ess I hold fast. and will not let

# JUSTICE

OFFICIAL ORGAN OF THE INTERNATIONAL LADIES' GARMENT WORKERS' INION

unite! You have nothing to I o e e but your

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 ittee of volunteer organizers of Local 50 in the drive to unionize the whole trade. They are, however, ham pered badly by a lack of funds, and they therefore annealed to their followcraftsmen in New York to come to their old The executive board of Local 10 vot-

ed to donate to the Philadelphia cut ters outright \$250 and to recommend to the regular member meeting that an additional loan of \$500 be given

## **AnHourForStrikingMiners** on Thursday, February 18

On Thursday next, February 18th, the tens of thousands of cloakmakers and dressmakers of New York will make good their strikers in the anthracite fields. On that day, every worker in the thousands of union shops where women's wear is being made in flighting coal diggers who for the past six months, undaunted by cold, hunger and persecution, have carried on their great struggle against the coal burons. SIMOP CHAINMAN SHOP CHAIRMAN

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 I.L.G.W.U. to raise such a relief fund, on January 12th. The whole machinery of the Joint Board will be put in motion next Thursday of carry out this decision for the contribution of an hour's work, and all the shop chairmen will rigid ly strive to put it into effect in their

Following up its decision, the Joint Board, under the signature of I. Stenzor, chairman, Louis Hyman, general manager, and Joseph Fish, secretarytreasurer, forwarded on February 2th. the following ringing appeal:

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 strug gle to preserve the existence of their and to defend themselves against the attempts of the mine own ers to force them into submission thru hunger and misery. The owners, in their greed for profits, are resisting every attempt to bring about a settle ment of the strike. Brothers and sisters, we, clock and

dressmakers know what misery and starvation means. But, however, miserable our conditions may be, they in no way can be compared to the harard. ous 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 As-sociation Guarantees Closed Shop.

The strike in all the embroidery hops in Toronto, called out under the February 4th came to an end, after a luration of five days, on Monday, February 5th, through the signing of a collective agreement with the associa-

The workers, whose strike head-quarters was 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 quar ter is also given for overtime until July, and time and a half for overtime until January. Three legal holi-days with pay is another clause of The strike was led by Brother Sol.

Palokoff, the manager of the Toronte Joint Board and the represntative of the International in that city, Brother Polakoff also represented Local No. 7 the embroidery workers' organization of Toronto, in their negotiations with the employers

## 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 15.

A special committee, to act as a board of trustees for the fund to be raised from the assessment, was apalso voted to forward a special letter to all shop chairmen in the cloak and dress shops calling upon them to earry out strictly the decision of the refm with regard to the \$20 tax and to do all in their power to impress upon the members the urgency of season is on. The letter reads as fol-

SHOP CHAIRMAN Dear Sir and Brother: After the shop chairmen of our in-

dustry had recommended that a \$20 tax be levied on the membership of our Union for the purpose of raising a defense fund in preparation for the coming strike, the question was sub mitted to a referendum vote in which (Continued on Page 2)

### 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 Withdraw Clerks From Accompanying Busines Agents of Shop Visits—Break Occurs on Refuel of Union to Give Association Advance Notice of Moves Against Jobbers—President Signal Holds Association Responsible for Breach of Agreement—May Lead to Grave Development— Drive Against Jobbers Manwhile Continues With Excellent Results.

Last Monday, February 8th, a sud-

den situation developed in the New York dress market which is likely to

### 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 be-

tween 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, cotractors and manufacturers to re the agreements in the trade on the Union's terms.

Vice-president Julius Hochman is at present in Boston, as the repre (Continued on Page 2)

It namely became known that the Dress Contractors' Association had

withdrawn its clerks from cooperating with the Union's staff of business agensts 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 Sauspension The cause which led to the suspen-sion 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 dresshops and has likewise forced several union dress tobbers, through stonning off their contractor shops, to cease sending work to non-union contractors. Last week, the contractors' associa-Union a demand that this association be given 24 hours' notice before the Union would strike any jobber for whom association members were work ing. 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 h (Continued on Page 2)

### An Hour For Striking Miners

(Continued from Page 1)
where hundreds of miners are buried

The Mine Workers' Union can and must not be destroyed. The defeat of the miners will be a signal to emplayers 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 min-

The Joint Board has issued a call to the workers of our industry to come to their aid. On THURSDAY, FEB-RUARY 18th, 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 ac cept the challenge of the most powerful group of capitalists in the world and have braved all dangers to save their Union. You, shop chairman, mu 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 strupple 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 clock tolbers 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 discussions with the dress manufacturers and the cloak contractors appear to indicate that an understand, ing might be reached with them.

A hir mass meeting of all the chalmakers and dressmakers will be held next week in Boston to take final ne- ture.

cut 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. Morabito, 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 numb of them in the Union in the year for

#### 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, som of them big and influential firms, and is making inroads in a number of others. The cutters' branch of the Union is 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 toint executive committee discussed further ployers that it would like to most 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 man ufacturers in Philadelphia, and on the reply of the employers to this letter will depend the next move the or ganization of the dress and waistmak-

Among the demands the Unio tends to bring forth to the employe are an increase in wares minimum scales for week workers, sanitary conditions, an unemployment in 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, 193rd St., between Madison and Fifth Aves. A concert and group singing will be the program for the evening. Prominent artists will participate.

steps in the campaign and reached a

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mission will be free Details next week Remember to make no e

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### Dress Contractors Suspend Agreement

(Continued from Page 1)

the effected tables the between the reply the contractors' association with drew its clerks. The Joint Board there upon instructed its agents to continue visiting and controlling the dress con tractors' shops without being accompanied by the association's clerks.

President Sigman Vigorously Con demns Action of As

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-con-sidered and precipitate more, 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 son pension might lead to. Vice-president Julius Portnoy, act-

ing 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 dis-played by the dress association in the last few months and its failure to cooperate with the Union in carrying out the obligations the agrees on them, termed the withdrawal of the agents as an act of contract sus sion the resp placed at the doors of the contractors

organizing committee of the Joint Board, under the management of Chas. Zimmerman with headquerters or Stuyvesant Casino, continues to pile up a record of satisfactory achieve

ment which is making a profound i pression on the whole trade. During the last few days, in acco ance with faid out plans, the organizmore dress jobbers, taking down their shops in order to make them come to terms and stop sending work to not union contractors. One after another the shops of the International Dress Company, the Style Dress Company and the Jane-Ray Company were called cut and these firms were in short order compelled to unionize their non-union plants or to stop sending work to suc shops as could not be made to sign union contracts There tiems are among the largest in the trade-the International employing about 38 con-tractors, the Style Dress about 126 shops and the Jane-Ray firm about 40

The organizers of the Joint Boar have also taken down during the last week a number of non-union and substandard clonk shops, but these shops will not be sent back until their or ers are ready to deposit with the Union a \$1,000 each for faithful per formance of the agreement, and in cases where the number of machine 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

### First Part Payment of 20 Dollar Assessment Starts This Week

(Continued from Page 1) members have given their app

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

payments immediately. Should our members delay making payments du ing the coming few weeks, the dull season will come on when most of our workers are unemployed and are un able to pay any money to the Union. The Joint Board has therefore decided that every member must make a pay

ment of \$5 every two weeks or \$10 a month until th tax is paid in full. The Board of Directors has decided to put aside all money colleted 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 Monto arbitrate the dispute but backed treal 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

out at the last minute. The Union in sisted that, until the case is heard by the arbitrators, both sides furnish bonds that they would abide by the ward and would sign the agreement on the terms that would be proby the arbitrators. The firm at first conceded to this arrangement but later withdrew

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#### Local 38 News

#### By D. WISHNEVSKY, Sec'y-Organizer

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

ections passed over quietly without the usual election turmoil and it is worth while noting that all most 50 per cent of our members par

ticipated in this election. The following are the members elect ed to serve for the coming term:

#### Secretary-Treasurer: Wishneysky, D.

Executive Board: Abraham, V. Landy, Rose Brook Tillie Lupu, Wm. Cohen Eva Forman, Molts Romeo, G Porman, Abraham Sherman, A Slonimsky, A Giannettino, J. Coodman 1 Vitulio R Interdonati P Wilkes, N

Karn H Zack J Zuckrow, W Sick Committee Thousand Mr. Lakin W Gardner, H. Desnikoff M Tolenes I

Trustees: Interdonati, F. R Wilkes, N.

The installation of the new off took place on Tuesday, February 2nd. at Bryant all. It was a public installation, and about 150 members partici-pated. The Executive Board invited Brothers Sigman Baroff Hyman Roruchowitz, and Zimmerman to address the meeting. Brother Drasin, the exsecretary-organizer, dellever 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 Wishnevsky luck in his new enterprise as secretary-organ-

Brother Fasani introduced Brother Baroff who proceeded to install the coming Executive Board. Brother Baroff delivered a very interesting talk and at the same time answered Brother Drasin very eloquently on his expressed feelings of disappointn He said in his talk that he was in faror 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 utmos to organize all the workers in our trade as the increase in our member ship was not nearly enough. He called on the entire membership to shoulder the responsibility of our union, and ex tend to Brother Wishnevsky best wish or for his work

All those elected formally answered the roll call, Brother Wilkes was una isly elected chairman of the executive board and Brother Slonimsky was unanimously elected secretary. Brother Rea was unanimously elected vice-chairman of the Executive Board Brother Fasani was introduced as the next speaker, and stated that he was serry that he was unable to re-

nain on the board, but that he will

always be ready to help should be be called upon. Brother Wilkes made a short address and introduced Prother Wishneysky who spoke on the conditions in the trade, the work al-

ready done and the work to be done in the future Brother Hyman was introduced as

the next speaker. After a very intering talk Brother Hyman was thank ed by the members. Short talks were also delivered by the Brothess W. Lupu, Wishneff, and Torchinsky. In reneral the installation was a

remarkable one the first of its kind since I can recollect in our local The two beautiful baskets, presented by the girls of Carnegie's two shops, created a holiday like atmo sphere 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 unorgan-ized so that we shall protect 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 Nottie Rosenstein, the chairlady Sister Moling, bringing a check for \$66.50. The workers of Carnegie and Stein & Blains promised to be the next Pretty soon the office will be able to mail

### Los Angeles Is Building Up

A Letter From Los Angele

Our fellow-members in other ciries 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 sun shine or to marvel at the beauty of its natural surroundings. Among this stream of visitors or betlers, there is also a considerable sprinkling of cloakmakers from various markets in the East who had been accustomed to earning a dollar at their trade with much less strain than local trade conditions would per mit. Some of these newcomers are 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

In conclusion I wish to ex 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 satisfact life. And with this appreciation in mind I shall continue working hence forth for our mutual welfare, in the

capacity of paid or unp

#### Designers Appeal to Shop Chairmen The executive board of the design e-Things back

ers' 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 dealerners in their short and to use their authority as the Union's renre sentatives in the shops to impress up on all non-union designers the urgancy 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 dif ferent 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 situa tion 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 organiz ation, but without the support of the general clock and dress organization and of its leading workers, it is quite clear that they could not ac 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 de signers were not protected when neg tiations 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.

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 or ganized, they themselves will be able o 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 strentghening of union prestige and influence in the cloak and dress fac-

"The designers' local now has a new leadership which is requirely in terested 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 anyin touch with the workers in the shops and they can exert the necessary in-

"Our office is located at 1181 Broa way, 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.

fluence to that effect

rs who had been working all their years on piece work without giving a thought to the mech able results of such slavery. Many of hem have become, as a result of this inhuman drain on their systems, physically shattered, while others

nervous wrecks. These drawbacks however, have never stopped the active spirits in the local trade from constantly endeaing to keep up a good union in our town. We have had, of course, ups and downs but lately we have been soing on the upgrade. Some of our best workers have recently red torether and we decided to pool our efforts together for a strong organiza tion. 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 organiza tion in Los Angeles. What is most in teresting 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 come about the matter on our own strength, and unless the unto ward occurs we have every reason to

Meanwhile, things are lively am our people here. We are organizing one when after another and have one cceded in settling with several non union firms already. In our agreements with these manufacturers we specify that they must assume the obligaof 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 benfit plan to suit local conditions We have here in Los Angeles also a

believe that we shall come out on top.

. . .

rge number of dressmakers, Most of these girl 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 organ ization, 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 Jew-

ish 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 hadly needed in that up derpaid and overworked trade All to all it is our ambition that wa

shall in the near future improve con ditions in the local women's garment industry to such an extent that cloak and dress makers will be able to here not only to mend their health but to earn a decent living as in some of the better situated and organized ladies' garment markets.

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## JUSTICE

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MAX D. DANISH, Acting Editor

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### EDITORIALS

#### AFTER THE REFERENDUM

The referendam on the twenty-sollar tax levide on all the members of the New York close and dress locals was held as yeek and approved by a substantial majority. The Joint Board has now perfected the plan for collecting this fax—the prime purpose of which is the raising of a big organizing and defense fund to meet the emergencies that night 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

cles with the comparatively small number of voters who took part in this halloting, less than ten thousand members, of a voting mass of nearly skty 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 skty 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 voter.

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 that the Tunn needs today a treasury to be ready to combat our organized employers in the event the latter definitely make up what they might be inclined too no and to take advantage of the work of the second of

There is, however, a good deal more substance in the astonishment which some of our active workers display at the site 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 slifty to charge up this impressive negative vote to

There is, therefore, in the result of this referendem 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 every other experience, will benefit our organizat this enson, like every other experience, will benefit our organization the second corresponding to the second of the s

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 obligation of our members towards it, now that it had been legally adopted. Without regard to whether they had participated in the voto or not, whether they were for the assessment or not, it, is bothy the property of the contract of the contract of the contract of the thought of the contract of the contr

tion, excuse, or allbi. —
The twenty-dollar assessment is the law of the Union olday. The twenty-dollar assessment is the law of the Union at Union at Not only this,—it is the great need of the Union at Union, and only the whole Labor wheir that will able go work laysity and your devotes when the Union at Un

#### 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 condition of the district of the standard been brought home of midviduals, big pace and of strife, that the worth of an agreement is measured only by the readiness of the worthers 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 the eyes of the workers to their bounden duty and mink the frogret their own rights and the rights of their fellow workers.

Nevertheless, in spile 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 leading notions concerning the quiter 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 its usually deposited by individual firms when signing agreements, our unions do not expect to be able to collect money damages in favoy of the workers in the event of their violation by the emphyers. Under the most lined upon the 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 under-the party, whenever a flagrant violation of the mutual under-the party, whenever a flagrant violation of the mutual under-the party, whenever a flagrant violation of the mutual under-the party, whenever a flagrant violation of the mutual under-the party of the pa

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 emptoy-of strength does not appear as much on the surface as in the latter instance, though it has plust as much intime can dweight.

At best, therefore, an agreement with an employer or a group of employers is but a record of certain terms affecting work con-

ditions in the shops under which both sides are willing to maintain conditions of pace and the normal carrying on of the productive processes in industry, in the whole history of the I. t. C. W. U. we would off but toole histance, in an extraordinary situation, when we reall of but toole histance, in an extraordinary situation, when agreement between it and an organized group of employers—the famous Wagner signature are marked 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 agreements with employers in courts. True, public opinion, in many instances, welds considerable influence in compelling oldservance of agreements on the part of employers, but essentially, active are constructed as the part of the construction of the saves are constructed as the part of employers, and the construction of the saves are constructed as the part of employers are considered as the property of the Union saves are constructed as the part of employer sets.

It is about time that for workers, especially such of them as are placed in positions of festership, small or hig, should elge-and and aboorb 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", press them, and so on and so fortherents as long as the bosses.

Complaints of this kind to us usually mean one thing, namely, that the local union affected, or the alon or group of workers on behalf of whom this grievance is volced, has lost the spirit and the milltaney which is required, agreement of 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 Potention of Labor to form an insurance company that would operate exclusively among trade unionists and their families, is but an outgrowth of the strongly accentizated tendency in the American Labor movement in recent years to occup new positions of socializenomic advaning the strongly and infusive to places herefolder expital. The improved economic conditions of the American orcapital. The improved economic conditions of the American orcapital. The improved economic conditions of the American orcapital would be supported to the control of the control of decades of fighting—have led inertiably to a gradual levelling out the decades of fighting—have led inertiably to a gradual levelling out in the growing demand for a life insurance organization controlled and managed by-organized workers for their own henefit and profer. It is easy to foresee that the establishent of a system of form the control of the unimediate material ecture, also a possibility to organize permituelly 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 policy-holders. A feature of such policies, commonly wn 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 sick-

The first to introduce an "industrial" branch in England was the oldest and biggest British insurance companythe Prudential-in 1864. The American "Prudential", and the "Metropolitan" and the "John Hancock" began issu ing "industrial" policies only in 1874. It did not take these companies long to discover that these workers' policles could be made a source of tromendous 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 bishes 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 died or cooperative life insurance for the masses by the masses after hock as twenty-five years ago. The first large-scale attempt in this direction was made in Sweden, and was later followed in Eagland 'y the Cooperative Insurance Company, called into being by the Cooperative Whôlesale Society of Manchester, which controls thousands of copera-

tive shops, factories and farms. The foremost success of cooperative life in surance, however, was achieved in Germany, where the organized trade unionists formed in 1912 the first insurance company under the name "Volks Versorge, Geverskschaft-Genossenschaftliche Lebens VerNicherung Akzions Gesellschaft." It was organized with a capital of one million marks, its stock consisting of a thou and shares that were taken up exquaively by trade unions and cooperative 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 Akzion Gesellschaft", with a capital of 4 million marks to combat the infinence of the people's cooperative insurance

It is worthwhile noting that even prior to the formation of the labor in surance company in Germany in 1912. that country had a well-developed syntem of life insurance for the masses. About nine million policies—each from 1000 to 200 marks (\$250 to \$500), totalling a sum of 1856 million marks, had already been subscribed by private insurance companies for warnearners and small income carners 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 administra tion of these policies had been reduced to a minimum and the losses accrued to insured from cancelled no licies had been just as small. Thus, for instance, the biggest German insurance company-"Victoria"-speni annually only 24 per cent of the pres um income for administrative nenses while the London "Predential" 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.

from cancellation amounted only to 24 per cent of its policies.

As a result of such economy, the German masses shearing at flast time of the common states of the common flast country. Thus, for the instance, in 1315, one wife the leading German Insurance compagine could offer to a person 30 years, seld 31 marsks of lanarance for a weekly payment of 10 pricentings: Club, while for a similar pression the English companies offered only 131 marsks and companies offered only 131 marsks and companies offered only 131 marsks and (2020).

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 Brother hood of Locomotive Engineers which enemed a life insurance department under the direction of its late grand chief Warren E. Stone, the founder of the first bank in the United Stat 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 Federa

tion 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 pur nose of supplying economical life in surance and to render the maximum of service in this field to the organ ized workers for the lowest possible premium charges. This remarkable undertaking is entering the insurance field under unusually favorable stances, but it will be confron ed 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

#### Prosanis Label Committee Will Hold Exhibit

The Consumers' Pressable 'Label Committies, recently regazaled by the Label Division the due in level of Each Division to the due in level of Each Consumers' and the Consumers' Chief of the Consumers' Chy Cith of New York is Challman, and Mrs. Perry Jakono, President of the Consumers' League of New York, is Charles, and Mrs. Perry Jakono, President of the Consumers' League of New York, is Exercistry, with beld in earthing at the Better Homes Exhibit under the supplies of the League of Multer' Chief to be held at the Hord Fem-Park to the 27th, word of February 27th to the 27th, word of February 27th to the 27th.

Among the features of the exhibit will be an Attrain pictures and legends, the history and record of the Joint Board of Sant tary Control in modernizing sanitary and safety conditions in the factories dustry 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 "Prosania" Label te n 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 delivered by prominent public health officials and social workers, and the winner of the Hgalthiest Mother Contest will be determined by a physical examination of hundreds of m thers in New York City by the Life Extension Institute. The first prize will be One Hundred Dollars. mother winning the second prize will receive a "Prosanis" Health Garment presented by a nationally-known pub lic official. The Consumers' "Prosants" 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 tresspass on the rights of the workers.

We are not optimate enough to believe that the time-will ever come that employers will stop seeking every way and means open to them to circumvent and violate agreements, whenever they could do so with inpunity, Perhaps, this sittle businged. Our business is, however, to make such violations impossible for them, and we can do it not by mere complaining but by strengthening possible, our own solidarity all along the line, in every local, an position, our own solidarity all along the line, in every local, an position, our own solidarity all along the line, in every local, an optimize 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. COH!

It is gratifying for many of us to ! ow that the policy of the American Pederation 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 belping 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 nce within the last few years an in terest in the problem of bringing working women within the fold of the organized labor movement. Their interst has resulted in several conferences of representatives of national and in ternational unions functioning in industries in which women are employ ed. But good will unaccompanied by understanding does not necessarily

The organization of workers has never been an easy task. But, at least, those who have been and are entrusted with the responsibilities for earrying 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 ence, they possessed a firsthand knowledge not only of the problems of the industry and labor conditions prevailing in it, but also an un derstanding of the human element -mgaged in it. They have had an oppo tunity 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 or ganizers and the leaders of their unious are generally men who may not fully understand the psychology and peculiarities of their group. As worsen, their attitude towards their job and

their place in our social struct usually different from that of me-Their general feeling of uncertainty of their own powers,-ingrained in them by home, school, economic and tradi tional training makes them casier to dominate, more unwilling to dem higher wages, and less aware of their ability to succeed on the econo field. Their appreciation of the place they occupy in our modern society has hardly been developed in them, n are they sufficiently conscious of the fact that the productive capacities of

many industries depend on their ef-At the same time, they are no le realistic than men when confr with facts that prove the value 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 neces sity of meeting women on their own particular ground and overcoming many of their objections to organ-

n'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 we men 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 may be enlisted by the hopfor advancement, of greater prestige and greater scope for usefulness with-

The American Federation of Labor will have to sace 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 solv (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 tank, who in recent years appeared as co-artist on the same program with the late Enrico Caruso, Mme. Louisa Tet razzini and Rosa Raisa, will make his first appearance in New York after a prolonged absence in Europe, where he played with remarkable success most of the capitals, at Carnegie Hail.

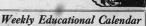
on Monday evening, March 1st The name of Mayo Wadler is wellknown to N. Y. radical, Socialist and labor audiences, among whom he is remembered for his frequent appear ices at recitals and concerts arrang ed by Labor organizations. Wadler and his managers are anxious that as many of his old-time working class and radical friends as possible attend the recital at Carnegie Hall on Murch 1st. Arrangements have therefore been made for LL.G.W.U. members to secure tickets to all sections of the ball at half-rate prices.

our members from the office of the Educational Department, 3 West 16th Street, 4th floor. Further an

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

tive Board of the Workers Education Bureau of America it was decided to have a special edition of "The Traged of Waste" in a paper cover to be sold In \$2.50. When this edition is ready for sale

ur members will be notified on this



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.

2:26 P. M. What Is Shop Economics?

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

Wednesday, February 17 6:20 P. M. Alexander Fichaudier—Social Psychology. This course will consist of ten lessons and will be continued on Wedner

day evenings. LOCAL 2 CLUB ROOMS 1581 Washington Avenue, Bronx

Sunday, February 14
16:26 A. M. Max Lev'se—Economics of the Ladies' Garment Industry LOCAL 9 BUILDING, 67 LEXINGTON AVENUE

Saturday, February 27 i P. M. Max Levine-Economics of the Ladies Carment Industry

UNITY CENTERS

n organized for our members in the following Public Schools:

P. S. 255 E 5th St, Manhattan.

P. S. 171 1674 St between No. 17

P.S. 171 163rd St., between Madison and Fifth Aves. P.S. 43 Brown Place and 135th St., Bronx

P. S. 61 Crotona Park E. and Charlotte S.t. Bronx.
P. S. 150 Christopher Ave. and Sackman St. Brooklyn.

WHAT IS SHOP ECONOMICS | ecture by Dr. Sylvia Kopald in Ou

Workers' University, Saturda February 13th, 2.30 P. M. resents an attempt to help the workor understand the world he lives in

through the shon he works in. It seeks to analyze the great forces of industry by means of analyzing for garn workers the forces operating in the manufacture of women's garments

This course will present a study of wages, hours, working conditions, techorganization, 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 sences 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 ti

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

STUART CHASES "TRAGEDY OF WASTE" AT REDUCED PRICES

Stuart Chase's "Trapply 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 sur gestion of Brother Coyle, editor of the Brotherhood of Locomotive Engineers dournal, made arrangements with the publisher to sell this book at \$1.00 rovided at least 500 copies are sold. This edition will be in durable heavy

at this price from our Educational De-partment, 3 West 16th Street.

#### CLASS IN PHYSICAL TRAIN-ING ALREADY ORGANIZED

The first session of our physical training class was held last Tuesd in the Gymnasium of P S 40 220 E

20th Street. bled and spent an hour doing physical exercises under the supervision of a competent director, Miss Eather De-

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

This class meets every Too 6.30 P. M. in P. S. 40, 320 E. 20th St. on is free to members of the L L G. W U.

BROOKWOOD COLLEGE PLAYERS TO PERFORM IN NEW YORK MACH 5

Tickets Can Be Obtained at Our Educational Department

Thre one act plays will be given by the Brookwood College Players 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 Ed estional Department, 3 West 16th St

Buy

WHITE LILY TEA **COLUMBIA TEA** ZWETOCHNI CHAI

Exclusively

### With the New York Cloak and Dress Joint Board

#### By JOSEPH FISH,

retary-Treasurer.

A meeting of the Joint Board was held on Friday, February 5, 1926 at the Auditorium of the International, West 16th Stre The minutes of the Joint Board of January 29th are adopted as read.

The report of the Board of Directors ebruary 3rd is approved as read with the exception that the question of representation of the Russian-Polish Branch be referred back to the Board of Directors

A credential is submitted to the Joint Board by a committee of Local No. 38, consisting or Sister Cohen and Brothers Rea and Wilkes who address the delegates regarding the affiliation of Local No. 38 with our Joint Board. Brother Wilkes, the spokesman, advances three reasons for this affilia-

1-Most of the shops controlled by Local No. 38 make samples for cloak

-A large majority of their mer bers work in shops controlled by the Joint Board

3-When strikes are called by the flices of the Joint Board, they are affected as their shops are also stopped

This matter is referred to the Board of Directors. Communications:

Local 2, acting upon the decision of the Joint Board regarding aid for the striking miners, recommends that letters be sent to the shop chairmen. equainting them with this decision and urging them to help.

It is decided that Thursday Pobru ary he set saide as the day on which the clock and dressmakers be permitted to work an additional hour as their contribution towards helping the work ing miners

Local No. 48 invites the Joint Board to have five represnetatives at the banquet celebrating their tenth anniversary on Saturday, February 13th.

The invitation is accepted, and the following delegates are appointed in the committee: Leff, Gerbst, Salerno, Gordon and Sister Borner.

The Executive Board of Local 89

was glad to note the good choice made by the Joint Board in reelecting Brother Fish to the important office of Secretray-Treasurer, as they deem him the right man in the right place. They further state that Brother Fish was given a splendid vote of confidence substantial majority he received. The same Local notifies the Board

of its poor financial condition and reands the following:

1-The revision of the per capita to the Joint Board

2-A census to be taken of the membership of each local, in order to determine the correct and just quota on which payments to the Joint Board are to be based The communication is referred to

the Board of Directors. Brother M. Sherman tenders his resignation as paid official of the Joint Board. He expresses his appreciation

to the membership, through the Joint Board, for their cooperation during he three years he had served them as business agent The resignation is accepted

Brother S. Shally, member of Local No. 2, sends the following greeting's to the newly installed Joint Board

GREETINGS TO THE NEWLY IN STALLED JOINT BOARD

Greetings to you, who represent the The following delegates will repre-

cloak and dressmakers in the newly in-stalled and "new" Joint Board. Accept these greetings from one, who has dreamed, striven and fought towith many of you for the re

rether form of representation which has been realized in the present Joint Board. And although it is true that this reform has not as yet solved the distressing evils confronting the work ers in our industry, nevertheless, we can hope nay. I am certain, that with our forces strengthened, efforts can which lay like a heavy borden on the workers in our industry, but can be utilized to obtain conditions benefit cial to the members of our organiza-

Yes, brothers and sisters, it is up to you to pilot the organization thru the storm and stress period. Your duty is a difficult one. It is to be regret ted that the realization of proportion al representation at the Joint Boards

has been named upon so culetly, almost unnoticed. You must, nevertheless, bear in mind that many of those who have fought and suffered with us for this reform have descried our ranks during our recent internal struggle, and are now even anxious to see

Permit me to conclude my greetings by quoting the Futhers of the First International, of three score years, and which is still very well adopted for our present organization

"Taking into consideration that the enslavement of the worker to capital is the source of a long moral, political and material slavery, the economic freedom of the worker is therefore considered the highest aim by which every movement must guide itself."

Let this thought and spirit guide you in every enterprise which the Joint Board will undertake, Your efforts 'o improve the conditions of the members of our organization will then sure ly be crowned with success

In this spirit I greet our Joint Board of New York and all other "new" Joint Boards of our Intern

Yours for a better Union, always your Brother and Comrade (Signed) S. SHALLY"

It is decided that Brother Shally be thanked for his greetings and he be invited to address the Joint Board

secial Committee Reports: The Referendum Committee con the following results of the referen dum on the \$20 tax held Tuesday February 2, 1926:

In favor of the tax Against the tax \_\_\_ 3,930 Void ballots Blank ballots \_ Total votes cast ... 9.964 The report is approved.

The local managers, at a on Wednesday, February 3, 1926, de-eided to recommend the following to the Joint Board

1-A letter to be sent to the shop chairmen, in which they are to be notified that the strike tax, recently decided upon by a referends be paid up at the rate of \$5 every two weeks beginning with February 8th, so that by April 15th the total amount of \$20 will be collected

2-The Joint Board should elect a Board of Trustees to control this Fur to consist of the General Manager Secretary-Treasurer and five trustees The recommendations of the manag-

Committee are approved.

## РУССКО-ПОЛЬСКИЙ ОТДЕЛ

#### К РУССКО-ПОЛЬСКИМ ДРЕС И KAOYKMERKEPAM

Уважиеные рабочие и работивцы! Во имя человеческих прав и защиты витересов русско-польских рабочих в произведстве женской одежди, ны обращаемся к вам с призывом немедленно прили на помощь своему правлению, — скажите свое последне

проса о Русско-Польском Локале. Четыре года тому вазад вы ваств вили свое правление водилть воп селлания своего докада. В этом мы ва дели ту волжежность, которая пелиодит ными часнами юписка, а с другой собрать все свои разрознениме силы в OTHER PROPERTY.

Мы напоминаем нам те слова, кото рые все мы говоризи при обсужден вопроса о создании своего докада и уй-ти-из под пенужной опеки других. Вы зваете, что кы нолучаем свои права только в мастерских, среди сознательн рабочих других национальностей, но рато мы звшены прав со стороны наших минопимих экдеров, - при решении важ-Нам отдел есть только отдел и члени Русско-Польского Отдела имеют право платить членские ваносы п развые налоги и иметь воявонную кижк-Делетаты Русско-Польского Отдела в учреждениях эннона имеют право только слушать и закцать гавлами, а годосовать вмеют право все, но не наим делегаты. Нам отказывают в правах, CCMJARCE HR 10, 'VIO NM HC JUERS H HC платия в Д. Б. коносы. Это — большая DOUTDARFANDOCTS. THE EAST NA IS USAтим, во через вредствителей других до-

индеры юпиона также обращают винжание и на нас. это тогда, когда они падерутся между собою, доходя до потери созвания и забывают правил вонновной конституции (может быть, в такие моженты она для иля пе надлется законной), телько при таких обетоптельствах, конда им пужна поддержка со стороны Русско-Польского Отделя то тогда опи могут обойти конститущию E DACREMENTA HARREN REPORTABLE CARN TO вать по важным финансовым вопросан, во всех остальных случаях наш представителей дошают права, Korra Orner morrerrer a meiser

ранных прав в юннове, нам заяванют: организуйте ской докал и тогда будете пользоваться всеми правами. Когда отдел требует разрешения на создание enocio goraza, nan ornegano, quo onn казы, а востому советуют нам вместо | та., П.-П. (На 5-ом этаже, компата 58).

воляла какие то улучиения. В резуль-тяте им инчего не имеем, наш вод и поныве на том же месте. Тогариши-рабочие! -Как межно г

пать такую политику, чтобы в рабочей согласными на тех повин ве все работно пользева янсь равными правами. Всякая рабочая организация может быть сильной только тогда, когда в вей все члены раквые. Тозпращи-рабочие! Мы должны подизть наш голос и сказать ваним лидеpan, tre com saucce venue na successi

рабочей солидарности и что их денетики по свотистствуют принципам условенс-ской этики. Мы должны принципа-всю впертию, все спои силы для того, чтебы поставить Русско-Польский дел наравие с другиян лекличи. Должно быть из двух одно, как плания тен Henrich suckarusassinics v 1 L s пациту наших прав: ны должны дать Отдела, пли совершение веплючить их из Д. Б., ибо полорно писть представителей в своем составе без прав.

можноне и мы их получим, если все рабочие — русские, возычале, украинские и лителские не медля ни одного дия, примутся активно за ражету во р-

трации своих членов. Генеральный Экрекупии Борд склонен выдать нам разрешение (чартер) для создания Р.-П. Локаза, сели мы сумсем довазать сму, что у нас имеет-

ся то число членов, о котором мы па-якияем. Комиссия приступкая в расследоани наших требований и должин будет закончить сною работу и конце deman.

Ванку того, что многие из русско польских работих дресс и к ров не варегистрировались в Р.-П. Оздево на специальных бланих для уноми BYTOR REIN, OTHER DE MOCKET PERSONNEL TOURSE UNCLO CRORY UNION, REPARRIES получить свой разпоправный зокал. Мы обращаемся к нам, работие и расстии-EM. STOOM EN THE CHOCK HE BOTTOM BYмедлению зарегистрировались на виде-номещениом блание, на английском я́омве, в принесля в контору Русско-Поль exero Orrera.

Чаема, инипаласкание должны указать на блансе имя, фами-2000, номер доказа и немер квиски, а не-конисаные рабочие, работикание и лающие стать членами юнбона без всяних прецитетива, должны указывать адрее мастерской, в которой он или она работает. Заполнайте базаки и присыдайте письменно или звупо находите в контору Р.-П. Отделя, 130 Пст 25-ап

### REGISTERED CARD

1. the undersigned, and an action of talking to Capital Capita Nationality

Ledger No. sent Local No. 9 in the mentioned cor

Board of Directors-Silverman Grievance Committee-Bemback. Appeal Committee-Leff Finance Committee Report:

The Finance Committee rec that \$10 he contributed to the Coney Island Workmen's Circle School, and that \$15 worth of tickets be pure trom Local No. 66, Embroiderer's Union, for their ball which they are

The recommendations of the Finance

\* COSPANUE B OTAFAE B noncremmu 15-re de

вечера, в Народном Доме 315 Пст 10-ал уд. состоится собрание часнов Р.-П. Од. деля Секси Дамения Пормых. На отсреди важные вопросы. Члевы, не но-сещающие собраний, этату влачить штраф.

#### ЛЕКЦИЯ В ОТДЕЛЕ В вативну 19-го фокрази и Р.-И.

Отделе будет прочитана лекция на интереспую тему. Просят всех восетвть, Cornerato. A. Cayson,

### JUSTICE

Published every Friday by the ! Office: 3 West 16th Street, New York, N. Y. Tel Chelsen 2148

A BAROFF Secretary Treasurer MOPPIG CICHAS Procident MAX D. DANISH, Acting Editor

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October J. 1917, putborized on January 21, 1912.

### 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 asses 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

on nearly sixty inousand organized clock 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 aston-ished 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 in the least indicate that our members IB New York go 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 vote for this special tax, would have been to ignore a very denute feature of the psychology of our workers. Only in general strike votes, when enthusiasm runs unusually high, is it logical to ex-pect 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

a new cannot 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 vot-ing entirely—jout as there, no doubt, were a great many who in the past few months had supported the present administration of the past few mouths had supported the present administration on the Joint Board that failed by vote—as the figures themselves seem clearly to indicate. What is most probable, however, is that the amount of the assessment—only a few mouths after the member-ship of the New York cloak and dress locals had voted for a gensup to the New Jurk Clear and uses locale had a mazed and caused some resentment among a considerable number of workers without re-gard to difference of opinion on union tactics and policies. These gard to difference or opinion on union tactics and polices. 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 Piece is, increasore, in the result of this referendam a source 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 in a mood of inter-crucion our in the nope that this sesson, like every other experience, will benefit our organization and fits lead-ers and will impress upon them the tremendous value of consist-ency of word and action and the necessity of treating all the real-ities 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 organiza-tion in New York City to meet it fully and without any equivocation, excuse, or alibi.

tion, excuse, or allol.

The twenty-follor assessment is the law of the Union today. Not only tha,—it is the great need of the Union at this hour, and no man or woman belonging the property of the property combo are 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,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 the truin of this standard been brought home to us in the course of our daily experience with employers—groups or individuals, hig 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 grumbling and knocking usually tends to spread us leading 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 exception of the small money security that is usually deposited by individual firms when signing agreements, our unions do not ex-pect 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 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 under-standing governing work-terms is either attempted or committed

And those who are familiar with the strategy and the workand those who are laminar with the strategy and the work-ings 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 employ-ers,—except that in the case of collective agreements this factor of strength does not appear as much on the surface as in the latter ance, 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 the Union had resorted to a coupt of equity to ujhold a collective agreement between it and an organized group of employer—the properties of the control of the control of the control of the Association of New York in the lockoutestrike 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 pump instances, wields considerable influence in compelling of-servance of agreements on the part of employers, but essentially, as we sheavy resurtance, like the emploiting of-the control of as we sheavy resurtance, like the emploiting strength or 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 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".

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 tilem," and so on and so forth. Complaints of risk ind to us usually mean one thing, namely, that the local union affected, or the abop or group of workers on behalf of whom this gireance is volced, has lot 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 amon trade unionists and their families, is but an outgrowth of th strongly accentuated tendency in the American Labor movement in recent years to occupy new positions of socialleconomic advan-tage and to spread its activity and influence to places heretofore regarded as the sole playground of organized or "disorganized" The improved economic conditions of the American or ganized workers in the key industries of the land,—the result of decades of fighting,—have led inevitably to a gradual levelling-up of their living and health standards, and this finds a logical sequel in the growing demand for a life insurance organization controlle and managed by organized workers for their own benefit and pro-fit. It is easy to foresee that the establishent 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 npanies 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 policy-holders. A feature of such policies, commonly mown in the United States as "indus trial" policies, is their small weekly nts, perfunctory medical ex inations, 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 investiga tion 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 em braced about three million wage-carn ing members who were "insured" by these societies against death and sick-

The first to introduce an "industrial" branch in England was the oldest and biggest British insurance companythe Prudential-in 1864. The American "Prudential", and the "Metropolitan" and the "John Hancock" began issuing "industrial" policies only in 1874. It did not take these companies long wer that these workers' poli cles 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 rtionate amounts

The recognition of this fact has giv en rise to the idea or cooperative life insurance for the masses by the masses as far back as twenty-five years ago. The first large-scale attempt in s 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 conors,

tive shops, factories and farms. The foremost success of cooperative life in surance, however, was achieved in Germany, where the organized trade unionists formed in 1912 the first insurance company under the name "Volks Versorge, Geverskschaft-Genossenschaftliche Lebens Versicherung Akzions Gesellschaft." It was organized with a capital of one million marks, its stock consisting of a the and 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 nce company stirred up a great deal of animosity among the bou 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 lists. To check the spread of the Volks-Versorge", 30 of the leading German life insurance companies form ed a joint enterprise called the "Deutsche Volks-Versicherung Akzion 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 ma About nine million policies—each from 1000 to 200 marks (\$250 to \$500), totalling 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 po licies had been just as small. Thus for instance, the biggest German in surance company-"Victoria"-spent annually only 24 per cent of the premium income for administrative ex-penses, while the London "Prudential" spent 40 per cent of its premium in come for administration and the New York "Metropolitan" agent 25 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 econ German masses already at that time enjoyed greater advantages from "pop-ular" 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 pay-ment of 10 pfennings (24-c.), 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 em owing to the hazardous nature of their occupation, Other national trade unlong 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 Federa on 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 pur pose of supplying economical life in surance and to render the maximum of service in this field to the organ ized workers for the lowest possible premium charges. This remarkable undertaking is entering the insur ance field under unusually favorable circumstances, but it will be confront ed with special problems and difficul iles which it will have to solve. We shall discuss some of its unique fea tures in another article in the early future

#### Prosanis Label Committee Will Hold Exhibit

The Consumers' "Prosanis" Label Committee, recently organized by 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

ong the features of the exhibit will be an Attractoscope setting forth, in pictures and legends, the history and record of the Joint Board of Sant tary Centrol 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 bel as a health guarantee to the large my of women shoppers in New York City. The exhibit will serve to she the public how the "Prosanis" Label is a device by which it can bring its purchasing power to bear upon the retailers to encourage calightened ufacturers, who cooperate with the Union, to maintain fair sanitary and working conditions in the shops, and to combat unserupule competition from which they and the workers jointly suffer. An interesting feature of the Better

es 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 phy sical examination of hundreds of mothers in New York City by the Life Extension Institute. The first prize will be One Hundred Dollars. mother winning the second prize will receive a "Prosanis" Health Garment sented by a nationally-known pub lic official. The Consumers' "Prosanis" Label Committee is receiving active cooperation from some of the most important women's organizations

#### Yes. He Really Cares for a Mule



a weak spot in the agreement to keep his peace and not to tresspass 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 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 D. EANNIA M. COH!

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 ing 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 work ing women within the fold of the organized labor movement. Their interest has resulted in several conferences of representatives of national and in ternational 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 responsibilities for earrying on this work have possessed a knowledge of the group they warn 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 sugaged in it. They have had an opportural and economic background, their racial characteristics. And such a knowledge is essential, since one cafnot 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 ons 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 struct usually different from that of men Their general feeling of uncertainty of their own powers,-ingrained in them by home, school, economic and trad? tional training makes them easier t dominate, more unwilling to des 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 ef-

At the same time, they are no le realistic than men when confronted with facts that prove the value 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 neces sity of meeting women on their own particular ground and overcoming many of their objections to organ

In any such organizing campaign, women's knowledge of the psychology of their sisters will be found inval able. 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

men 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 may be enlisted by the hopfor advancement, of greater prestige and greater scope for usefulness with in 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 will be dodging that problem, not solv

(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 co-artist on the same program with the late Engico Caruso, Mme, Louisa, 7 razzini and Rosa Raisa, will make his first appearance in New York, after ongod absence in Europe, where he played with remarkable succe most of the capitals, at Carnegie Hail.

on Monday evening, March det The name of Mayo Wadler is well known to N. Y. radical, Socialist as labor audiences, among whom he is remembered for his frequent appear ances at recitals and concerts arrang ed 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 LLG.W.U. members to secure tickets to all sections of the hall at balf-rate prices.

Such tickets may be procured by our members from the office of the Educational Department, 3 West 16th

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

tive Board of the Workers Educat 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 ele in \$2.50 When this edition is ready for sale

our mer rs will be notified on this

## Weekly Educational Calendar

WORKERS' UNIVERSITY ool, Irving Place and 16th Street, Room 531

Saturday, February 13 1:30 P. M. B. J. R. Stolper-A Social Study of English Literature Arnold Bennett.

2:20 P. M. What Is Shop Economies?

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

6:20 P. M. Alexander Fichaudler—Social Psycho This course will consist of ten lessons and will be continued on Wednes day evenines.

LOCAL 2 CLUB ROOMS 1581 Washington Avenue, Bronx

Sunday, February 14
16:30 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 eco organized for our members in the following Public Schools:
P.S. 5-25 E. 58 St. Manhattan.
P.S. 171 167rd St. between Madison and Fifth Aves.

P.S. 43 Brown Plate and 135th St., Bronx.
P.S. 61 Crotona Park E. and Charlotte S.t., Bronx P. S. 150 Christopher Ave. and Sackman St., Brooklyn.

WHAT IS SHOP ECONOMICS | CLASS IN PHYSICAL TRAIN-

#### Lecture by Dr. Sylvia Kopald in Our February 13th, 230 P. M.

The course on Shon Economics ren resents an attempt to help the work er understand the world be lives in through the shop he works in. It seeks to analyze the great forces of indus try by means of analyzing for garment workers the forces operating in the

manufacture of women's garment This course will present a study of wages, hours, working conditions, tech nical organization, market organiza tions. The factory or the shop will be enlarged into the modern industrial id. 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 unic is working will be defined through its day-to-day program as well as its ultimate goal as seen through the shop-

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

STUART CHASE'S TRAGEDY OF WASTE AT REDUCED PRICES

Stuart Chase's "Tragedy of Waste which appeared recently had a n welcome reception from the Labor Movement as well as from economists The regular price of this book is \$2.50. A number of unic gestion 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 threable house

Our members can order the b at this price from our Educational De-partment, 3 West 16th Street.

## ING ALREADY ORGANIZED

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

90th Street A number of our me bled and spent an hour doing physical exercises under the supervision of a competent director, Miss Esther Det-

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 6.20 P. M. in P. S. 40, 320 E. 20th St. ission is free to members of the 1 L G W E

BROOKWOOD COLLEGE PLAYERS TO PERFORM IN NEW YORK MACH 5

Tickets Can Be Obtained at Our Educational Department

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

The seating capacity of the auditor-ium is limited, and those who wish to attend should, therefore, prepare their tickets in advance. These can be obtained from the Ed-neational Department. 3 West 16th St.

Buy \*

WHITE LILY TEA COLUMBIA TEA ZWETOCHNI CHAI

Exclusively

### With the New York Clock and Dress Joint Board

By JOSEPH FISH)

etary-Trea meeting of the Joint Board was

held on Friday, February 5, 1926 at the Anditorium of the International West 16th Street The minutes of the Joint Board of

January 29th are adopted as read.

The report of the Board of Directors of February 3rd is approved as read with the exception that the question of representation of the Russian-Polish Branch be referred back to the Board of Directors

Committees! A credential is submitted to the Joint Board by a committee of Local No. 38, consisting or Sister Cohen and Brothers Rea and Wilkes who address the delegates regarding the affiliation of Local No. 38 with our Joint Board. Brother Wilkes, the spokesman, advances three reasons for this affilia-

tion, which are-1-Most of the shops controlled by Local No. 38 make samples for clock

2-A large majority of their mem bers work in shops controlled by the Joint Board.

3-When strikes are called by the offices of the Joint Board, they are affected as their shops are also stopped

This matter is referred to the Board of Directors

Communications

Local 2 noting upon the decision of the Joint Board regarding aid for the striking miners, recommends that letters be sent to the shop chairmen, acquainting them with this decision and urging them to help.

It is decided that Thursday, February be set aside as the day on which the cloak and dressmakers be permit-ted to work an additional hour as their contribution towards helping the work-

Local No. 48 invites the Joint Board to have five represnetatives at the bananet colabrating their tenth anniversary on Saturday, February 13th.

The invitation is accepted, and the following delegates are appointed in the committee: Leff, Gerbst, Salerno Gordon and Sister Borner.

The Executive Board of Local 89 was glad to note the good choice made by the Joint Board in reelecting Bro ther Fish to the important office of Secretray-Treasurer, as they deem him the right man in the right place. They further state that Brother Fish was given a splendid vote of confidence by the substantial majority he received. The same Local notifies the Board

of its poor financial condition and re-

commends the following: 1-The revision of the per capita to the Joint Board.

2-A census to be taken of the memhership of each local, in order to de termine the correct and just quota on which payments to the Joint Board are to be based. The communication is referred to

the Board of Directors Brother M. Sherman tenders his resignation as paid official of the Joint

Board. He expresses his appreciation to the membership, through the Joint Board, for their cooperation during the three years he had served them as business agent

The resignation is accepted Brother S. Shally, member of Local No. 2, sends the following greetings to the newly inscalled Joint Board;

"GREETINGS TO THE NEWLY IN-STALLED JOINT BOARD

Greetings to you, who rep

cloak and dressmakers in the newly illed and "new" Joint Board. Accept these greetings from one, who gether with many of you for the re-form of representation which has been realized in the present Joint Board. form has not as yet solved the dis tressing evils confronting the work ers in our industry, nevertheless, we can hope, nay, I am certain, that with our forces strengthened, efforts can be made not only to destroy the evils which lay like a heavy burden on the workers in our industry, but can be utilized to obtain conditions, benefit

to you to pilot the organization thru the storm and stress period. Your duty is a difficult one. It is to be regretal representation at the Joint Boards has been passed upon so quietly, at most unnoticed. You must, nevertheless bear in mind that many of those who have fought and suffered with us this reform have described ou ranks during our recent internal strugele and are now even anylons to see

your defeat Permit me to conclude my greetings by quoting the Fathers of the First International, of three score years, and which is still very well adopted

for our present organization.

Taking into consideration that the englevement of the worker to capital Is the source of a long moral, political and material slavery, the economic freedom of the worker is therefore considered the highest aim by which every movement must guide itself."

Let this thought and spirit guide you in every enterprise which the Joint Board will undertake. Your efforts 'c

hers of our organization will then sure ly be crowned with success In this spirit I greet our Joint Board of New York and all other "new" Joint Boards' of our International.

Yours for a better Union, always your Brother and Comra

(Signed) S. SHALLY" It is decided that Brother Shally be thanked for his greetings and that he be invited to address the Joint

Special Committee Reports:

The Referendum Committee r the following results of the referen dum on the \$20 tax held Tuesday February 2, 1926:

In favor of the tax \_ Against the tax \_\_\_\_ 3,930 Void ballots 43 Blank ballots 55

Total votes cast \_\_\_ The report is approved

The local managers, at s on Wednesday, February 3, 1926, de eided to recommend the following to

the Joint Board: 1-A letter to be sent to the shop chairmen, in which they are to be notified that the strike tax, recently decided upon by a referendum, is to

be paid up at the rate of \$5 every two weeks beginning with February 8th, so that by April 15th the total 2-The Joint Board should elect a Board of Trustees to control this Fund to consist of the General Manager Secretary-Treasurer and five trusted The recommendations of the manag

ers are approved.

The following delegates will rep

## РУССКО-ПОЛЬСКИЙ ОТДЕЛ

К РУССКО-ПОЛЬСКИМ ДРЕС И KAOYKMERKEPAM

Укажиение рабочие и работнацы! Во имя человеческих прав и заватересов русско-польских рабочих в процаволетие женевой отежны. мій обращаємся в вам с призывом -Benegicino spatiu na novomi casent влению, — сняжите свое последнее слово для окончательное решения проса о Русско-Польском Локазе,

Versine tota rows maint six sacra-DECH COSC SPERMENTS SOURCE SOURCE создания своего докада. В этом мы выделя ту возножность, которая позволят HAN C OTHER CTOTONIA CTOTA BARROTTARпыли членами юннова, а с другой собрать все свов разрозненные одну мощитю семью

Mr. sanoversey was to come fore toto nee was ronnonza una oferstrenan ти из под венужной опеки других. Вы practe, tro MM DONVACH CROK BRAZA TATIFA E WASTERSTRY SPACE COMPANY рабочих других национальностей, не зато мы лишены прав со стороны наших виполных лядеров, — при решения вак-ных выпосов. Нам отлед сеть телько oraca w sacasa Precas-Homenson Oracan имеют право платить членение ваносы п разные налоги и иметь конвонитю кини IX Jeseratu Precan-Hamerora Orresa S TYPICSTOREST DURING SWOOT INSTE только слушать и хропять глаздами, а го-досовать имеют приво все, но не наши делегаты. Нам отказывают в правах, ссылалсь на то, что мы не локал и не платии в Д. В. напосы. Это — больнал песправедивость, так как им да ила

Бывают "счастлявые мянуты", когда лядеры юннова также обращают випе и на нас. это тогда, когда они задеругов между собою, долода до по-тери сознавил и забывают правила юнисимой конституции (межет быть в THERE NOWHERIN ORS AND REX BE BRASET са законной), телько при таких обстовтельствах, когда им пужна поддержка се стеропы Русско-Польского Отлела, то тогда они могут обойти конститунию и разрешить нашим представителям гоговать по възгими финансовим вопро-CAN, BO BOYN OCTABLISMS CANADRA BARRES представителей лишкот права.

тим, но через представителей других до-

E2.10E

Когда Отдел протестует и требует равных прав в воннове, нам заявляют: opraumyere cross towar o roran figuere пользоваться всеми правами. Когда отдся требует разрешения на создание

POURLE RABBE TO TETTINGUES. IS DOUBLE тате им пичего не имеем, наш поныве на том же месте.
Тогаращи-рабочие! -Как чолно во-

иять такую политику, чтобы и работей организации де все работие пользовалеь равными правами. Всякия рабочая организация может быть сильной только

тогда, когда в вей все часны равные. Темприще-рабочие! Мы должны вод-шать наш голос в сказать ваним леферам, что они далеко ушли на пределы рабочей солидарности и что из депстана ской этики. Мы должны прилодить исто впертию, нее свои свым для того, чтобы поставить Русско-Польский Отдел нарадне с другими зеаплами. Должно быть из двух одно, как ная Портной, высказыванняйся в Д. Б. а зациту ваних прав: на должна дата право решающего голоса делегатач Р.-

право решамието голоса постатач Г.-II. Отделя, или совершение педпочить их из Д. Б., ибо подорно писть предста-ижений и слоки составе бел прав. Мы нахавуне получении своих прав D REROUGE II NA EX DONYTHE, COM BOO — русские, польские, украни-CRUE IL ARTORCERE DE MEZZA DE CUROTO DES ESTADO DA DESCRIPTO DE PERпистрания своих часнов.

Генеральный Экрекуна Берл скасвен выдать нам разрешение (чартер) для создания Р.-П. Леколо, сели мы CINCCN JORGAND CHY, WITO Y HAV RECOT-

Комиссия приступила в расследо parent names mediannel a person for ACT BREGGERTL CROSS PROPERTY R

Ванду того, что многие на дусско-DOZLCKEY DAGOVEY IDECC B KROVKWCHECраз не зарегистрировались в Р.-П. Отдеэс на свециальных бланках для зномиnyion nein, other no momen pragmata tornoc uncro chong urenos, meramonan получить свой разпоправный зопад. Мы обращиемся к зам, работне и расствицы, чтобы вы для своей же вользы вемедление парегистрировались на нижепомещениюм бланке, на английском изыке, в принесан в контору Русско-Поль Часвы, принадлежащо-

тоганы указать на бинке ими, фамилию, немер воказа и вечер вликия, а ве-винонные работие, работавание мастерских при дреес или клоукс, по зающие стать часнами юнясна без ких предатеганій, должны уклоникув ад-рес мастерской, и которой он или ока работает. Заполняйте бланки и присыспосто докада, нам отвечают, что они дайте писаменно вал двуго паходите в против пробитив кинова на медине до-кады, а постоу соотурт пам высего 3-д. П.-И. (На 5-ом этаке, комата 58).

#### REGISTERED CARD

The understood, assumed the International Ladder Carmont Workers and the Carmon to Granite a Russian Polish Locat which should make all Cardon to Granite a Russian Polish Locat which should unlike all Russian Polish Carmon to Carmon the Carmon the Russian Polish Carmon the C City

Address Ledger No.

sent Local No. 9 in the mentioned com B noneterant 15-re den

Board of Directors-Silverma Grievance Committee-Bembach. Appeal Committee Leff.

The Finance Committee rece that \$10 be contributed to the Coney Island Workmen's Circle School, and that \$15 worth of tickets be purchased trom Local No. 68, Embroideger's Union, for their ball which they are

The recommendations of the Finance Committee are approved.

Nationality.

COSPANUE B OTHERE.

вечера, в Народиом Доме 315 Пет 10-ап ул. состоятся собрание членов Р.-П. Отдела Сокол Дамени Пормым, «На оче-реди важные вопросы. Члевы, не во-сощающие собраний, будут влагить

#### AFKING R OTAFAF

В патиму 19-го февраля в Р.-И. Отделе будет прочитава зелия на ни

тересиро тему. Просят всех посетить. Сегретара А. Саумя.

### The Week In Local 10

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 n shops and on trade conditions. The drive, Manager Dubinsky re-ported, begun about four weeks ago inst the open shops in the dress industry, brought the number of set-

tled shops up to nearly two hundred. The work of organizing the non-union shops continues as it must of nec sity, 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 Takes in Cloak Shops Last week the drive began again the open shops in the cloak trade. About one hundred shops have already been taken down for unionizatio poses and settlements have also been effected. The cloak shops thus far taken down are of th contracting variety. that is, small shops,

The manager also dwelt at son length on the progress of the strike against Maurice Rentner. It is now en tering its fourth week and the light 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 Wed-nesday, 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 e 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 Fruhling is voting his full time and is meeting daily with then

Begin Collecting \$20 Assessment In connection with the collection of the twenty-dollar assessment which was carried by a referendum vote, the iger reported that he had sen

out the following letter to the mem-"Dear Sir and Brother: "According to the decision of the

membership, the Twenty Dollar As sessment has been carried. The col lection of this tax will begin on Feb ruary 15th. The membership will be asked to pay \$5 every two weeks, so that by the middle of April the en tire 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 pro dence over dues, it might be too difficult for you to pay the tay and does "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 ence, your dues will be paid up-"We trust that you will not neclect

to take advantage of this opportunity " Active Member Resigns

Among the reports of the Executi Board which were read at the last meeting was one which contained the tendering by Brother Charles W. Ser. gion of his resignation as a member of Local 10. in his resignation Brother Serrington stated that he had connected himself with a firm selling shrubberles in Rochester, N. Y. It was with regret that the Execu tive service, having joined the local in September 1901, the Executive

Board unanimously decided to confer upon Brother Serrington honorary mbership. This was also unanim ously approved by the membership. Brother Serrington, during the

ourse of his many years of member ship, served in many important cap-acities, such as Executive Board member, and on general strike-committees. He acquitted himself creditably in every capacity to which he was as signed 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 fall 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 -Cutters were placed to work\_\_\_ \_ 12 Pirms paid fines and cutters were placed to work \_\_\_\_\_ No work in shops 21 Receive cut work \_\_\_ 11 Out of business Non-union shops . Shops closed Shops declared on strike \_ .

TOTAL . (2) Boss is helping cutter at table Unfounded . Firm paid fine \_ (3) Non-union cutter employed In favor of union 34

Unfounded Firms paid fines

Non-union shop Shop closed \_\_ Complaint withdrawn

TOTAL .

### Cutters, Special Attention!

64 Unfounded

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 themseves subject to punishment by the Executive Board.

-Executive Board, Local 10.

(8) Firm refuses to pay at holiday rate

(9) Cutters were discharged

Dropped-cutters failed to appear to

(10) Equal division of work In favor of union

Withdrawn upon request of cutter 1

(11) Cutter is member of firm

Cutter paid fine of \$50 and Security of \$150

(12) Firms violating agreement.

Compelled cutters to work on Sat-

urday afternoons and Sundays.

Firms paid fines \_\_\_\_\_\_ 18

10

In favor of union \_\_\_\_

In favor of union .

take up cases \_

Shop on strike \_

Shop on strike

#### UNEMPLOYMENT INSURANCE FUND NOTICE

SPECIAL 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	Non-union shop
Overtime	Dropped-no evidence
In favor of union13	
Unfounded 11	TOTAL
Out of business 1	(13) Cutters violating union rule
TOTAL 24	In favor of union
TOTAL21	Unfounded
(5) Firm refuses to pay wages due	No work-to be re-investigated
Cutter	Non-union shop
In favor of union 29	Cut work
Unfounded 1	Out of business
Non-union shop1	
Complaint withdrawn by cutters 4	TOTAL
TOTAL 35	(14) Cutters to be stopped off fr
(6) Firm refuses to pay cutter the	work failing to take out their union books
minimum scale of wages	In favor of union
n favor of union 3	
Shop on strike 1	Cutter is out of shop
Shop on strike	Shop closed
TOTAL 4	TOTAL
(7), Firm offers to pay less than	
agreed upon	
In favor of union-TOTAL 3	JNION LOCALS USE UNIO

#### JNION 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 pro portion of these-almost 3,000. Local 2 ranks next highest sending 1688 pa tients, and Local 35 ranks third in the number of patients to the Union Health Center, sending 1359.

The Locals that used the Union Health Center least this year were

Local 9, 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 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 Wheat land, California, in 1913, Suhr, who has served twelve years of his life sen tence, may soon be released on parol 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 The two men were originally sen tenced for the murder of District Attorney Manwell, though they were sim ply speakers and organizers and were concerned in the actual shooting

IJT'	TERS'	UNION,	LOCAL	10
100				3 499

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