feinberg, General Manager of the Joint Board, spoke in behalf of the union and stressed the importance of the union's demands in an able manner and clear-cut style.

Everything that could be done by the union to make clear the needs of the workers for a living wage under

decent working conditions was done. There is nothing else than can be done at the present time. With the submission of the briefs and the probable one or two hearings before the commission in executive session, a few weeks will have to go by in patient waiting for the final recommendations.

As to whether the agreement will be renewed without strife is highly problematic. It is hardly possible that the commission will give out its recommendations before the middle of May. Until that time nothing else can be done by us but await patiently the final outcome.

Report on Office Activities

In addition to the report by Nagler of the progress of the hearings both he and the writer reported for the cloak and dress divisions, respectively.

Controllers have been assigned for the investigation of the shops in the cloak and dress industries. As was expected, the reports of the controllers show that there is very little work. That the slack-time control by the office of Local 10, which was first inaugurated by Manager Dubinsky a few years ago, is important and necessary amply borne out by the reports of the controllers.

The first thing the work of the controllers brought to light a few shops, the employers of which were trying to do without cutters in the slack season while having some work to be done. The results of these investigations, of course, are at once turned over to the business agents of the respective departments for immediate adjustment.

In reporting this phase of the activities to the members, the temporary heads of the cloak and dress divisions emphasized before the membership at the meeting the importance of observing the rules with regard to the working cards. Nagler pointed out with considerable emphasis the fact that unless a cutter who is laid off turns in his working card the office is considerably hampered in the proper control of the shop.

Quarterly Report for Cloak Division

The report for the cloak division of the complaints and adjustments for the three months ending March 21, 1925, reflects the existence of work during the busy season. The quarterly report for the present three months will be considerably swelled by the activities of the controllers.

The office is at no time so busy in the handling of complaints as in the slack season. It is not that violations are absent during the busy season. It is rather that cutters are too busy to complain and the office on the other hand is considerably taken up with matters affecting problems which arise in the busy season. Complaints also fall off in the busy season because the demand for workers is at a premium. Employers also find little time in which to do their own cutting.

For the three months of this year ending March 31, the cloak department handled 269 complaints. Of these, 258 were adjusted and 11 are pending.

The largest number of complaints related to non-employment of cutters and bosses doing their own cutting. Of this number the bulk of the complaints were unfounded, since the business agents handling them found that cutters were employed. The reason why these complaints were filed in spite of the employment of cutters was that some of the men

either failed to obtain working cards or failed to renew them at the beginning of the year.

Complaints relating to non-employment of cutters resulted in the placing of a number of men to work. A number of employers were fined who did do their own cutting, in addition to the placing of cutters in the same shops.

In quite a number of instances it was found that shops had no work or that they received cut work or that investigations proved that the firms against whom the complaints were filed were owners of stores and employed tailors who made a custom line of work.

Complaints to the effect that bosses were helping cutters resulted in the apprehension of a number of members who were fined for failing to report this violation to the office. The firms also were fined.

Twenty-nine complaints to the effect that firms were employing non-union cutters showed that the cutters were merely in laid standing or that they were formerly members, but failed to reinstate themselves before accepting employment. These complaints, of course, were decided in favor of the union.

Quite a number of complaints with regard to the failure of firms to pay cutters properly for overtime, refusal to pay the minimum scale and less than was agreed upon between the cutters and the firm against the holiday rule, were also filed. These complaints resulted in favorable adjustment.

All the discharge cases resulted in reinstatement, except for a negligible number. The fact that there were some men who were not reinstated was due to the failure of the cutters to appear for the purpose of having their cases taken up.

This is only part of the report. There are many complaints taken up by the office but for lack of space the balance of the report will be printed in a future issue.

Quarterly Report for Dress Division

A comparison of the complaints relating to the failure of firms in the dress division to employ cutters or bosses doing their own cutting, with similar complaints in the cloak division is interesting. The number of complaints in this nature handled by the dress division is more than one and a half times as great.

This is really explained by the fact that in the dress trade the small shops who are in the habit of doing their own cutting, the number of complaints of this nature is therefore greater in the dress trade.

In spite of the fact that a number of the complaints against shops, one of the owners of which did his own cutting, were unfounded, a considerable number of the firms were compelled to place cutters to work and pay fines.

In nearly a sixth of the total number of shops against which these complaints were filed, cutters were placed to work. A number of the firms were compelled to pay fines. A small number of complaints had to be withdrawn for lack of evidence.

Complaints relating to the cutting by employers during the time when cutters were laid off resulted in fines which accrued to the workers in the

form of wages for improper lay-off. Bosses who thought that by having the cutters to rush the work out they would save the wages which they would have to pay to a cutter, found themselves sadly mistaken. For, after having spent time and energy in cutting, they were compelled to pay a fine for the violation.

All of the discharge cases resulted in favorable adjustment, except in one case, in which instance the cutter accepted a few weeks' wages in lieu of his reinstatement.

Among the many complaints and their varied natures, none are perhaps so interesting, or rather, novel, as the one which comes under the heading, "Cutters laid off; were not given previous notice."

The nature of this complaint is not as widely known among our members as it should be, though a day does not pass but that the writer tries to familiarize some members with this rule. The rule with respect to the nature of the complaint is set forth here so that the members may be familiar with it and report to the office when an employer acts in violation of it.

According to an understanding with the dress association, no employer may lay off a cutter before the end of the week, which is Friday, without giving the cutter previous notice. For instance, should an employer who employs but one cutter not have a full week's work for a following week, he is required on the previous week to give notice to the cutter that for the week following the cutter will not have a full week's work. The cutter, if coming in to work, must be given a minimum of two days' work consecutively.

In the event that a cutter is laid off without his having been given previous notice before the expiration of the week, he should report to the office at once and file a complaint for reinstatement.

This rule, it should be remembered, applies only to shops in which only cutter is employed. Should there be at least two cutters or more, work in the slack season must be divided equally and by the week. That is, any cutter who is employed in a shop of two cutters or more must be laid off at no time except at the end of the week. Any cutter who is employed together with another or other cutters who accepts a lay-off in the middle of the week is liable to discipline before the Executive Board.

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CUTTERS' UNION, LOCAL 10

REGULAR MEETING Monday, May 11, 1925.

At Arlington Hall, 23 St. Mark's Place
Meetings Begin Promptly at 7:30 P. M.