

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

—Job 27.8

JUSTICE

OFFICIAL ORGAN OF THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION

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

Vol. VIII. No. 7.

NEW YORK, N. Y., FRIDAY, FEBRUARY 12, 1926

PRICE 3 CENTS

Local 10 Gives Aid To Philadelphia Cutters

Responds in Fine Spirit to Plea of Fellow Craftsmen

A committee of the Philadelphia Cutters' Union, Local 53, appeared last Saturday afternoon before the executive board of the New York cutters' organization, Local 10, to ask for support in their present efforts to unionize every cutting room in the Philadelphia dress and waist industry.

The committee, which was headed by Bro. Winnick, told the executives of the New York cutters' local of the fine results that are being accomplished now by a group of indefatigable cutters in Philadelphia who are working hand in hand with the general committee of volunteer organizers of Local 50 in the drive to unionize the whole trade. They are, however, hampered badly by a lack of funds, and they therefore appealed to their fellow-craftsmen in New York to come to their aid.

The executive board of Local 10 voted to donate to the Philadelphia cutters outright \$250 and to recommend to the regular member meeting that an additional loan of \$500 be given them.

First Part Payment of \$20 Assessment This Week

Special Tax to Be Paid Up in Four Semi-Monthly Installments—To Be Completed by April 15th.

At the meeting of the New York Cloak and Dress Joint Board on Friday last, February 5th, after the special committee which conducted the referendum on the \$20 special assessment had rendered its report, the delegates decided to proceed immediately with the collection of the tax. It was voted to arrange the payment on the basis of four bi-weekly installments, beginning with Monday, February 15 and ending on April 12.

A special committee, to act as a board of trustees for the fund to be raised from the assessment, was appointed at that meeting. The delegates also voted to forward a special letter to all shop chairmen in the cloak and dress shops calling upon them to carry out strictly the decision of the referendum with regard to the \$20 tax and to do all in their power to impress upon the members the urgency of meeting this obligation now while the

An Hour For Striking Miners on Thursday, February 18

On Thursday next, February 18th, the tens of thousands of cloakmakers and dressmakers of New York will make good their promise to raise a big sum of money for the relief of the mine strikers in the anthracite fields. On that day, every worker in the thousands of union shops where women's wear is being made in the Greater City, will give an hour of his or her work for the fighting coal diggers who for the past six months, undaunted by cold, hunger and persecution, have carried on their great struggle against the coal barons.

This step was decided upon at the last meeting of the New York Joint Board, after the joint meeting of all the executive boards of the New York had endorsed the proposal of the General Executive Board of the L.L.G.W.U. to raise such a relief fund, on January 15th. The whole machinery of the Joint Board will be put in motion next Thursday to carry out this decision for the contribution of an hour's work, and all the shop chairmen will rigidly strive to put it into effect in their shops.

Following up this decision, the Joint Board, under the signature of I. Stenzer, chairman, Louis Hyman, general manager, and Joseph Fish, secretary-treasurer, forwarded on February 3th, the following ringing appeal:

SHOP CHAIRMAN:

Dear Sir and Brother:

You are surely familiar with the heroic struggle waged by the United Mine Workers against the most powerful and greedy coal barons. It is six months now since the miners have been engaged in a life and death struggle to preserve the existence of their Union and to defend themselves against the attempts of the mine owners to force them into submission through hunger and misery. The owners, in their greed for profits, are resisting every attempt to bring about a settlement of the strike.

Brothers and sisters, we, cloak and dressmakers know what misery and starvation means. But, however, miserable our conditions may be, they in no way can be compared to the hazardous life of the miners. It has become almost a daily occurrence for newspapers to report mine explosions

(Continued on Page 2)

Toronto Embroidery Workers Win Strike

Collective Agreement With Association Guarantees Closed Shop.

The strike in all the embroidery shops in Toronto, called out under the auspices of the local Joint Board on February 4th came to an end, after a duration of five days, on Monday, February 8th, through the signing of a collective agreement with the association of embroidery manufacturers.

The workers, whose strike headquarters were located in the Toronto Labor Lyceum, 243 Spadina Avenue, received the terms of the settlement with joy and ratified it unanimously. The agreement calls for a closed union shop, forty-four hours of work, a fixed scale of wages for all parts of the craft, and an increase of wages for mostly all workers. Time and a quarter is also given for overtime until July, and time and a half for overtime until January. Three legal holidays with pay is another clause of the contract.

The strike was led by Brother Sol. Polakoff, the manager of the Toronto Joint Board and the representative of the International in that city. Brother Polakoff also represented Local No. 7, the embroidery workers' organization of Toronto, in its negotiations with the employers.

Philadelphia Dress Campaign Fast Coming To A Head

President Sigman Attends Special Meeting of Joint Executive Board of Local 50—Volunteer Campaigners Report Success All Along the Line—Cutters Enroll Many Shops—Demands to Non-Union Firms Formulated.

Last Saturday afternoon, February 6th, President Morris Sigman attended a meeting of the joint executive board of the Philadelphia dress and waist organization, Local 50, at which a report was rendered on the state of the organizing campaign among the

non-union dress shops in Philadelphia. This drive, which was resumed right after the last convention, after it had been interrupted last summer, is being carried on by a big committee of volunteer workers under the direction

(Continued on Page 2)

Dress Contractors' Ass'n Suspends Agreement With Union

Withdraws Clerks From Accompanying Business Agents on Shop Visits—Break Occurs on Refusal of Union to Give Association Advance Notice of Moves Against Jobbers—President Sigman Holds Association Responsible for Breach of Agreement—May Lead to Grave Development—Drive Against Jobbers Meanwhile Continues With Excellent Results.

Last Monday, February 8th, a sudden situation developed in the New York dress market which is likely to

lead to very serious developments in this industry.

It is namely being known that the Dress Contractors' Association had withdrawn its clerks from cooperating with the Union's staff of business agents on visits to shops belonging to members of the Association and had thereby actually suspended the agreement between it and the New York Joint Board. If the machinery of adjustment is not reestablished in the immediate future between this group of employers and the Union, this suspension is likely to lead to a general stoppage in the trade.

What Caused the Suspension

The cause which led to the suspension of the agreement on the part of the contractors' association may brief-

ly be summed up as follows:

For the last month, the Joint Board has conducted a vigorous organizing drive among the unorganized dress shops and has likewise forced several union dress jobbers, through stopping off their contractor shops, to cease sending work to non-union contractors. Last week, the contractors' association, of a sudden, forwarded to the Union a demand that this association be given 24 hours' notice before the Union would strike any jobber for whom association members were working. The Union naturally refused to concede this demand on the ground that such advance notices would destroy the effectiveness of any strike move, were they to become known to

(Continued on Page 2)

Boston Cloakmakers Ready To Strike Jobbers

Negotiations With Other Employers Under Way—Vice-President Hochman in Charge of Boston Developments.

In a few days, the agreement between the Boston Joint Board and the various ladies' garment employers' groups in that city is coming to an end. After February 15, there may be peace or war in the Boston women's wear market—all depending upon

the readiness of the local jobbers, contractors and manufacturers to renew the agreements in the trade on the Union's terms.

Vice-president Julius Hochman is at present in Boston, as the representa-

(Continued on Page 2)

An Hour For Striking Miners

(Continued from Page 1)
where hundreds of miners are buried alive and their families remain breadless.

The Mine Workers' Union cannot and must not be destroyed. The defeat of the miners will be a signal to employers the country over to launch an attack on labor. In this hour of great need the workers of America, as well as the workers the world over, must rally to the support of the miners.

The Joint Board has issued a call to the workers of our industry to come to their aid. On THURSDAY, FEBRUARY 12th, every cloak and dressmaker is called upon to contribute

ONE HOUR'S WORK to the Miners' Relief Fund. It is our solemn duty to show our spirit of solidarity with these brave fighters who have dared to accept the challenge of the most powerful group of capitalists in the world and have braved all dangers to save their Union. You, shop chairman, must make all effort to see that the money is collected immediately so that we may help feed hungry miners and their families and enable them to lead their great struggle to victory.

The Cloak and Dressmakers have at all times extended a brotherly hand to all workers. We are positive that every cloak and dressmaker will do his duty by the miners.

Boston Workers Negotiate New Contracts

(Continued from Page 1)

tive of the International, in charge of the negotiations with the employers. The negotiations with the cloak jobbers have so far yielded unsatisfactory results, and the indications point to a conflict between the Union and this group of employers. On the other hand, the discussions with the dress manufacturers and the cloak contractors appear to indicate that an understanding might be reached with them.

A big mass meeting of all the cloak-makers and dressmakers will be held next week in Boston to take final ac-

tion on the stand of the three different groups of employers. This meeting will determine whether a strike is to be called in Boston or not, and will, in all likelihood, elect a general strike committee if a strike is voted for. Vice-presidents Julius Hochman and David Godes will address the meeting. Bro. A. Morality, who recently was appointed by President Sigman to do organizing work among the Italian cloak and dress makers in Boston, is reporting considerable progress and expects to enroll a substantial number of them in the Union in the near future.

Dress Contractors Suspend Agreement

(Continued from Page 1)

the affected jobber firm beforehand. In reply the contractors' association with drew its clerks. The Joint Board thereupon instructed its agents to continue visiting and controlling the dress contractors' shops without being accompanied by the association's clerks.

President Sigman Vigorously Condemns Action of Association

Upon learning of the act of the Dress Contractors' Association, President Sigman issued a vigorous statement condemning the officers of the contractors' group for their ill-considered and precipitate move, which is a violation of the spirit and the letter of the agreement between it and the Union. He described the demand of the association as dictatorial and unwarranted and pointed out that the association would be held responsible for whatever consequences this suspension might lead to.

Vice-president Julius Portnoy, acting manager of the Dress Division of the Joint Board, acting on the advice of President Sigman, forwarded on Wednesday, February 10th, a reply to a letter sent to him by the officers of the association, in which, after reciting the numerous acts of bad faith displayed by the dress association in the last few months and its failure to cooperate with the Union in carrying out the obligations the agreement imposed on them, termed the withdrawal of the agents as an act of contract suspension the responsibility for which he placed at the doors of the contractors' group.

One Jobber After Another Brought To Terms

In the meantime the drive of the organizing committee of the Joint Board, under the management of Chas. Zimmermann with headquarters at Stuyvesant Caslon, continues to pile up a record of satisfactory achievement which is making a profound impression on the whole trade.

During the last few days, in accordance with laid out plans, the organizing committee struck against several more dress jobbers, taking down their shops in order to make them come to terms and stop sending work to non-union contractors. One after another, the shops of the International Dress Company, the Style Dress Company and the Jane-Riley Company were called out and these firms were in short order compelled to unilaterally their non-union plants or to stop sending work to such shops as could not be made to sign union contracts. These firms are among the largest in the trade—the International employing about 35 contractors, the Style Dress about 120 shops and the Jane-Riley firm about 45 contractors.

The organizers of the Joint Board have also taken down during the last week a number of non-union and sub-standard cloak shops, but these shops will not be sent back until their owners are ready to deposit with the Union a \$1,000 each for faithful performance of the agreement, and in cases where the number of machines in operation is less than 14, an additional \$500 to be kept until the firm secures quarters where it may install the minimum demanded by the Union for any cloak shop in Greater New York.

Philadelphia Dress Campaign Growing

(Continued from Page 1)

of Vice-president Elias Reisberg. The report of the organizers was highly encouraging from every point of view. The committee has succeeded in unionizing fourteen new shops, some of them big and influential firms, and is making inroads in a number of others. The efforts of the branch of the Union in making similar progress and has succeeded in enrolling into the local the men in several cutting rooms of shops that hitherto had been regarded as unapproachable. The joint executive committee discussed further steps in the campaign and reached a

decision to inform the non-union employers that it would like to meet them in conference to discuss the introduction of union standards in their shops. A letter to this effect will shortly be forwarded to all non-union dress manufacturers in Philadelphia, and on the reply of the employers to this letter will depend the next move the organization of the dress and waistmakers might take.

Among the demands the Union intends to bring forth to the employers are an increase in wages, minimum scales for week workers, sanitary conditions, an unemployment insurance fund, and the union shop.

Entertainment and Singing In Harlem

Our Educational Department is making arrangements for an entertainment to be given on Saturday, February 27 at 8 P. M. in the auditorium of P. S. 171, 103rd St., between Madison and Fifth Aves. A concert and group singing will be the program for the evening. Prominent artists will participate.

We invite our members of the I. L. C. W. U. and their families to come

and spend an enjoyable evening. Admission will be free.

Details next week.
Remember to make no engagements for this date!

Wald and Lieberman LAWYERS

302 Broadway New York
Telephone: WOrt 5623 5624

First Part Payment of 20 Dollar Assessment Starts This Week

(Continued from Page 1)

the members have given their approval.

The enemies of our Union have fondly hoped for the day when our agreement would expire and we would be forced to fight for our demands. Their knowledge of our financial difficulties encouraged them in their belief that they will be able to force the workers to submit to their dictates.

Our members have realized the seriousness of the situation and have therefore decided on the \$20 tax so that when the strike situation develops during the coming season we may be prepared with sufficient funds to carry on the fight against the bosses.

It is evident that if we are to collect the tax before the next strike, the

members must begin to make partial payments immediately. Should our members delay making payments during the coming few weeks, the dull season will come on when most of our workers are unemployed and are unable to pay any money to the Union. The Joint Board has therefore decided that every member must make a payment of \$5 every two weeks or \$10 a month until the tax is paid in full.

The Board of Directors has decided to put aside all money collected as tax for the specific purpose of the strike fund. The Joint Board, however, must carry on its daily work. We therefore call on you, shop chairman, to see to it that the workers of your shop become in good standing so that we may be supplied with the necessary funds to carry on our daily work.

Strike Against National Garment Co. In Montreal Still On

Firm Backs Out From Arbitration Proposal.

The strike carried on by the Montreal Joint Board against the National Garment Company of that city, is still on and will be carried to a victorious finish, no matter how long it takes the Union to achieve this object.

The management of the strike is in the hands of Vice-president Max Amdur, International representative in Montreal. Last week, the firm agreed

to arbitrate the dispute but backed out at the last minute. The Union insisted that, until the case is heard by the arbitrators, both sides furnish bonds that they would abide by the word and would sign the agreement on the terms that would be presented by the arbitrators. The firm at first withdrew to this arrangement but later withdrew.

PRACTICAL PATTERN-MAKING

GRADING AND SKETCHING BY SIMPLEST NEW METHOD.
INDIVIDUAL INSTRUCTION DAY AND EVENING.
EASY TO LEARN REASONABLE TERMS

LEADING COLLEGE OF DESIGNING
TRUP. 1. ROSENFIELD, Director
26 West 49th Street, New York Telephone: BRyant 0832

LEARN DESIGNING

• Earn 50 to 200 Dollars a Week
Take a Course of Instruction in

THE MITCHELL DESIGNING SCHOOL

of Men's, Women's, Misses' and Children's Wearing Apparel and Ladies' Fur Garments

The Mitchell School of Designing, pattern making, grading, draping and fitting of coats, suits, dresses, fur garments and men's garments has achieved—

NEW IDEAS—NEW SYSTEMS—BEST RESULTS

A course of instruction in the Mitchell Designing School means an immediate position—Higher Pay—

DEMONSTRATION FREE AT OUR SCHOOL

EASY TO LEARN A GOOD PROFESSION FOR MEN AND WOMEN

Individual Instruction Day and Evening Classes

Evening Classes Monday, Wednesday and Friday

Write, phone or call for free booklet and full information.

Mitchell Designing School

ESTABLISHED OVER 50 YEARS
15 West 17th Street New York City

Telephone: WOrning 5019



Local 38 News

Los Angeles Is Building Up

By D. WISNEVSKY, Sec'y-Organizer

The local elections for paid and unpaid officers for the year 1926 was held Saturday, January 23rd, at Bryant Hall.

The elections passed over quietly, without the usual election turmoil, and it is worth while noting that almost 50 per cent of our members participated in this election.

The following are the members elected to serve for the coming term:

Secretary-Treasurer:
Wisniewsky, D.

Executive Board:

Abraham, V. Landy, Rose
Brook, Tillie Lupu, Wm.
Cohen, Eva Rea, L.
Furman, Molly Romeo, G.
Furman, Abraham Sherman, A.
Giannettino, J. Shonitsky, A.
Goodman, J. Vitallo, R.
Intendont, F. Wilkes, N.
Karp, H. Zack, J.

Zuckrow, V.

Sick Committee

Doolit, M. Lakin, S.
Gardner, H. Resnikoff, M.

Tolosa, J.

Trustees:

Intendont, F. Romeo, G.
Wilkes, N.

The installation of the new officers took place on Tuesday, February 2nd, at Bryant Hall. It was a public installation, and about 150 members participated. The Executive Board invited Brothers Sisman, Baroff, Hyman, Boreschowitz, and Zimmerman to address the meeting. Brother Drasin, the executive-organizer, delivered a farewell address. He went back to the time he first took office and compared the standing of the Local at that time with the present. He cited figures of how our Local grew in its membership and finances. He thanked the membership for the opportunity it had given him to serve the organization. He also wished Brother Wisniewsky luck in his new enterprise as secretary-organizer.

Brother Pansal introduced Brother Baroff who proceeded to install the incoming Executive Board. Brother Baroff delivered a very interesting talk, and at the same time answered Brother Drasin very eloquently on his expressed feelings of disappointment. He said in his talk that he was in favor of a time-limit for officers and advocated a constitutional provision to this effect. He appealed to the new executive board that it do its utmost to organize all the workers in our trade, as the increase in our membership was not nearly enough. He called on the entire membership to shoulder the responsibility of our union, and extend to Brother Wisniewsky best wishes for his work.

Those elected formally answered the roll call. Brother Wilkes was unanimously elected chairman of the executive board and Brother Shonitsky was unanimously elected secretary. Brother Rea was unanimously elected vice-chairman of the Executive Board.

Brother Pansal was introduced as the next speaker, and stated that he was sorry that he was unable to remain on the board, but that he will

always be ready to help should he be called upon. Brother Wilkes made a short address and introduced Brother Wisniewsky who spoke on the conditions in the trade, the work already done and the work to be done in the future.

Brother Hyman was introduced as the next speaker. After a very interesting talk Brother Hyman was thanked by the members. Short talks were also delivered by the Brothers W. Lupu, Wisniewsky, and Torchinsky.

In general the installation was a remarkable one, the first of its kind since I can recollect to in our local. The flowers, two beautiful baskets, presented by the girls of Carnegie's two shops, created a holiday like atmosphere at the gathering. Let us hope that these sisters will express their sentiments not only on such occasions, but that they will do so in our daily work to organize the unorganized so that we shall put our hard-won positions and become stronger in the future.

The voluntary tax of an hour's wages for the striking miners that was levied by our G. E. B., with the approval of all the executive boards, finds a ready response on the part of our membership. The first to pay their amount was the workers of Nette Rosenstein, the chairlady Sister Moling, bringing a check for \$66.50. The workers of Carnegie and Stein & Blain promised to be the next. Pretty soon the office will be able to mail

A Letter From Los Angeles
By LOUIS GOLD

Our fellow-members in other cities are, quite likely, interested to know of what is going on in Los Angeles. Well, here is our little news.

Los Angeles is known as a city to which some people come to either save or prolong their lives, while others come to bask in its eternal sunshine or to marvel at the beauty of its natural surroundings. Among this stream of visitors or permanent settlers, there is also a considerable sprinkling of cloakmakers from various parts of the East who have been accustomed to earning a dollar at their trade with much less strain than local trade conditions would permit. Some of these newcomers are also of a type that had lost a good deal of confidence in themselves before they had reached Los Angeles.

You will find among them, for in-

quite a sizable check for this worthy cause.

In conclusion I wish to express my gratitude to you, sisters and brothers, for the confidence you have placed in me. I shall do my utmost to fulfill my duties so that I may be worthy of your confidence.

This is the greatest satisfaction in life, and with this appreciation in mind, I shall continue working henceforth for our mutual welfare, in the capacity of paid or unpaid officer.

Designers Appeal to Shop Chairmen

The executive board of the designers' local, No. 45, issued last week an appeal to all chairmen in cloak and dress shops in New York City, asking them to help the local in organizing the designers in their shops and to use their authority as the Union's representatives in the shops to impress upon all non-union designers the urgency of their joining the organization. The appeal is signed by Adolph Scheck, the manager of Local 45, and, in part, reads as follows:

"In former years, when our trades were concentrated in larger shops, the designers represented an entirely different element of workers, one that could understand with difficulty the importance of belonging to a trade union of their craft. Today, with the coming of the small shop, the situation has changed materially.

"The designers, it must be admitted, have made more than one attempt to organize themselves; they had at one time over 800 members in the organization, but without the support of the general cloak and dress organization and of its leading workers, it is quite clear that they could not accomplish much. And not having received such support, they, in the course of time, became discouraged and lost interest in the Union. The interests of the designers were not protected when negotiations would be conducted with employers for new agreements, and the designers would be left out in the cold, despite all promises by the former leaders of the Joint Board.

"Things have changed materially now, and with this change there is hope that the designers will come into their own. The cloakmakers and the dressmakers are beginning to realize that when the designers are well organized, they themselves will be able to exert better control over the shops and the industry as a whole; that they will gain a new union element in the shop that is bound to result in the strengthening of union prestige and influence in the cloak and dress factory.

"The designers' local now has a new leadership which is genuinely interested in drawing into the local all the hundreds of workers in our craft that have become apathetic and lost interest in the affairs of our organization in the past. We hope that the chairmen in all the cloak and dress shops will help us in this great drive; they are in a position better than any one else to do it, as they are daily in touch with the workers in the shops and they can exert the necessary influence to this effect.

"Our office is located at 1151 Broadway, Room 14, where you may at any time get in touch with the officers of the designers' local who will be ready and willing to cooperate with you. We hope, brothers, that this appeal will find a warm response among you and that you will help us to make the designers' union a well-organized branch of our great ladies' garment workers' family."

stance, some old-timers who had been working all their years on piece work without giving a thought to the probable result of such slavery. Many of them have become, as a result of this inhuman drain on their systems, physically shattered, while others are nervous wrecks.

These drawbacks, however, have never stopped the active spirits in the local trade from constantly endeavoring to keep up a good union in our town. We have had, of course, our ups and downs but lately we have been going on the up-grade. Some of our best workers have recently got together and we decided to pool our efforts together for a strong organization. Today it looks as if we are going to have durable success this time. In fact, the enthusiasm for the union is already so strong here that we hope to be able to report in a few weeks a one-hundred-per-cent cloak organization in Los Angeles. What is most interesting about our last effort is, that unlike efforts in the past, we have not this time called upon the General Office of the International for help, but had gone about the matter on our own strength, and unless the untoward occurs we have every reason to believe that we shall come out on top.

Meanwhile, things are lively among our people here. We are organizing one shop after another and have succeeded in settling with several non-union firms already. In our agreements with these manufacturers we specify that they must assume the obligation of an unemployment insurance fund, and as soon as we succeed in signing up about 60 per cent of the local shops, we shall work out an out-of-work benefit plan to suit local conditions.

We have here in Los Angeles also a large number of dressmakers. Most of these girls workers are Mexican—Spanish speaking, some are native-English speaking, and some are Jewish girls. Naturally, the cloakmakers are still too preoccupied with their own organizing work to be able to give much time to the dressmakers. Still, something is being done already to interest these girls in the organization, and more will be done later. We intend soon to appoint a Mexican woman organizer under the direction of our executive board, as the dressmakers are a part of Local 52.

We also have here among the Jewish girls several who had been quite active in the East but have been rather passive since they came to Los Angeles. These, we hope, will become again interested in the organization and will help us build a stronger and more influential body of dressmakers, which is so badly needed in that underpaid and overworked trade.

All in all, it is our ambition that we shall in the near future improve conditions in the local women's garment industry to such an extent that cloak and dress makers will be able to come here not only to find their health but to earn a decent living as in some of the better situated and organized ladies' garment markets.

JUSTICE

A Labor Weekly

Published every Friday by the International Ladies' Garment Workers' Union
Office: 2 West 16th Street, New York, N. Y. Tel. Chelsea 2118

MORRIS HOGMAN, President

A. BAROFF, Secretary-Treasurer

MAX D. DANISH, Acting Editor

Subscription price, paid in advance, \$10.00 per year.

Vol. VIII, No. 7.

New York, Friday, February 12, 1926

Entered as Second Class matter, April 16, 1925, at the Postoffice at New York, N. Y., under the Act of August 24, 1912.

Acceptance for mailing at special rate of postage, provided for by Section 1102, Act of October 3, 1917, authorized on January 22, 1926.

HARLEM BANK OF COMMERCE

2118 Second Avenue

Cor. 109th Street

New York

F. W. FERRARI, President
F. N. MANCUSO, Chairman of the Board
F. W. HUBBARD, Vice-President
P. FERRARI, Vice-President
H. LAZZARUS, Vice-President
ANTHONY DI PAOLA, Cashier

ALL BANKING
TRANSACTIONS
SAFE DEPOSIT
VAULTS

FIORELLO H. LA GUARDIA, Attorney at Bank

JUSTICE

A Labor Weekly

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

MORRIS SIGMAN, President A. BAROFF, Secretary-Treasurer
MAX D. DANISH, Acting Editor

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

Vol. VIII, No. 7.

Friday, February 12, 1926

Entered as Second Class matter, April 16, 1920, at the Postoffice at New York, N. Y., under the Act of August 24, 1912.
Acceptance for mailing at special rate of postage provided for in Section 1103, Act of October 3, 1917, authorized on January 25, 1919.

EDITORIALS

AFTER THE REFERENDUM

The referendum on the twenty-dollar tax levied on all the members of the New York cloak and dress locals was held last week and approved by a substantial majority. The Joint Board has now perfected the plan for collecting this tax—the prime purpose of which is the raising of a big organizing and defense fund to meet the emergencies that might face it in the near future.

A few facts connected with the initiation of this assessment and the carrying out of the referendum on it, seem to us, now that it had been adopted, deserving of some comment in these columns.

There has been some surprise manifested in some of our circles with the comparatively small number of voters who took part in this balloting, less than ten thousand members, of a voting mass of nearly sixty thousand organized cloak and dress makers in New York City. The proportion of those voting in the negative—the tax was carried by a vote of sixty for to forty against—has also astonished some observers, particularly in view of the fact that it had been endorsed only three weeks ago by a huge meeting of shop chairmen without a dissenting vote.

Candidly, we are not surprised by either the size of the vote cast for the assessment, or the number of votes recorded against it. We are quite positive that the comparatively small vote does not in the least indicate that our members in New York do not realize that the Union needs today a treasury to be ready to combat our organized employers in the event the latter definitely make up their mind to attack our organization and to take advantage of what they might be inclined to consider its present weakness. Those who are familiar with the record of general referenda in our unions, and in other unions for that matter, know quite well that a vote on an assessment is not a popular thing and that under the best of circumstances, only a small portion of the membership turns out to take a part in it. To have anticipated a much greater vote for this special tax, would have been to ignore a very definite feature of the psychology of our workers. Only in general strike votes, when enthusiasm runs unusually high, is it logical to expect a practically unanimous endorsement by a large majority of all the members of the affected organization, whether that be in New York or in any other market.

There is, however, a good deal more substance in the astonishment which some of our active workers display at the size of the vote cast against the assessment, and it occurs to us, that helpful as a guide for future action.

It would be silly to charge up this impressive negative vote to the opponents of the present leadership of the Joint Board. There may have been many so-called "rights" who stayed away from voting entirely—just as there, no doubt, were a great many who in the past few months had supported the present administration of the Joint Board that failed to vote—as the figures themselves seem clearly to indicate. What is most probable, however, is that the amount of the assessment—only a few months after the membership of the New York cloak and dress locals had voted for a general reduction of the weekly dues—had amazed and caused some resentment among a considerable number of workers without regard to difference of opinion on union tactics and policies. These members could not apparently see their way clear how to support consistently a twenty-dollar assessment after they had been told for months that the organization could very well meet all its needs on the present rate of dues and with the revenue it has been receiving from the ordinary sources of its income.

There is, therefore, in the result of this referendum a sound lesson in union management and responsible union tactics that, we hope, will be brought home to those in whom responsibility for the welfare of the New York dress and cloak locals is vested at present. It goes without saying that we offer these reflections not in a mood of bitter criticism but in the hope that this lesson, like every other experience, will benefit our organization and its leaders and will impress upon them the tremendous value of consistency of word and action and the necessity of treating all the realities that are facing our Union in a frank and realistic spirit and not in a spirit of opportunism and inconsistency.

Such, we believe, are the true reasons for both the size of the vote cast in the referendum on the twenty-dollar assessment and for the heavy opposing vote recorded after the balloting. Of course, this has not the least bearing on the duty and the obliga-

tion of our members towards it, now that it had been legally adopted. Without regard to whether they had participated in the vote or not, whether they were for the assessment or not, it is today the sacred duty of every member of the cloak and dress organization in New York City to meet it fully and without any equivocation, excuse, or alibi.

The twenty-dollar assessment is the law of the Union today. Not only this,—it is the great need of the Union at this hour, and no man or woman belonging to the locals affiliated with the New York Joint Board, we confidently trust, will shirk his or her duty with regard to it. Remember, it is not only your Union, not only the whole Labor world that will judge your loyalty and your devotion to your organization by your readiness or your failure to come up promptly to your obligations, but bear in mind that your employers will keep a sharp eye on you to the last moment, until your big defense fund is raised, to see whether you are ready, willing and able to defend the Union and whether you are as good and as reliable as your word.

WHEN AGREEMENTS ARE NOT AGREEMENTS

"Better a poor agreement in a good union shop than a good agreement in a poor union shop."

This is an old axiom in the trade union movement,—especially so in our own trades, in the needle industry. Time and again has the truth of this standard been brought home to us in the course of our daily experience with employers—groups or individuals, big or small. Year in and out we have told our workers, in times of peace and of strife, that the worth of an agreement is measured only by the readiness of the workers themselves to defend it against the attempts of the employers to convert it into a scrap of paper, on the one hand, and the countless petty temptations that daily arise in the life of the shop, on the other hand, which close the eyes of the workers to their bounden duty and make them forget their own rights and the rights of their fellow workers.

Nevertheless, in spite of its obviousness and simplicity, even some of our active workers appear often to lose sight of this self-evident truth and appear to derive some special pleasure from trying to seek the cause for the failure of an agreement to work out properly in quarters that are the least responsible for it. What is more, this grubbing and knocking usually tends to spread misleading notions concerning the entire value and substance of labor-employer agreements and affects materially the morale and the sense of solidarity of the workers in the shops.

It is hardly necessary to emphasize the point that, with the exception of the small money security that is usually deposited by individual firms when signing agreements, our unions do not expect to be able to collect money damages in favor of the workers in the event of their violation by the employers. Under the most favorable of circumstances, with the best support of public opinion lined up on its behalf, the union-employer agreement finds its strongest force in the power of the "party of the second part,"—the union, to call out the workers employed by "the party of the first part" whenever a flagrant violation of the mutual understanding governing work-terms is either attempted or committed by the firm.

And those who are familiar with the strategy and the workings of the Labor movement know equally well that this unwritten law of the movement applies with nearly as much force to collective agreements as it does to agreements with individual employers,—except that in the case of collective agreements this factor of strength does not appear as much on the surface as in the latter instance, though it has just as much influence and weight.

At best, therefore, an agreement with an employer or a group of employers is but a record of certain terms affecting work conditions in the shops under which both sides are willing to maintain conditions of peace and the normal carrying on of the productive processes of industry. In the whole history of the I. L. G. W. U. we recall of but one instance, in an extraordinary situation, when the Union had resorted to a court of equity to uphold a collective agreement between it and an organized group of employers—the famous Wagner injunction granted against the late Protective Association of New York in the lockout-strike of 1921-1922. But that exceptional case, like every other exception, only proves the rule that Labor is neither eager nor capable of enforcing its agreements with employers in courts. True, public opinion, in many instances, wields considerable influence in compelling observance of agreements on the part of employers, but essentially, as we already remarked, it is the mobilized strength of the Union, of the individual shop, and of the individual group and unit of workers that is the pivot of strength upon which an agreement between a labor union and an employer rests.

It is about time that our workers, especially such of them as are placed in positions of leadership, small or big, should digest and absorb these thoughts and make them part of their mental equipment. We hear entirely too many tearful complaints these days to the effect that the "employers are violating the contracts," that "there is no use in having agreements as long as the bosses break them," and so on and so forth.

Complaints of this kind to us usually mean one thing, namely, that the local union affected, or the shop or group of workers on behalf of whom this grievance is voiced, has lost the spirit and the militancy which is required, agreement or no agreement, to defend its work conditions in the shop. And it is just as safe a bet that whenever and wherever an employer is aware of the strength of the union organization in his shop, he will forego many an opportunity to take advantage of a technicality in his favor or of

Life Insurance—A New Field For Labor

By DR. HERMAN FRANK

The present effort of the American Federation of Labor to form an insurance company that would operate exclusively among trade unionists and their families, is but an outgrowth of the strongly accentuated tendency in the American labor movement in recent years to occupy new positions of socioeconomic advantage and to spread its activity and influence to places heretofore regarded as the sole playground of organized or "disorganized" capital. The improved economic conditions of the American organized workers in the key industries of the land,—the result of decades of fighting,—have led inevitably to a gradual leveling-up of their living and health standards, and this finds a logical sequel in the growing demand for a life insurance organization controlled and managed by organized workers for their own benefit and profit. It is easy to foresee that the establishment of a system of union-cooperative insurance will give the workers, in addition to immediate material returns, also a possibility to organize permanently life insurance on a cheaper and more serviceable basis.

The capitalist-controlled insurance companies have for many years sought to create for themselves a special field of activity among the wage-earning masses, a field that would be best suited to the limited premium-paying capacity of such typical policy-holders. A feature of such policies, commonly known in the United States as "industrial" policies, is their small weekly payments, perfunctory medical examinations, or no examinations at all, and small insurance maxima, seldom reaching above the \$500 limit. Industrial insurance so-called was first introduced in England about 70 years ago, after a parliamentary investigation had brought out the fact that the workers were in need of better and safer life insurance than what was supplied to them by the fraternal organizations, or as they are being called in England "friendly societies". These benevolent societies at that time embraced about three million wage-earning members who were "insured" by these societies against death and sickness.

The first to introduce an "industrial" branch in England was the oldest and biggest British insurance company—the Prudential—in 1854. The American "Prudential", and the "Metropolitan" and the "John Hancock" began issuing "industrial" policies only in 1874. It did not take these companies long to discover that these workers' policies could be made a source of tremendous revenue. As in the case of many other commodities so in life insurance, it appeared that the worker and the small tradesman could be made to pay comparatively higher rates than persons of wealth. It is an undeniable fact that the workers both in this country and abroad are, and have been, overpaying annually tens of millions of dollars for their life insurance as compared with the average cost of insurance to other classes for proportionate amounts.

The recognition of this fact has given rise to the idea of cooperative life insurance for the masses by the masses as far back as twenty-five years ago. The first large-scale attempt in this direction was made in Sweden, and was later followed in England by the Cooperative Insurance Company, called into being by the Cooperative Wholesale Society of Manchester, which controls thousands of coopera-

tive shops, factories and farms. The foremost success of cooperative life insurance, however, was achieved in Germany, where the organized trade unionists formed in 1912 the first insurance company under the name "Volks-Versorge, Gesellschaft für Genossenschaftliche Lebens-Vericherung Aktions-Gesellschaft". It was organized with a capital of one million marks, its stock consisting of a thousand shares that were taken up exclusively by trade unions and co-operative societies, which are known in Germany as "Konsum Vereinen".

This first attempt to form a labor insurance company stirred up a great deal of animosity among the bourgeois classes in Germany who feared that the accumulation of great funds in the hands of the Socialists and trade unionists might give them another powerful weapon in combating the capitalists. To check the spread of the "Volks-Versorge", 30 of the leading German life insurance companies formed a joint enterprise called the "Deutsche Volks-Versicherung Aktien-Gesellschaft", with a capital of 4 million marks to combat the influence of the people's cooperative insurance society.

It is worthwhile noting that even prior to the formation of the labor insurance company in Germany in 1912, that country had a well-developed system of life insurance for the masses. About nine million policies—each from 1000 to 200 marks (\$250 to \$500), totaling a sum of 1550 million marks, had already been subscribed by private insurance companies for wage-earners and small income earners, 70 per cent of which was carried by two of the biggest life insurance companies in the country. The premiums in Germany were also considerably lower than in any other country as the overhead expenses connected with the administration of these policies had been reduced to a minimum and the losses accrued to insured from cancelled policies had been just as small. Thus, for instance, the biggest German insurance company—"Victoria"—spent annually only 24 per cent of the premium income for administrative expenses, while the London "Prudential" spent 40 per cent of its premium income for administration and the New York "Metropolitan" spent 35 per cent.

Similarly, while the "Metropolitan" cancelled annually, on the average, 9.3 per cent of the total of its policies, the annual losses of the "Victoria" from cancellation amounted only to 2.4 per cent of its policies.

As a result of such economy, the German masses already at that time enjoyed greater advantages from "popular" insurance than the workers in any other industrial country. Thus, for instance, in 1915, one of the leading German insurance companies could offer to a person 30 years old 343 marks of insurance for a weekly payment of 10 pfennings (2½c), while for a similar premium the English companies offered only 134 marks and the American underwriters—122 marks (\$20.50).

It is easy to understand therefore why the American workers should be keenly concerned with the creation of a life insurance system of their own. A few years ago, the first step in this direction was made by the Brotherhood of Locomotive Engineers which opened a life insurance department under the direction of its late grand chief Warren E. Stone, the founder of the first bank in the United States. The engineers were prompted to take this step as the private companies placed very high insurance rates on them owing to the hazardous nature of their occupation. Other national trade unions had instituted various similar insurance schemes, such as the International Typographical Union and the Granite Cutters' International Association which operated old-age pension funds for their members.

Now, at last, the American Federation of Labor has organized a national labor life insurance company to be owned in its entirety by national and local trade unions, for the direct purpose of supplying economical life insurance and to render the maximum of service in this field to the organized workers for the lowest possible premium charges. This remarkable undertaking is entering the insurance field under unusually favorable circumstances, but it will be confronted with special problems and difficulties which it will have to solve. We shall discuss some of its unique features in another article in the early future.

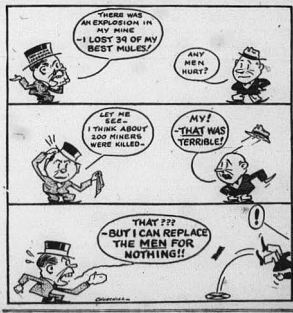
Prosanis Label Committee Will Hold Exhibit

The Consumers' "Prosanis" Label Committee, recently organized by the Labor Division of the Joint Board of Sanitary Control, of which Mrs. Edith Shatto King, Chairman of the Committee on Industry of the Women's City Club of New York is Chairman, and Mrs. Percy Jackson, President of the Consumers' League of New York, is Secretary, will hold an exhibit at the Better Homes Exhibit under the auspices of the League of Mothers' Clubs to be held at the Hotel Pennsylvania during the week of February 22nd to the 27th.

Among the features of the exhibit will be an Attrapecoeur setting forth, in pictures and legends, the history and record of the Joint Board of Sanitary Control in modernizing sanitary and safety conditions in the factories of the women's garment working industry of New York City, and setting forth the value of the "Prosanis" Label as a health guarantee to the large army of women shoppers in New York City. The exhibit will serve to show the public how the "Prosanis" Label is a device by which it can bring its purchasing power to bear upon the retailers to encourage enlightened manufacturers, who cooperate with the Union, to maintain fair sanitary and working conditions in the shops, and to combat unscrupulous sweatshop competition from which they and the workers jointly suffer.

An interesting feature of the Better Homes Exhibit will be Good Health Night. On this evening, addresses will be delivered by prominent public health officials and social workers, and the winner of the Healthiest Mother Contest will be determined by a physical examination of hundreds of mothers in New York City by the Life Extension Institute. The first prize will be One Hundred Dollars. The mother winning the second prize will receive a "Prosanis" Health Garment presented by a nationally-known public official. The Consumers' "Prosanis" Label Committee is receiving active cooperation from some of the most important women's organizations in the City.

Yes, He Really Cares for a Mule



a weak spot in the agreement to keep his peace and not to trespass on the rights of the workers.

We are not optimistic enough to believe that the time will ever come that employers will stop seeking every ways and means open to them to circumvent and violate agreements, whenever they could do so with impunity. Perhaps, this is their business. Our business is, however, to make such violations impossible for them, and we can do it not by mere complaining but by strengthening our own position, our own solidarity all along the line, in every local, shop, district and group. Then, grumbling about the laxity of the employers' contractual morals will not be necessary; then, our agreements, perfect or imperfect, will be carried out and lived up to both in letter and spirit.



EDUCATIONAL COMMENT AND NOTES



Women and the Labor Movement

By FANNIA M. COHI

It is gratifying for many of us to know that the policy of the American Federation of Labor is now, more than ever, Organization and Education. That means educating millions of workers in the aims, policies and problems of the American Labor Movement and helping them to understand the world they live in, while carrying on at the same time an organizing campaign among the unorganized workers.

Those of us who are interested in the organization of the millions of working women are hopeful that this effort to draw workers into trade unions will extend also to women. The officers of the American Federation of Labor have demonstrated more than once within the last few years an interest in the problem of bringing working women within the fold of the organized labor movement. Their interest has resulted in several conferences of representatives of national and international unions functioning in industries in which women are employed. But good will unaccompanied by understanding does not necessarily lead to success.

The organization of workers has never been an easy task. But, at least, those who have been and are entrusted with the responsibility for carrying on this work have possessed a knowledge of the group they were organizing. Most of the organizers were engaged in the trades in which they were trying to enlist workers. In consequence, they possessed a first-hand knowledge not only of the problems of the industry and labor conditions prevailing in it, but also an understanding of the human element engaged in it. They have had an opportunity to learn of their intellectual, cultural and economic background, their racial characteristics. And such a knowledge is essential, since one can not hope for success in organizing unless one can make an appeal to this human element.

In the organization of women such a knowledge is rarely present. Their organizers and the leaders of their unions are generally men who may not fully understand the psychology and peculiarities of their group. As a result, their attitude towards their job and

their place in our social structure is usually different from that of men. Their general feeling of uncertainty of their own powers,—ingrained in them by home, school, economic and traditional training makes them easier to dominate, more unwilling to demand higher wages, and less aware of their ability to succeed on the economic field. Their appreciation of the place they occupy in our modern society has hardly been developed in them, nor are they sufficiently conscious of the fact that the productive capacities of many industries depend on their efforts.

At the same time, they are no less realistic than men when confronted with facts that prove the value to them of organization, and they are extremely idealistic once they realize the importance of the labor movement as a dynamic social force in the progress of mankind. It is essential, therefore, that women's psychology be studied. One must be mindful of the necessity of meeting women on their own particular ground and overcoming many of their objections to organization.

In any such organizing campaign, women's knowledge of the psychology of their sisters will be found invaluable. It is therefore imperative that women and men work together, the former contributing their knowledge of the group in question, the latter its long experience in organization work.

In addition, the recognition of women leaders will furnish a valuable incentive to unorganized women, holding out as it does the possibility of work of greater importance within the trade union movement. The interest of women can be enlisted by the hope for advancement, of greater prestige and greater scope for usefulness within the movement.

The American Federation of Labor will have to face squarely and with open-mindedness this problem of the organization of working women. The contention that might be raised to the effect that women are unorganizable, will be dodging that problem, not solving it.

(To Be Continued)

Half-Rate Tickets to I.L.G.W.U. Members For Mayo Wadler Concert on March 1st

Mayo Wadler, a violinist of first rank, who in recent years appeared as concertist on the same program with the late Enrico Caruso, Mme. Louisa Tetrazzini and Rosa Raisa, will make his first appearance in New York, after a prolonged absence in Europe, where he played with remarkable success in most of the capitals, at Carnegie Hall, on Monday evening, March 1st.

The name of Mayo Wadler is well known to N. Y. radical, Socialist and labor audiences, among whom he is remembered for his frequent appearances at recitals and concerts arranged by labor organizations. Wadler and his managers are anxious that as many of his old-time working class and radical friends as possible attend the recital at Carnegie Hall on March 1st. Arrangements have therefore been made for I.L.G.W.U. members to secure tickets to all sections of the hall at half-rate prices.

Such tickets may be procured by our members from the office of the Educational Department, 3 West 16th Street, 4th floor. Further announcements next week.

SPECIAL ISSUE OF STUART CHASE'S BOOK "THE TRAGEDY OF WASTE" BY THE WORKERS' EDUCATION BUREAU

At the last meeting of the Executive Board of the Workers Education Bureau of America it was decided to have a special edition of "The Tragedy of Waste" in a paper cover to be sold at 50 cents. The regular price in cloth is \$2.50.

When this edition is ready for sale, our members will be notified on this page.

Weekly Educational Calendar

WORKERS' UNIVERSITY

Washington Irving High School, Irving Place and 16th Street, Room 530

Saturday, February 13

1:30 P. M. B. J. R. Stolper—A Social Study of English Literature—Arnold Bennett.

2:30 P. M. What Is Shop Economics?

Sunday, February 14

11 A. M. A. J. Musto—History and the Workers

The French Revolution and the Russian Revolution.

I. L. G. W. U. BUILDING, 3 WEST 16TH STREET

Wednesday, February 17

6:30 P. M. Alexander Friedlander—Social Psychology.

This course will consist of ten lessons and will be continued on Wednesday evenings.

LOCAL 2 CLUB ROOMS

1561 Washington Avenue, Bronx

Sunday, February 14

10:30 A. M. Max Levine—Economics of the Ladies' Garment Industry

LOCAL 9 BUILDING, 67 LEXINGTON AVENUE

Saturday, February 27

1 P. M. Max Levine—Economics of the Ladies Garment Industry.

UNITY CENTERS

English classes for beginners, intermediate and advanced students, have been organized for our members in the following Public Schools:

P. S. 25 225 E. 5th St., Manhattan.

P. S. 171-162nd St. between Madison and Fifth Aves.

P. S. 42 Brown Place and 154th St., Bronx.

P. S. 61 Crotona Park E. and Charlotte St., Bronx.

P. S. 156 Christopher Ave. and Seckman St., Brooklyn.

WHAT IS SHOP ECONOMICS

Lecture by Dr. Sylvia Kopald in Our Workers' University, Saturday, February 13th, 2:30 P. M.

The course on Shop Economics represents an attempt to help the worker understand the world he lives in through the shop he works in. It seeks to analyze the great forces of industry by means of analyzing for garment workers the forces operating in the manufacture of women's garments.

This course will present a study of wages, hours, working conditions, technical organization, market organizations. The factory or the shop will be enlarged into the modern industrial world. Through it the class will trace the industrial development and the influences brought to play upon the workers' mind by the great economic forces. The ideal for which the union is working will be defined through its day-to-day program as well as its ultimate goal as seen through the shop window.

The lecture will take place in Washington Irving High School, Room 530. Admission free to I. L. G. W. U. members.

STUART CHASE'S "TRAGEDY OF WASTE" AT REDUCED PRICES

Stuart Chase's "Tragedy of Waste" which appeared recently had a most welcome reception from the Labor Movement as well as from economists. The regular price of this book is \$2.50. A number of unions, at the suggestion of Brother Coyle, editor of the Brotherhood of Locomotive Engineers' Journal, made arrangements with the publisher to sell this book at \$1.00 provided at least 500 copies are sold. This edition will be in durable heavy paper.

Our members can order the book at this price from our Educational Department, 3 West 16th Street.

CLASS IN PHYSICAL TRAINING ALREADY ORGANIZED

The first session of our physical training class was held last Tuesday in the Gymnasium of P. S. 40, 220 E. 20th Street.

A number of our members assembled and spent an hour doing physical exercises under the supervision of a competent director, Miss Esther DeMan.

Need we emphasize the importance of physical exercise for our members who work in-doors all day. We know they appreciate the value of health. Their well-being, their cheerfulness, depends on bodily health.

This class meets every Tuesday at 6:30 P. M. in P. S. 40, 220 E. 20th St. Admission is free to members of the I. L. G. W. U.

BROOKWOOD COLLEGE PLAYERS TO PERFORM IN NEW YORK MARCH 5

Tickets Can Be Obtained at Our Educational Department

Three one-act plays will be given by the Brookwood College Players on Friday evening, March 5 at the Labor Temple, 14th Street and 2nd Avenue.

The seating capacity of the auditorium is limited, and those who wish to attend should, therefore, prepare their tickets in advance.

These can be obtained from the Educational Department, 3 West 16th St.

Buy

WHITE LILY TEA
COLUMBIA TEA
ZWETOCHNI CHAI

Exclusively

JUSTICE

A Labor Weekly

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

MORRIS SIGMAN, President. A. BAROFF, Secretary Treasurer
MAX D. DANISH, Acting Editor

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

Vol. VIII, No. 7. Friday, February 12, 1926

Entered as Second Class matter, April 16, 1920, at the Postoffice at New York, N. Y., under the Act of August 24, 1912.
Acceptance for mailing at "second class" postage provided for in Section 1103, Act of October 3, 1917, authorized January 23, 1919.

EDITORIALS

AFTER THE REFERENDUM

The referendum on the twenty-dollar tax levied on all the members of the New York cloak and dress locals was held last week and approved by a substantial majority. The Joint Board has now perfected the plan for collecting this tax—the prime purpose of which is the raising of a big organizing and defense fund to meet the emergencies that might face it in the near future.

A few facts connected with the initiation of this assessment and the carrying out of the referendum on it, seem to us, now that it had been adopted, deserving of some comment in these columns.

There has been some surprise manifested in some of our circles with the comparatively small number of voters who took part in this balloting—less than ten thousand members, of a voting mass of nearly sixty thousand organized cloak and dress makers in New York City. The proportion of those voting in the negative—the tax was carried by a vote of sixty for to forty against—has also astonished some observers, particularly in view of the fact that it had been endorsed only three weeks ago by a huge meeting of shop chairmen without a dissenting vote.

Candidly, we are not surprised by either the size of the vote cast for the assessment, or the number of votes recorded against it. We are quite positive that the comparatively small vote does not in the least indicate that our members in New York do not realize that the Union needs today a treasury to be ready to combat our organized employers in the event the latter definitely make up their mind to attack our organization and to take advantage of what they might be inclined to consider its present weakness. Those who are familiar with the record of general referenda in our unions, and in other unions for that matter, know quite well that a vote on an assessment is not a popular thing and that under the best of circumstances, only a small portion of the membership turns out to take a part in it. To have anticipated a much greater vote for this special tax, would have been to ignore a very definite feature of the psychology of our workers. Only in general strike votes, when enthusiasm runs unusually high, is it logical to expect a practically unanimous endorsement by a large majority of all the members of the affected organization, whether that be in New York or in any other market.

There is, however, a good deal more substance in the astonishment which some of our active workers display at the size of the vote cast against the assessment, and it occurs to us, that a few candid remarks with regard to it may be both timely and helpful as a guide for future action.

It would be silly to charge up this impressive negative vote to the opponents of the present leadership of the Joint Board. There may have been many so-called "rights" who stayed away from voting entirely—just as there, no doubt, were a great many who in the past few months had supported the present administration of the Joint Board that failed to vote—as the figures themselves seem clearly to indicate. What is most probable, however, is that the amount of the assessment—only a few months after the membership reduction of the weekly dues—had amazed and caused some resentment among a considerable number of workers without regard to difference of opinion on union tactics and policies. These members could not apparently see their way clear how to support consistently a twenty-dollar assessment after they had been told for months that the organization could very well meet all its needs on the present rate of dues and with the revenue it has been receiving from the ordinary sources of its income.

There is, therefore, in the result of this referendum a sound lesson in union management and responsible union tactics that, we hope, will be brought home to those in whom responsibility for the welfare of the New York dress and cloak locals is vested at present. It goes without saying that we offer these reflections not in a mood of bitter criticism but in the hope that this lesson, like every other experience, will benefit our organization and its leaders and will impress upon them the tremendous value of consistency of word and action and the necessity of treating all the realities that are facing our Union in a frank and realistic spirit and not in a spirit of opportunism and inconsistency.

Such, we believe, are the true reasons for both the size of the vote cast in the referendum on the twenty-dollar assessment and for the heavy opposing vote recorded after the balloting. Of course, this has not the least bearing on the duty and the obliga-

tion of our members towards it, now that it had been legally adopted. Without regard to whether they had participated in it or not, whether they were for the assessment or not, it is today the sacred duty of every member of the cloak and dress organization in New York City to meet it fully and without any equivocation, excuse, or alibi.

The twenty-dollar assessment is the law of the Union today. Not only this—it is the great need of the Union at this hour, and no man or woman belonging to the locals affiliated with the New York Joint Board, we confidently trust, will shrink his or her duty with regard to it. Remember, it is not only your Union, not only the whole Labor world that will judge your loyalty and your devotion to your organization by your readiness or your failure to come up promptly to your obligations, but bear in mind that your employers will keep a sharp eye on you to the last moment, until your big defense fund is raised, to see whether you are ready, willing and able to defend your Union and whether you are as good and as reliable as your word.

WHEN AGREEMENTS ARE NOT AGREEMENTS

"Better a poor agreement in a good union shop than a good agreement in a poor union shop."

This is an old axiom in the trade union movement,—especially so in our own trades, in the needle industry. Time and again has the truth of this standard been brought home to us in the course of our daily experience with employers—groups or individuals, big or small. Year in and out we have told our workers, in time of peace and of strife, that the worth of the agreement is measured only by the readiness of the workers themselves to defend it against the attempts of the employers to convert it into a scrap of paper, on the one hand, and the countless petty temptations that daily arise in the life of the shop, on the other hand, which close the eyes of the workers to their bounden duty and make them forget their own rights and the rights of their fellow workers.

Nevertheless, in spite of its obviousness and simplicity, even some of our active workers appear often to lose sight of this self-evident truth and appear to derive some special pleasure from trying to seek the cause for the failure of an agreement to work out properly in quarters that are the least responsible for it. What is more, this grumbling and knocking usually tends to spread misleading notions concerning the entire value and substance of labor-employer agreements and affects materially the morale and the sense of solidarity of the workers in the shops.

It is hardly necessary to emphasize the point that, with the exception of the small money security that is usually deposited by individual firms when signing agreements, our unions do not expect to be able to collect money damages in favor of the workers in the event of their violation by the employers. Under the most favorable of circumstances, with the best support of public opinion lined up on its behalf, the union-employer agreement finds its strongest force in the power of the "party of the second part"—the union, to call out the workers employed by "the party of the first part" whenever a flagrant violation of the mutual understanding governing work-terms is either attempted or committed by the firm.

And those who are familiar with the strategy and the workings of the Labor movement know equally well that this unwritten law of the movement applies with nearly as much force to collective agreements as it does to agreements with individual employers,—except that in the case of collective agreements this factor of strength does not appear as much on the surface as in the latter instance, though it has just as much influence and weight.

At best, therefore, an agreement with an employer or a group of employers is but a record of certain terms affecting work conditions in the shops under which both sides are willing to maintain conditions of peace and the normal carrying on of the productive processes in industry. In the whole history of the I. L. G. W. U. we recall of but one instance, in an extraordinary situation, when the Union had resorted to a court of equity to uphold a collective agreement between it and an organized group of employers—the famous Wagner injunction granted against the late Protective Association of New York in the lockout-strike of 1921-1922. But that exceptional case, like every other exception, only proves the rule that Labor is neither eager nor capable of enforcing its agreements with employers in courts. True, public opinion, in many instances, wields considerable influence in compelling observance of agreements on the part of employers, but essentially, as we already remarked, it is the mobilized strength of the Union, of the individual shop, and of the individual group and unit of workers that is the pivot of strength upon which an agreement between a labor union and an employer rests.

It is about time that our workers, especially such of them as are placed in positions of leadership, small or big, should digest and absorb these thoughts and make them part of their mental equipment. We hear entirely too many tearful complaints these days to the effect that the "employers are violating the contracts", that "there is no use in having agreements as long as the bosses break them", and so on and so forth.

Complaints of this kind to us usually mean one thing, namely, that the local union affected, or the shop or group of workers on behalf of whom this grievance is voiced, has lost the spirit and the militancy which is required, agreement or no agreement, to defend its work conditions in the shop. And it is just as safe a bet that whenever and wherever an employer is aware of the strength of the union organization in his shop, he will forego many an opportunity to take advantage of a technicality in his favor or of

Life Insurance—A New Field For Labor

By DR. HERMAN FRANK

The present effort of the American Federation of Labor to form an insurance company that would operate exclusively among trade unionists and their families, is but an outgrowth of the strongly accentuated tendency in the American Labor movement in recent years to occupy new positions of socioeconomic advantage and to spread its activity and influence to places heretofore regarded as the sole playground of organized or "disorganized" capital. The improved economic conditions of the American organized workers in the key industries of the land,—the result of decades of fighting,—have led inevitably to a gradual leveling-up of their living and health standards, and this finds a logical sequel in the growing demand for a life insurance organization controlled and managed by organized workers for their own benefit and profit. It is easy to foresee that the establishment of a system of union-cooperative insurance will give the workers, in addition to immediate material returns, also a possibility to organize permanently life insurance on a cheaper and more serviceable basis.

The capitalist-controlled insurance companies have for many years sought to create for themselves a special field of activity among the wage-earning masses, a field that would be best suited to the limited premium-paying capacity of such type of policyholders. A feature of such policies, commonly known in the United States as "industrial" policies, is their small weekly payments, perfunctory medical examinations, or no examinations at all, and small insurance maxima, seldom reaching above the \$500 limit. Industrial insurance so-called was first introduced in England about 70 years ago, after a parliamentary investigation had brought out the fact that the workers were in need of better and safer life insurance than what was supplied to them by the fraternal organizations, or as they are being called in England "friendly societies." These benevolent societies at that time embraced about three million wage-earning members who were "insured" by these societies against death and sickness.

The first to introduce an "industrial" branch in England was the oldest and biggest British insurance company—the Prudential—in 1854. The American "Prudential," and the "Metropolitan" and the "John Hancock" began issuing "industrial" policies only in 1874. It did not take these companies long to discover that these workers' policies could be made a source of tremendous revenue. As in the case of many other commodities so in life insurance, it appeared that the worker and the small tradesman could be made to pay comparatively higher rates than persons of wealth. It is an undeniable fact that the workers both in this country and abroad are, and have been, overpaying annually tens of millions of dollars for their life insurance as compared with the average cost of insurance to other classes for proportionate amounts.

The recognition of this fact has given rise to the idea of cooperative life insurance for the masses by the masses as far back as twenty-five years ago. The first large-scale attempt in this direction was made in Sweden, and was later followed in England by the Cooperative Insurance Company, called into being by the Cooperative Wholesale Society of Manchester, which controls thousands of coopera-

tive shops, factories and farms. The foremost success of cooperative life insurance, however, was achieved in Germany, where the organized trade unionists formed in 1912 the first insurance company under the name "Volks-Versorge, Geversicherung Aktiengesellschaft." It was organized with a capital of one million marks, its stock consisting of a thousand shares that were taken up exclusively by trade unions and co-operative societies, which are known in Germany as "Konsum Vereinen."

This first attempt to form a labor insurance company stirred up a great deal of animosity among the bourgeois classes in Germany who feared that the accumulation of great funds in the hands of the Socialists and trade unionists might give them another powerful weapon in combating the capitalists. To check the spread of the "Volks-Versorge," 20 of the leading German life insurance companies formed a joint enterprise called the "Deutsche Volks-Versicherung Aktiengesellschaft," with a capital of 4 million marks to combat the influence of the people's cooperative insurance society.

It is worthwhile noting that even prior to the formation of the labor insurance company in Germany in 1912, that country had a well-developed system of life insurance for the masses. About nine million policies—each from 1000 to 200 marks (\$250 to \$500), totaling a sum of 1850 million marks, had already been subscribed by private insurance companies for wage-earners and small income earners, 70 per cent of which was carried by two of the biggest life insurance companies in the country. The premiums in Germany were also considerably lower than in any other country as the overhead expenses connected with the administration of these policies had been reduced to a minimum and the losses accrued to insured from cancelled policies had been just as small. Thus, for instance, the biggest German insurance company—"Victoria"—spent annually only 24 per cent of the premium income for administrative expenses, while the London "Prudential" spent 40 per cent of its premium income for administration and the New York "Metropolitan" spent 35 per cent.

Similarly, while the "Metropolitan" cancelled annually, on the average, 9.3 per cent of the total of its policies, the annual losses of the "Victoria" from cancellations amounted only to 2.4 per cent of its policies.

As a result of such economy, the German masses already at that time enjoyed greater advantages from "popular" insurance than the workers in any other industrial country. Thus, for instance, in 1915, one of the leading German insurance companies could offer to a person 30 years' old 313 marks of insurance for a weekly payment of 10 pfennings (2½c), while for a similar premium the English companies offered only 134 marks and the American underwriters—122 marks (\$30.50).

It is easy to understand therefore why the American workers should be keenly concerned with the creation of a life insurance system of their own. A few years ago, the first step in this direction was made by the Brotherhood of Locomotive Engineers which opened a life insurance department under the direction of its late grand chief Warren E. Stone, the founder of the first bank in the United States. The engineers were prompted to take this step as the private companies placed very high insurance rates on them owing to the hazardous nature of their occupation. Other national trade unions had instituted various similar insurance schemes, such as the International Typographical Union and the Granite Cutters' International Association which operated old-age pension funds for their members.

Now, at last, the American Federation of Labor has organized a national labor life insurance company, to be owned in its entirety by national and local trade unions, for the direct purpose of supplying economical life insurance and to render the maximum of service in this field to the organized workers for the lowest possible premium charges. This remarkable undertaking is entering the insurance field under unusually favorable circumstances, but it will be confronted with special problems and difficulties which it will have to solve. We shall discuss some of its unique features in another article in the early future.

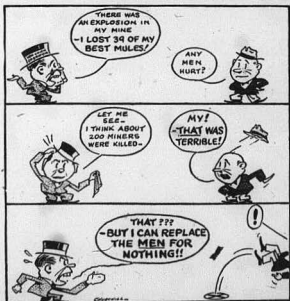
Prosanis Label Committee Will Hold Exhibit

The Consumers' "Prosanis" Label Committee, recently organized by the Label Division of the Joint Board of Sanitary Control, of which Mrs. Edith Shatto King, Chairman of the Committee on Industry of the Women's City Club of New York is Chairman, and Mrs. Percy Jackson, President of the Consumers' League of New York, is Secretary, will hold an exhibit at the Better Homes Exhibit under the auspices of the League of Mothers' Clubs to be held at the Hotel Pennsylvania during the week of February 22nd to the 27th.

Among the features of the exhibit will be an Attractoscope setting forth, in pictures and legends, the history and record of the Joint Board of Sanitary Control in modernizing sanitary and safety conditions in the factories of the women's garment working industry of New York City, and setting forth the value of the "Prosanis" Label as a health guarantee to the large army of women shoppers in New York City. The exhibit will serve to show the public how the "Prosanis" Label is a device by which it can bring its purchasing power to bear upon the retailers to encourage enlightened manufacturers, who cooperate with the Union, to maintain fair sanitary and working conditions in the shops, and to combat unscrupulous sweatshop competition from which they and the workers jointly suffer.

An interesting feature of the Better Homes Exhibit will be Good Health Night. On this evening, addresses will be delivered by prominent public health officials and social workers, and the winner of the Healthiest Mother Contest will be determined by a physical examination of hundreds of mothers in New York City by the Life Extension Institute. The first prize will be One Hundred Dollars. The mother winning the second prize will receive a "Prosanis" Health Garment presented by a nationally-known public official. The Consumers' "Prosanis" Label Committee is receiving active cooperation from some of the most important women's organizations in the City.

Yes, He Really Cares for a Mule



a weak spot in the agreement to keep his peace and not to trespass on the rights of the workers.

We are not optimistic enough to believe that the time will ever come that employers will stop seeking every ways and means open to them to circumvent and violate agreements, whenever they could do so with impunity. Perhaps, this is their business. Our business is, however, to make such violations impossible for them, and we can do it not by mere complaining but by strengthening our own position, our own solidarity all along the line, in every local, shop, district and group. Then, grumbling about the laxity of the employers' contractual morals will not be necessary; then, our agreements, perfect or imperfect, will be carried out and lived up to both in letter and spirit.



EDUCATIONAL COMMENT AND NOTES



Women and the Labor Movement

By FANNIA M. COHIE

It is gratifying for many of us to know that the policy of the American Federation of Labor is now, more than ever, Organization and Education. That means educating millions of workers in the aims, policies and problems of the American Labor Movement and helping them to understand the world they live in, while carrying on at the same time an organizing campaign among the unorganized workers.

Those of us who are interested in the organization of the millions of working women are hopeful that this effort to draw workers into trade unions will extend also to women. The officers of the American Federation of Labor have demonstrated more than once within the last few years an interest in the problem of bringing working women within the fold of the organized labor movement. Their interest has resulted in several conferences of representatives of national and international unions functioning in industries in which women are employed. That good will unaccompanied by understanding does not necessarily lead to success.

The organization of workers has never been an easy task. But, at least, those who have been and are entrusted with the responsibility for carrying on this work have possessed a knowledge of the group they were organizing. Most of the organizers were engaged in the trades in which they were trying to enlist workers. In consequence, they possessed a firsthand knowledge not only of the problems of the industry and labor conditions prevailing in it, but also an understanding of the human element engaged in it. They have had an opportunity to learn of their intellectual, cultural and economic background, their racial characteristics. And such a knowledge is essential, since one cannot hope for success in organization unless one can make an appeal to this human element.

In the organization of women such a knowledge is rarely present. Their organizers and the leaders of their unions are generally men who may not fully understand the psychology and peculiarities of their group. As women, their attitude towards their job and

their place in our social structure is usually different from that of men. Their general feeling of uncertainty of their own powers,—ingrained in them by home, school, economic and traditional training makes them cower to dominate, more unwilling to demand higher wages, and less aware of their ability to succeed on the economic field. Their appreciation of the place they occupy in our modern society has hardly been developed in them, nor are they sufficiently conscious of the fact that the productive capacities of many industries depend on their efforts.

At the same time, they are no less realistic than men when confronted with facts that prove the value to them of organization, and they are extremely idealistic once they realize the importance of the labor movement as a dynamic social force in the progress of mankind. It is essential, therefore, that women's psychology be studied. One must be mindful of the necessity of meeting women on their own particular ground and overcoming many of their objections to organization.

In any such organizing campaign, women's knowledge of the psychology of their sisters will be found invaluable. It is therefore imperative that women and men work together, the former contributing their knowledge of the group in question, the latter its long experience in organization work.

In addition, the recognition of women leaders will furnish a valuable incentive to unorganized women, holding out as it does the possibility for work of greater importance within the trade union movement. The interest of women can be enlisted by the hope for advancement, of greater prestige and greater scope for usefulness within the movement.

The American Federation of Labor will have to face squarely and with open-mindedness this problem of the organization of working women. The contention that might be raised to the effect that women are unorganizable, will be dodging that problem, not solving it.

(To Be Continued)

Half-Rate Tickets to I.L.G.W.U. Members For Mayo Wadler Concert on March 1st

Mayo Wadler, a violinist of first rank, who in recent years appeared as concertist on the same program with the late Enrico Caruso, Mme. Louise Tetrazzini and Rosa Raisa, will make his first appearance in New York, after a prolonged absence in Europe, where he played with remarkable success in most of the capitals, at Carnegie Hall, on Monday evening, March 1st.

The name of Mayo Wadler is well known to N. Y. radical, Socialist and labor audiences, among whom he is remembered for his frequent appearances at recitals and concerts arranged by labor organizations. Wadler and his managers are anxious that as many of his old-time working class and radical friends as possible attend the recital at Carnegie Hall on March 1st. Arrangements have therefore been made for I.L.G.W.U. members to secure tickets to all sections of the hall at half-rate prices.

Such tickets may be procured by our members from the office of the Educational Department, 3 West 16th Street, 4th floor. Further announcements next week.

SPECIAL ISSUE OF STUART CHASE'S BOOK "THE TRAGEDY OF WASTE" BY THE WORKERS' EDUCATION BUREAU

At the last meeting of the Executive Board of the Workers Education Bureau of America it was decided to have a special edition of "The Tragedy of Waste" in a paper cover to be sold at 50 cents. The regular price in cloth is \$2.50.

When this edition is ready for sale, our members will be notified on this page.

Weekly Educational Calendar

WORKERS' UNIVERSITY

Washington Irving High School, Irving Place and 16th Street, Room 530

Saturday, February 13

1:30 P. M. D. J. R. Stolper—A Social Study of English Literature—Arnold Bennett.

2:30 P. M. What Is Shop Economics?

Sunday, February 14

11 A. M. A. J. Muste—History and the Workers
The French Revolution and the Russian Revolution.
I. L. G. W. U. BUILDING, 3 WEST 16th STREET

Wednesday, February 17

6:30 P. M. Alexander Fichtelner—Social Psychology.

This course will consist of ten lessons and will be continued on Wednesday evenings.

LOCAL 2 CLUB ROOMS

1551 Washington Avenue, Bronx

Sunday, February 14

10:30 A. M. Max Levine—Economics of the Ladies' Garment Industry

LOCAL 9 BUILDING, 67 LEXINGTON AVENUE

Saturday, February 27

1 P. M. Max Levine—Economics of the Ladies Garment Industry.

UNITY CENTERS

English classes for beginners, intermediate and advanced students, have been organized for our members in the following Public Schools:

P. S. 25—22 E. 5th St., Manhattan.

P. S. 171—162rd St., between Madison and Fifth Aves.

P. S. 43—Brown Place and 155th St., Bronx.

P. S. 61—Crotona Park E. and Charlotte St., Bronx.

P. S. 150—Christopher Ave. and Sackman St., Brooklyn.

WHAT IS SHOP ECONOMICS

Lecture by Dr. Sylvia Kopald in Our Workers' University, Saturday, February 13th, 2:30 P. M.

The course on Shop Economics represents an attempt to help the worker understand the world he lives in. Through the shop he works in. It seeks to analyze the great forces of industry by means of analyzing for garment workers the forces operating in the manufacture of women's garments.

This course will present a study of wages, hours, working conditions, technical organization, market organizations. The factory or the shop will be changed into the modern industrial world. Through it the class will trace the industrial development and the influences brought to play upon the workers' mind by the great economic forces. The ideal for which the union is working will be defined through its day-to-day program as well as its ultimate goal as seen through the shop-window.

The lecture will take place in Washington Irving High School, Room 530. Admission free to I. L. G. W. U. members.

STUART CHASE'S "TRAGEDY OF WASTE" AT REDUCED PRICES

Stuart Chase's "Tragedy of Waste" which appeared recently had a most welcome reception from the Labor Movement as well as from economists.

The regular price of this book is \$2.50. A number of unions, at the suggestion of Brother Coyne, editor of the Brotherhood of Locomotive Engineers' Journal, made arrangements with the publisher to sell this book at \$1.00 provided at least 500 copies are sold. This edition will be in durable heavy paper.

Our members can order the book at this price from our Educational Department, 3 West 16th Street.

CLASS IN PHYSICAL TRAINING ALREADY ORGANIZED

The first session of our physical training class was held last Tuesday in the Gymnasium of P. S. 40, 320 E. 20th Street.

A number of our members assembled and spent an hour doing physical exercises under the supervision of a competent director, Miss Esther De-man.

Need we emphasize the importance of physical exercise for our members who work indoors all day. We know they appreciate the value of health. Their well-being, their cheerfulness, depends on bodily health.

This class meets every Tuesday at 6:30 P. M. in P. S. 40, 320 E. 20th St. Admission is free to members of the I. L. G. W. U.

BROOKWOOD COLLEGE PLAYERS TO PERFORM IN NEW YORK MARCH 5

Tickets Can Be Obtained at Our Educational Department

Three one-act plays will be given by the Brookwood College Players on Friday evening, March 5 at the Labor Temple, 14th Street and 2nd Avenue.

The seating capacity of the auditorium is limited, and those who wish to attend should, therefore, prepare their tickets in advance.

These can be obtained from the Educational Department, 3 West 16th St.

Buy WHITE LILY TEA COLUMBIA TEA ZWETOCHNI CHAI

Exclusively

The Week In Local 10

By SAM B. SHENKER

The regular meeting of last Monday night, February 8th, which took place in Arlington Hall, devoted itself entirely to the reading by the secretary of the reports of the Executive Board and the report by the manager of the progress in the campaign against the open shops and on trade conditions.

The drive, Manager Dubinsky reported, began about four weeks ago against the open shops in the dress industry, brought the number of settled shops up to nearly two hundred. The work of organizing the non-union shops continues as it must of necessity, especially in the dress trade. There are still quite a number of open shops and the union is proceeding with efforts to organize them.

Drive Taken In Cloak Shops

Last week the drive began against the open shops in the cloak trade. About one hundred shops have already been taken down for unionization purposes and settlements have also been effected. The cloak shops thus far taken down are of six contracting variety, that is, small shops.

The manager also dwelt at some length on the progress of the strike against Maurice Reutter. It is now entering its fourth week and the tie-up of the factory is as complete as it was on the first day.

The firm, it will be recalled, from the previous week's report, secured a temporary injunction. The trial was scheduled to take place this past Wednesday, February 10th. The result was not known at the time of writing due to press time.

The most effective work rendered in behalf of the strike has been by the cutters. The twenty-five cutters who are on strike are to be seen every day on the picket line, morning, noon and night. Brother David Pruhling is devoting his full time and is meeting daily with them.

Begin Collecting \$20 Assessment

In connection with the collection of the twenty-dollar assessment which was carried by a referendum vote, the manager reported that he had sent out the following letter to the members:

"Dear Sir and Brother:

"According to the decision of the membership, the Twenty Dollar Assessment has been carried. The collection of this tax will begin on February 15th. The membership will be asked to pay \$5 every two weeks, so that by the middle of April the entire twenty dollars will be paid.

"In looking over our records, we find that you owe several months' dues. In view of the fact that the payment of assessments takes precedence over dues, it might be too difficult for you to pay the tax and dues at the same time.

"Because of this, we urge you to pay up all your arrears in dues within this week, so that by February 15th, when the collection of the assessment will commence, your dues will be paid up-to-date.

"We trust that you will not neglect to take advantage of this opportunity."

Active Member Resigns

Among the reports of the Executive Board which were read at the last meeting was one which contained the tendering by Brother Charles W. Serrington of his resignation as a member of Local 10. In his resignation Brother Serrington stated that he had connected himself with a firm selling shrubberies in Rochester, N. Y.

It was with regret that the Executive service, having joined the local in September 1901, the Executive

Board unanimously decided to confer upon Brother Serrington honorary membership. This was also unanimously approved by the membership.

Brother Serrington, during the course of his many years of membership, served in many important capacities, such as Executive Board member, and on general strike-committees. He acquitted himself profitably in every capacity to which he was assigned by the union and his honorary membership is well-merited.

Report on Cloak Complaints

Dubinsky reported on the complaints and adjustments for the cloak and dress divisions. Due to lack of space the dress report will be printed in the next issue. In addition to this, there were filed nearly four hundred visits. These visits are in connection with working cards.

It often happens that members fail to secure working cards for jobs or fail to return them when they are laid off. This, consequently, hampers the office in being able to know whether a firm employs a cutter and whether the cutter is in good standing. Hence, the number of visits. The report as rendered by the manager follows:

(1) Boss is doing the cutting. No cutter employed.	
Unfounded—cutters were found working	77
Cutters were placed to work	12
Firms paid fines and cutters were placed to work	11
Firms paid fines	37
No work in shops	29
Receive cut work	11
Stores	8
Out of business	3
Non-union shops	2
Shops closed	2
Shops declared on strike	2
TOTAL	294

(2) Boss is helping cutter at table	
Unfounded	6
Instructed	7
Firm paid fine	1
TOTAL	14

(3) Non-union cutter employed	
In favor of union	34
Unfounded	22
Firms paid fines	4
Non-union shop	1
Shop closed	1
Out of business	1
Complaint withdrawn	1
TOTAL	64

Cutters, Special Attention!

All members of the Cloak and Dress Divisions are instructed to either renew their old working cards or obtain new ones for the coming season, beginning January 1, 1926.

All members found violating this provision of the constitution will render themselves subject to punishment by the Executive Board.

—Executive Board, Local 10.

CUTTERS' UNION, LOCAL 10

Miscellaneous Meeting Monday, February 15

At Arlington Hall, 23 St. Mark's Place

Meetings Begin Promptly at 7:30 P. M.

SPECIAL NOTICE

UNEMPLOYMENT INSURANCE FUND NOTICE

Registration of the unemployed workers for payment of insurance for the spring season of 1926 started February 1st and will continue during the season.

Every cutter who is unemployed, unattached to any shop, is to register.

The registration of unemployed cutters takes place every Wednesday during the time of their unemployment at the Unemployment Insurance Office at 122 West 18th Street.

(4) Cutters were not properly paid for Overtime		Non-union shop	1
In favor of union	12	Dropped—no evidence	1
Unfounded	11	TOTAL	26
Out of business	1	(13) Cutters violating union rules	
TOTAL	24	In favor of union	14
(5) Firm refuses to pay wages due Cutter		Unfounded	11
In favor of union	29	No work—to be re-investigated	2
Unfounded	1	Non-union shop	1
Non-union shop	1	Cut work	1
Complaint withdrawn by cutters	4	Out of business	1
TOTAL	25	TOTAL	30
(6) Firm refuses to pay cutter the minimum scale of wages		(14) Cutters to be stopped off from work failing to take out their union books	
In favor of union	3	In favor of union	14
Shop on strike	1	Cutter is out of shop	4
TOTAL	4	Shop closed	1
(7) Firm offers to pay less than agreed upon		TOTAL	23
In favor of union—TOTAL	3		
(8) Firm refuses to pay at holiday rate			
In favor of union	4		
Shop on strike	1		
TOTAL	5		
(9) Cutters were discharged			
In favor of union	66		
Shop on strike	1		
Dropped—cutters failed to appear to take up cases	5		
TOTAL	72		
(10) Equal division of work			
In favor of union	33		
Withdrawn upon request of cutter	1		
TOTAL	34		
(11) Cutter is member of firm			
Unfounded	4		
Cutter paid fine of \$50 and Security of \$150	1		
TOTAL	5		
(12) Firms violating agreement—Compelled cutters to work on Saturday afternoons and Sundays.			
Firms paid fines	15		
Unfounded	16		

UNION LOCALS USE UNION HEALTH CENTER

During the year the different Locals of the International Ladies' Garment Workers' Union have used the Union Health Center for every possible health service. 9299 workers attended the Medical Clinic at the Union Health Center. Local 22 sent the largest proportion of these—almost 3,000. Local 2 ranks next highest sending 1,688 patients, and Local 25 ranks third in the number of patients to the Union Health Center, sending 1,359.

The Locals that used the Union Health Center least this year were Local 5, Local 48, Local 41, and Local 91. It is of extreme importance that such large Locals as Local 89 and Local 48 recognize that the Union Health Center has been established for their use as well as for the benefit of other Locals. For that reason the Union Health Center has been preparing health educational material in both Yiddish and Italian in order to reach the large groups of workers who have not yet utilized the facilities which the Union Health Center can furnish them.

FORD ACQUITTED; SUHR CASE NEXT

The acquittal of Richard Ford at Marysville, California, where he has been on trial for his life, will probably have an important bearing on the case of Herman Suhr, who was Ford's companion at the time of the fatal hop pickers' strike riot at Wheatland, California, in 1913. Suhr, who has served twelve years of his life sentence, may soon be released on parole, as Ford was last September, and like his companion, may be immediately arrested on the same charge from which Ford has just been freed—the murder of Deputy Sheriff Riordan, who was the second officer killed in the affray.

The two men were originally sentenced for the murder of District Attorney Maxwell, though they were simply speakers and organizers and were not concerned in the actual shooting.