

JUSTICE

OFFICIAL ORGAN OF THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION

"My righteousness I hold fast, and will not let it go."
—Job 27.6

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

Vol. V, No. 3.

New York, Friday, January 12, 1923.

Price 2 Cents

NEW YORK CLOAK JOINT BOARD STALLED FOR 1923

OLD OFFICERS RE-ELECTED

Last Saturday, the Joint Board of the Cloakmakers' Union of New York has had two instead of the one regular session. There was a meeting after the night, at which the old Board finished up its old term, and in the evening another session was held at which the new Joint Board was installed and its officers and standing committees for 1923 elected. Both sessions were held in the Auditorium of our International Building, 3 West 11th Street.

The second session was marked by a solemn, holiday-like atmosphere. A number of visitors, executive board members and other active members of the Union were present in the audience. The Chairman of the old Joint Board, Brother Louis Pinkofsky, opened the meeting in a brief talk thanking the outgoing Joint Board for its confidence and co-operation during the expired term and then turned over the chair to Abraham Baroff, the Secretary-Treasurer of the International, requesting him to install the new Joint Board and to call for the nominations and elections of officers for the new term.

In an impressive speech, Secretary Baroff appealed to the new Joint Board that they do not waste precious time and effort for any outside issues except those directly affecting the interests of the workers and the Union. He pointed out that the delegates to the Joint Board are sent by the locals to do certain definite work and to accomplish a specific purpose—to maintain the unity and the strength of the organization. This should, therefore, be their sole purpose and their sole duty. Secretary Baroff's speech was greeted by hearty applause.

Nominations were then made for officers of the Joint Board for 1923

by the following: **Chairman:** Louis Pinkofsky; **Secretary:** Abraham Baroff; **Treasurer:** Brother Julius Hochman; **Brother:** Joseph Feinberg; **General Manager:** Brother Joseph Feinberg. They were re-elected practically unanimously for the coming term.

Vice-President Feinberg delivered a strong and impassioned plea for the avoidance of discord in the organization, warning at the same time all those who might attempt to give aid or assistance in any form to the enemies of the Union that the Union would never make peace with them or recognize them in any way or manner, as long as these irresponsible and criminal attacks and malicious slanders continue.

President Schlesinger delivered the

principal speech of the evening. He felt physically indisposed, but, nevertheless, spoke long and earnestly on the problems confronting the Cloak Joint Board during the coming year. He congratulated the new Joint Board, and immediately passed over to the burning questions in the cloak industry, the new and constantly recurring clashes between the Union and the Protective Association and the obstructive tactics employed by the Association's representative on the Cloak Wage Board. He referred with particular emphasis to the last letter sent by the Union to the Protective Association with regard to some flagrant cases of discrimination in the "reorganization" of shops.

Union Takes Firm Stand in "Reorganization" Case

PRESIDENT SCHLESINGER SENDS SHARP LETTER TO ASSOCIATION—DISPUTE ALREADY SETTLED

Towards the end of last week a new clash occurred between the Protective Association and the Cloakmakers' Union of New York. The controversy involved an important matter of principle and provoked a great deal of comment in the press.

It arose from the "reorganization" of the shop of Samuel Cohen, a member of the Protective Association, in the course of which the firm attempted to discharge a number of workers without either consulting the Union or abiding by the terms of the agreement. As the rule is in reorganization cases, the Union has the right to demand and to ascertain whether such a reorganization is made in good faith. In this case the grievance was

taken up by the Trial Board with Judge Edgar J. Lauer acting as impartial chairman. He decided that the reorganization was made in good faith and that under the circumstances the employer had the right to decrease the number of workers in the factory.

To avoid discriminations, the method of dispensing with "superfluous" workers in such a shop is, in accordance with the terms of the agreement, to be controlled by the Union jointly with the Association. In this case, however, the impartial chairman took upon himself the right to decide that the firm can, by itself, determine which workers it would retain and which it would discharge. As the

General Executive Board Begins Work at Montreal

President Schlesinger Delayed by Sickness for Several Days

President Schlesinger did not leave for Montreal last Sunday night together with the other members of the General Executive Board. On Saturday evening, right after the installation of the new York Cloak Joint Board, he took sick and was compelled to remain in bed, under the care of a physician, for several days. Only on Thursday evening was he permitted to leave for Montreal where he joined the members of the G. E. B. on Friday morning.

This unavoidable delay of President Schlesinger's coming to Montreal, has, naturally, impeded the work of the Board to a considerable extent. In the meantime, the Board began its sessions and went through with all the preliminary work including the reading of the General Secretary's report and the various reports submitted by the Vice-Presidents.

A number of committees representing joint boards and locals, including the committee of the New York Cloak Joint Board and the committee from the Dress and Waist Joint Board, have also been given a hearing with reference to the questions directly concerning these organizations. The most important problems before the G. E. B. will, however, have to wait for the arrival of President Schlesinger when he will take up the gavel on Friday morning.

Association concurred in the decision of the Chairman, a sharp dispute immediately arose in which the Union at once took a definite and firm stand in the defense of the workers of the shop. The Union refused to accept the decision of the chairman of the Trial Board on the very obvious ground that he exceeded his prerogatives and went beyond the explicit terms of the agreement. President Schlesinger forwarded, in connection with this case, a very sharp letter to the Association which contained a warning that "the Union will not stand for any more devious methods of circumventing the provisions of the agreement and continuing efforts on the part of the Association to reopen settled questions; that if the Association wishes the agreement to continue, the Union will expect it to live up to the letter and the spirit of the same as the Union is prepared to do and has been doing."

As we go to press we are informed from the office of the Joint Board of the Cloakmakers' Union that the case has been settled in favor of the workers.

PROF. W. C. MITCHELL TO SPEAK THURSDAY, JANUARY 18TH

On Thursday, January 18th, Prof. Wesley Mitchell, of Columbia University will discuss "The Distribution of Income" before a group of our members, in the building of the E. L. G. W. U.

Members of the International are urged to attend the discussion of this very important subject.

Result of Dress and Waist Referendum Laid Before G. E. B. Meeting in Montreal

MASS MEETING OF NEGRO WORKERS NEXT THURSDAY, JANUARY 18TH

The result of the referendum conducted last week among the workers of the dress and waist locals in New York City, affiliated with the Joint Board of the Dress and Waistmakers of New York, has not been announced yet for the following reason:

On Monday last, the quarterly meeting of the General Executive Board began its sessions at Montreal, Canada, and the committee of the Joint Board which had charge of this referendum, decided to lay the results of the vote first before the meeting of the Vice-Presidents of the International prior to announcing it in the press. Accordingly, the Joint Board sent a committee to Montreal consisting of Brothers Hochman, Antonini, Sheinkels, Berlin and Pizant to consult with the General Executive Board on the method of further procedure in this situation. The result of the vote will therefore be announced, together with the recom-

mendations of the General Executive Board, in the next issue of JUSTICE.

The Dress and Waist Joint Board of New York is meanwhile proceeding with unabated vigor to prepare the workers in the industry for the coming emergency when negotiations for the renewal of the agreement will be in the war for success.

In order to wage the campaign with more system and better control, the Union has opened special headquarters at Labor Temple, 14th Street and Second Avenue, and appointed special organizers for the impending drive. The work is being conducted under the supervision of the General Manager of the Joint Board, Brother Julius Hochman.

NEXT THURSDAY A MEETING OF NEGRO DRESS AND WAIST WORKERS

In connection with the organization work carried on in the trade, a

special meeting of women Negro workers in the dress and waist shops of New York has been called for next Thursday evening, January 18th, to take place at New Douglas Hall, 142nd Street and Seventh Avenue.

The tide of unionism is slowly though surely reaching now the women workers of the Negro race employed in our industry who have in former years been regarded by the employers as a bulwark of defense against the Union and who for a long time were immune to the message of organized labor. In the last few years a number of Negro workers have joined the Union and have thereby improved their condition in the shops rising to the economic level of the white workers.

All the chairmen and chairladies have received notice to do their utmost to make this meeting a success and a number of prominent speakers will address the meeting.

TOPICS OF THE WEEK

By N. S.

THE EUROPEAN CRISIS

AT THIS writing the scene of political and economic strife in Europe is still shrouded in mystery. But the familiar clang of the mobilization of French troops is clearly heard. Marshall Foch and General Weygand figure prominently in the French plans for making Germany live up to the impossible reparations terms. The French occupation of the Ruhr region, the coal reservoir of Germany, is a question of hours. The madly cherished dream of the French to demoralize and subjugate Germany is perilously close. Obviously their threat to smother the mailed fist alone if need be was not an empty boast. France is in a tight spot.

During the last four years since the close of the war the usual accompaniment of practically all the economic and political conferences in Europe had been a series of threatened diplomatic breaks, yawning, gulfs, deadlocks and crises. But the present situation is far more grave and critical. Lloyd George, the former British Premier, had always succeeded in patching up some agreement with the French. He was past master in the art of dodging and postponing deadlocks. But such a policy could not be carried on indefinitely. And when his successor, Premier Bonar Law, took up the reigns of government, he found that the bluffed "harmony" between England and France could not possibly be continued.

A new working basis between the two chief Allies was to be reached at the Paris Conference which began January 2. But after a day's conversations, Premiers Poincaré and Bonar Law found that their positions are diametrically opposed, and that no amount of diplomatic patching could bring them together. They therefore made the momentous decision to break the alliance which had long ceased to exist. The British Premier returned to London, and France with the "moral" support of Italy and Belgium is about to bring its own plan into operation.

The severity and thoroughness with which Poincaré is going to pursue this course of tearing the Ruhr away from Germany depends in a large measure upon the attitude of Great Britain. How far will England go in her opposition to this scheme? Will she merely withdraw her troops from the Rhine and recall her representative on the Reparations Commission? Will she dare to go any farther when she knows that French support is essential to her prestige and power in the Near East? The British Labor Party will unquestionably contribute a great deal in determining a policy. But what this policy will be remains to be seen.

The attitude of the American Government toward the European crisis became known a few days ago. Last Saturday the Senate, by a vote of 57 to 6, passed a resolution, requesting the President to order the immediate return to this country of all American troops now on the German frontier. A few days later it became known that this government formally expressed its "disapproval" of the threatened French occupation of the Ruhr. But it must be added no "protests" were made. It means that the United States will continue her policy of aloofness. An expression of "disapproval" is not a constructive measure. But that is asking too much of the Harding Administration.

The present situation is rapidly approaching a state where some radical and fundamental measures will have to be taken to prevent the complete breakdown of Europe. The next few weeks perhaps will reach the cross-roads of European civilization.

GOVERNOR SMITH'S PROGRAM

ON Wednesday, January 3, the new Governor of New York State, Alfred E. Smith, read his message at a joint session of the Legislature, outlining his program and submitting a long list of recommendations to the lawmakers of Albany. The Republicans, quite obviously, expressed dissatisfaction with the message, characterizing it as Socialist and Revolutionary. The Democrats, on the other hand, pronounced it a "charter of freedom" and the highest expression of constructive statesmanship.

In reality, however, Governor Smith proclaimed a mildly liberal policy that is a reversal of his Republican predecessor's. Take his labor program. It is a concession to the labor movement, but not a large concession. "I firmly believe," he said, "that the State should declare by law that the labor of a human being is not a commodity or an article of commerce, and I further feel that no injunction should be issued in labor disputes without notice and hearing first to establish the facts." After announcing that he would send a later message dealing with the activities of the Labor Department, he advocated a minimum wage for women and minors in industry. He urged reforms in workmen's compensation laws. In short, Governor Smith has not forgotten his promises to labor during the last election, and has recommended his labor program to the Legislature.

Another series of proposals that are closely related to labor are those dealing with censorship. "I am firm in my belief," Mr. Smith declared, "that the law passed at the last session of the Legislature which requires the teachers of our public schools to submit to a loyalty test is a direct violation of the letter and spirit of the laws of our State." "Equally vicious," he went on, "is the law, also passed at the last session, which provides for licensing and supervising private schools." He expressed himself strongly against the censorship of the moving pictures. He recommended the immediate repeal of all the oppressive censorship laws which were framed by the witch-hunting Lokers.

Among Governor Smith's other proposals are his recommendation to repeal the Miller transit legislation, and the transfer to municipalities willing to undertake the full control and regulation of all local public utilities, including the right to acquire, own and operate transit lines and other public utility plants. "In opposition to former Governor Miller, Mr. Smith also urged the adoption of a constitutional amendment awarding the fullest measure of home rule to municipalities, including the right to initiate, formulate and adopt their own charters without reference to the Legislature. He also urged the Legislature to petition Congress for a modification of the Volstead act which will legalize light wines and beer.

These are only a few of the salient proposals. There are many more

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that he submitted to the consideration of the Legislature. Some Albany lawmakers confessed that it would take many years to carry out this program, but that it was never intended for actual translation into laws. The important question now is where the Legislature is going to start, and how speedily it will act upon these recommendations.

RAILROAD COMPANIES GIVE UP WAGE FIGHT

EVER since the railroads were handed back to the private owners, they had ruthlessly pushed their campaign of wage cutting and union smashing. In this they were generally supported by the Railroad Labor Board. After they had succeeded in cutting the wages of the maintenance of way men, clerks, and shopmen, they laid their plans for dealing similarly with the powerful Brotherhoods. And on January 15 the Labor Board was scheduled to take up the carriers' demands for wage reductions, elimination of overtime rates and the abolition of a large number of working rules that had been in effect for many years.

But on the eve of the hearing before the Board the more important railroads have withdrawn their demands. Many others are soon expected to follow this example. And the threatened strike next Spring will in all likelihood be averted. The larger railroads are meeting and agreeing with the Brotherhood representatives as to wages and working conditions for the coming year.

Why have the railroad companies abandoned their belligerent mood? Why have they chosen negotiation with the Brotherhoods instead of letting the Labor Board do the dirty work of wage-smashing? Simply because in a fight with the Brotherhoods the companies would be licked. They knew that in a case of strike transportation would be completely paralyzed. No orders or injunctions could move the trains. The conductors, brakemen, engineers and firemen are irreplaceable. And the railroad magnates realized that they cannot apply the same tactics to the powerfully organized Brotherhoods as they had to the shopcraft unions.

THE COUE PAD

FAR more than Clemenceau's visit to this country has the visit of his countryman, Emile Coue, the "little pharmacist from Nancy," aroused the interests of the American people. Already has Coue become an institution, a creed, a gospel which keeps on gaining converts and disciples in large numbers.

The Coue gospel is expressed in a single sentence which is on everybody's lips now. It is: "Every day, in every way, I am getting better and better." In an age like the present, when so many prophets tell us that civilization is going under and that we are growing worse and worse, this cheerful formula is doubtless welcome. But it must be remembered that this formula will not exert its beneficent effects unless one chants it properly mornings, afternoons and before going to bed. Then not only will one's spirit be revived but any and all bodily diseases one might be afflicted with will be removed. It might be applied to the education of the young. It is only surprising that the Coue method had not been applied in curing the political and industrial ills of the world.

The Coue pad is only another symptom of the unbalanced and deranged society we are living in. It is an index of the feebleness of common sense.

One Year as Manager of Local No. 20

By ARTHUR S. SAMUELS

I venture the statement that few, very few people, whose ability is beyond any question, would have consented to assume the management of Local No. 20 in February, 1922, at the time I became manager. It certainly was not bravado that induced me to take it. It was a duty that I owed my union of which I was one of the founders.

A disheartened and discouraged membership it was that greeted me upon entering as manager,—the majority of them out of work and with no prospects for the immediate future. Any move made by the new manager was bound to be placed on a scale to see whether it balances the work done by the previous manager, immaterial whether or not under equal circumstances.

My first task upon assuming the management was the settling of a dispute with the Neptune Raincoat Company of 16 East Broadway, a dispute which threatened to develop into a strike. The firm's refusal to share its work between the inside and outside shops, brought forth a protest from the workers of the contractor, who devoted the best part of his reason to the work of the Neptune. The situation was such that caused the workers from both shops to feel antagonistic toward one another, and all of them, including the firm, blamed the union for the tangle.

Upon assuming office on Monday, February the 20th, I immediately proceeded with bringing this disagreeable situation to a head. After considerable deliberation I succeeded in obtaining from the Neptune Company a pledge to give the contractor work—which they did—and the inside shop resumed work the day after.

I had quite a legacy left me from the administration immediately preceding mine. Five of our members, having first been beaten up in Staten Island, were arrested into the bargain and out on bail. Their trials were pending. The case dragged and dragged and finally culminated in jail sentences, ranging from fifteen to twenty days for each.

The next move that brought us into conflict with the employers and which involved also a short strike was Abrams & Torkeltaub in Brooklyn. Though apparently running a union shop, that firm succeeded to have all its garments felled and finished in bedrooms nearby. Old men and women formed a daily procession to and from the houses & Torkeltaub shop carrying garments—a sight that smacked of sweat-shop days. We put a stop to the disgraceful sweat-shop conditions and forced Abrams & Torkeltaub to hire union help and have all their garments finished in their shop. A short strike lasting a few days was the means with which that situation was brought to a head. A new agreement was entered into and additional \$300 was deposited with the Union as security.

It took quite a bit of time to dispel the suspicions of the membership toward the new administration. It was mid-June before we succeeded to put an end to our inner quarrels and establish order and quiet in our organization. The expiration of the agreements with our employers was due the end of July. We lost no time in getting busy to meet that emergency.

Careful planning and loyal cooperation of our Executive Board made it possible for us to renew all the agreements with many points made much stronger than they had ever been in years previous. We succeeded in averting strikes in many shops and in averting a general strike in our industry which hung over our local for many weeks prior to the final signing of all the agreements.

The resistance offered by the con-

tractors and most of the down-town manufacturers was broken by a short strike of one week's duration. By the first of September, all our shops were working smoothly under the terms of our new agreement. The long-looked for season had already partly set in, and we began placing our idle operators and cementers to work. Unfortunately our cementer situation was not improved to any appreciable extent. While we succeeded in placing quite a number of cementers at work during our short season, yet in comparison with our army of cementers out of work, it seemed like a mere drop in the bucket. Among the first shops against which strikes seemed almost unavoidable were the U. S. Raincoat Co., Neptune Raincoat Co., Shott Brothers, English Can't-Wet, Edward Krieger & Company, Cooper Rainwear Co., Roststein & Puritan Raincoat Co. All of them have finally yielded to the Union. In most of those cases, the Union got substantial securities.

Of the many hundreds of workers we placed to work, more than 90 per cent had their price, above the minimum, settled by an official of the Union thus giving us rigid control over all our shops and over the earnings of the workers. Pay for legal holidays and the prescribed time and a half pay for all overtime were rigidly guarded. There were numerous offenders of these two essential points in our agreement, but they were disciplined and in most cases back pay was collected.

As soon as work started, we set ourselves the task of collecting dues. More than 90 per cent of our membership is now paid up to date and was eligible to vote in our recent elections. More than 70 per cent of our membership actually did cast its vote. In many cases of cementers out of work the executive board decided to exempt them from paying local assessments. The \$10 assessment levied by the membership is now nearly 100 per cent collected, which is a record unequalled formerly in the most prosperous years, a record of which we are justly proud.

Organization activities were never suspended at any time. We exercised great care and judgment in this field. A small local like ours, with a membership of little over 600, with our trade scattered all over Manhattan and Brooklyn and every other borough and neighboring town, is bound to have any fool lavish with organization expense. We preferred to keep safely on the defensive and to conserve our energy and treasury for a more opportune time.

We have successfully fought every attack made upon us by our employers. We even succeeded in winning a few positions, notably the shop of Edward Krieger & Co., South Norwalk, Conn. A vigilant eye was kept on all shops in and out of New York. Hardly any new "open shop" or corporation shops came into existence during the past year. 90 per cent of our so-called corporation shops are shops consisting of two or four machines at which usually the boss and his family work. They are hardly any factor worth speaking of in our trade and the majority are practically unorganizable.

Now in summing up I will say this: Considering the most unfavorable time it fell to my lot to manage Local No. 20, and considering also the spirit of depression prevalent among our membership that greeted me when I entered as manager, taking in consideration all the obstacles from within and from without, from the bosses on the one hand, and from some unscrupulous members on the other, I feel that we can be genuinely proud of our record.



Courtesy American Federationist.

WILL HE MARCH TOWARDS THE LIGHT?

Never for a moment have I assumed the attitude of a know-it-all. I consulted our board freely and unhesitatingly. From the very start I refused to have my reports accepted as given. I insisted upon a thorough discussion of every point in all my reports thus enabling every member on the board to act as a real legislator. I have always invited and welcomed criticism; I never hesitated, when necessary, to solicit the advice of President Schlesinger, Brother Baroff and Brother Feinberg, and in each case such advice was cheerfully given me. In short, our administration may justly be called the most democratic and thriftest in the history of Local No. 20. I have done everything possible to retain the par value our local had established during the few years preceding. Certainly I have made mistakes. I have been very careful, however, never to make the same mistake twice.

In conclusion I wish to avail myself of this occasion to publicly acknowledge and to express my deepest gratitude to my colleague, Brother Samuel Freedman, the secretary of Local No. 20, who has loyally and zealously supported me from the first day to the last.

My deepest admiration and gratitude is hereby extended also to the members of the executive board for their support. Their profound loyalty to their organization, their readiness and willingness at all times to cooperate is something that has made my stay in office worth while in the face of all difficulties and obstacles.

As a parting remark, let me say that despite all the unpleasantness that has marked the last few weeks immediately preceding my going out of office, I have nothing but affection for Local No. 20, for after all it is a child, the birth of which I am very intimately associated with. From the depth of my heart do I wish Local No. 20 success and prosperity to its members and its new administration.

Those of our members who wish to study the History, Problems and Aims of the Labor Movement, Trade Union Policies, Applied Economics, Literature or Psychology, should register at once for the Workers' University or Unity Centers.

Further information may be obtained at the office of the Educational Department, 3 West 16th Street.

JUSTICE

A Labor Weekly

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

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

Vol. V, No. 3.

Friday, January 12, 1923.

Entered as Second Class matter, April 18, 1920, at the Postoffice at New York, N. Y., under the Act of August 24, 1912.

Acceptance for mailing at special rate of postage, provided for in Section 1102, Act of October 3, 1917, authorized on January 23, 1923.

Health Education
— Union Health Center —

II.

A CENTER FOR HEALTH

This is the second of the health series which is being published by the Union Health Center in the interest of the membership of the International Ladies' Garment Workers' Union. In this article we will deal primarily with the various advantages to be gained by the workers of our industry through the health and medical departments of the Union Health Center.

Diagnosis of All Ailments

The Union Health Center is a place to come to for all health information. Regardless of the nature of your ailment, you can always be assured of diagnosis and treatment by competent physicians.

Our institution permits us to treat you for almost any ailment from the need of eyeglasses to the arrangement for an operation on appendicitis, so if you have any questions to ask relating to health or medicine or any ailment come to the Union Health Center.

Family Treatment

Our services are extended to your wife and children as well. At the present time we are arranging for the Locals of the International Ladies' Garment Workers' Union to install health insurance for all of their members, and even working on a plan for health insurance for the workers and their families. Until these plans are put into effect we will continue our nominal charge of \$1.00 for every examination and treatment. In the event that you cannot pay \$1.00 yourself, a card from your local certifying that it will pay it for you, will be sufficient.

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Among the splendid advantages of the Union Health Center are the following:

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- (2) An excellent laboratory for the examination of urine, blood, sputum, etc., is at your service.
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Hours

The following hours are observed in the various departments of the Union Health Center:

Clinics for General Diseases, daily except Friday and Sunday, 11 A. M. to 1 P. M., and daily except Friday, Saturday and Sunday, 5 P. M. to 7 P. M.

Surgical Operations and Dressings, daily 11 A. M. to 1 P. M.

Nose, Throat and Ear, Monday and Thursday, 5 P. M. to 7 P. M.

Stomach, Monday, 5 P. M. to 7 P. M. Wednesday, 2 P. M. to 4 P. M. Saturday, 2 P. M. to 3 P. M.

Orthopedics, Tuesday, 5 P. M. to 7 P. M.

Diseases of Women, Thursday, 11 A. M. to 1 P. M. Saturday, 11 A. M. to 1 P. M.

Diseases of the Eye, Monday and Wednesday, 5 P. M. to 7 P. M.

Diseases of the Skin, Saturday, 11 A. M. to 1 P. M.

Diseases of the Nerves, Wednesday, 5 P. M. to 7 P. M.

Dental Department opened every day from 10 A. M. to 8 P. M.

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Four and a Half Billion for Coal Mines

By J. CHARLES LAUE

Nationalization of the mines has been talked about so long in the labor movement that the idea had lost its thrill. Just the other day, however, at the annual dinner of the League for Industrial Democracy in New York the organized miners brought forward a working plan which they have submitted to the United States Coal Commission for buying the hard and soft coal mines for the modest sum of \$4,500,000,000 and running this mismanaged industry in the interests of national economy.

The United Mine Workers of America, like the miners' unions all over the world, are in favor of socialized industry. As the result of the progressive action of the national convention two years ago at Cleveland, reaffirmed last year, the National Research Committee of the unions, composed of John Brophy, William Mitch and Christ J. Golden, was authorized to study and submit a plan. They have done this, much to the discomfiture of the coal barons who are now compelled to think of some way to wriggle out of the situation.

Everybody knows what's wrong with the mining industry of the United States. There are too many mines and too many miners. Cut-throat competition prevails. The supply of coal is limited. If thoroughly conserved it might last a few more centuries, which is a very short time in the history of the world. This industry has been so mismanaged that right now, a coal scarcity prevails in the country because the miners were compelled to strike for twenty weeks last summer to retain their meager wages and the coal barons were satisfied to let them strike because the idle mines would be operated in winter at full speed to make good the shortage and this coal could be sold at top prices.

What the miners propose is not confiscation but recompensation at a just figure for all those holding an investment in mines, equipment and coal beds. The first step is the listing of the plants and owners. Then will come valuation. The nationalization plan provides for public ownership and administration. The control of the national properties is to be vested in a Federal Commission of Mines acting under the direction of a Secretary of Mines, who will have a place in the Cabinet, while administration will be carried on by a national mining council of three groups, representing the managers, miners and the

public, with regional councils and group mine committees.

Collective bargaining with the United Mine Workers of America with its 500,000 members representing the workers is an essential of the scheme, but back of it all lies the conception of the miners that there must be a political labor party. That is where the miners' plan cuts right through and suggests a political program that the labor movement has been talking about for a generation. This idea, coupled with the necessity of the industry, makes the miners' proposal so important to the labor movement. Only a few more unions and the American Federation of Labor will be on record for independent political action, for the miners hold the balance of power.

Still there is nothing final about the proposal, for the miners' committee suggests that it is intended as "a focus for the thinking of the public" and adds that their program is one with the program of the railroad workers for the nationalization of the railroads.

It was needed, it was pointed out, to offset the nationalization program which would contain a joker for the workers and the public. Those who have experienced the partnership of the City of New York and the private traction companies know what can be done in the guise of public ownership.

Nationalization of the coal mines will come, the miners are convinced, because the American people will demand it. The enormous wastes, economic and human, offer no other escape. Without raising the question of a Federal amendment which would require years to effect, it is pointed out that many of the steps toward the final socialized structure of the nation's basic industry can be taken immediately under the "general welfare" clause of the American constitution which gives Congress power over mining as it has over railroads through the Interstate Commerce Commission, by declaring coal as a public utility.

Under the arrangement wages are to be determined by a Joint Wage Scale Committee, on a national basis, with differentials worked out for risk, skill, difficulty and local conditions. Wages will be the first charge against the industry and are to provide "a good American life" for the miner.

With this plan carried into execution, if such a thing is possible under the present national administration which still has two years to run, an

(Continued on Page 5)

Baltimore Cloakmakers Making Fast Headway

BROTHER GOLDBERG NEW LOCAL ORGANIZER

It is only a few weeks, writes Brother Herman Bernstein, formerly secretary of the Philadelphia Waist and Dressmakers' Union, and now the manager of a local labor daily in Baltimore, since the International had decided to help the Baltimore workers to completely organize the local cloak shops, and the good results of this move are already fully in evidence. A number of new members had joined the union and several non-union shops, which play quite an important part in the local industry, have held meetings and joined the Union in a body.

The visits of Vice-President Hal-

perin, who is in charge of the local drive, are having a visible beneficial effect upon the workers. The last few meetings which were addressed by Brother Halperin and Brother Goldberg, the new organizer sent by the International to Baltimore, have been exceptionally well attended. Brother Goldberg is a newcomer to Baltimore, but an old and active worker in the International Union. He was for a number of years manager of the Montreal Cloakmakers' Union and together with Brother Brightstein and the other active members of the local, he will spear an the drive undertaken by the International to a successful finish in the near future.

The Conference on Child Education

By HARRY KELLY

The Educational Conference arranged by the Modern School Association of North America, held in the auditorium of the I. L. G. W. U. on December 27th, while not large was interesting both for itself and for the fact that it was the first conference of the kind attempted in New York. It could not be limited strictly to delegates for the Modern School Association is the only organization of its kind in the country. A ruling was made at the convention of the organization held two years ago that trade unions might be affiliated upon the payment of \$100.00 a year and as the International Ladies' Garment Workers' Union and Amalgamated Clothing Workers donated more than that amount at their last conventions they could have sent delegates had they wished. Locals No. 1, 9, 20, 22, 66 and 89 of the I. L. G. W. U. are members of the Modern School Association and several of them sent delegates.

The subject for discussion was "Can Labor Achieve Its Emancipation Without A Reevaluation of Child Education?" and the speakers at the afternoon session were Dr. Henry R. Lincoln, President of the Teachers' Union of New York City; Alexis C. Fern, Principal of the Stetson School and Miss Ellen A. Kennan, a well-known educator and member of the Executive of the League for Mutual Aid. Harry Kelly, organizer for the Modern School Association of North America, was chairman. At the evening session Roger N. Baldwin, Director of the American Civil Liberties

Union and John W. Edelman a member of the Board of Management of the Stetson School were the speakers with Joseph J. Cohen, editor of the "Freie Arbeiter Stimme" and Chairman of the Modern School Association acting as chairman. Messrs. Fern and Kelly spoke at the evening session as well as the one in the afternoon and the consensus of opinion was that the conference was well worth while.

Dr. Lincoln told of his work among the teachers and how with their psychology and the economic pressure exerted on them it is inevitable the schools are what they are. Mr. Jabloner said that all arithmetic and mathematics in the public schools deal with questions of property and of interest until the pupil comes to accept these things as a part of nature itself. It is unnecessary for the teacher to advocate the justice or ethical right of interest, all he or she has to do to introduce the subject every day and it inevitably becomes a part of the child's life and is accepted as such. That even so "liberal" an educator as Mr. Kelly reinforced this by recalling Angelo Patri, principal of Public School 45 of this city had advocated giving children as young as four years an allowance and a book to keep accounts in. The inevitable result of this said Mr. Kelly will be the child will save a few dollars, put it in the bank from where it will draw interest and thus the vicious system of capitalism kept intact.

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Four and a Half Billion for the Mines

(Continued from Page 4)

organization will have been created, is the belief of the sponsors, that can grapple with the slack work and unemployment of the miners, high prices and irregular supply of coal for the consumers. Democratic management with the voice of the miner in the industry is an essential of the project. Among the conditions laid down as necessary for the success of nationalization are these:

Administrative organizing minds in the public service.

A competent technical staff.

A 100 per cent organized union.

Collective bargaining publicly accepted.

A large labor representation in all departments of government.

A political labor party.

In order that there might be no misinterpretation of why the miners' nationalization program regards a labor party as a necessary safeguard of the workers from the politicians and "big business" the following reasons are set down in the official document submitted to the Coal Commission, to the labor movement and to the public:

"Until labor is adequately represented in voting strength, government commissions will be made up of politicians and 'big business' men. . . . The conditions of nationalization are a 100 per cent union and a political labor party. A democratic policy like nationalization can only be achieved in a democratic state. Nationalization demands nationalizers, that is labor congressmen pledged to the plan. So nationalization will create a political labor party."

In the printed booklet, "How to Run Coal," the miners' committee will circulate the membership of this largest union in America in order to inform the workers of the project and also to get the reaction from the rank

and file by suggestions and improvements that are asked for. One of the things not desired is a form of "state Socialism" which would leave the administration of the industry in the hands of a group of politicians at Washington.

Democratic management is asked for and by this it is meant that the good will and intelligence of the miner should be encouraged and incorporated in the plan of administration so that the working miner will have a real part in the government of coal.

The miner asks that coal shall be run by the people who mine it, who apply their scientific knowledge to its problems, who transport it, who sell it, who use it. If the coal were run by a bureau at Washington according to the intention of the present administration it is declared "the miner would feel as far away from being represented in the industry as he feels today under private ownership."

Then comes the tri-partite arrangement for administration similar to the plan for railroad management submitted by the late Glenn E. Plumb, which created such a furor in the public mind.

That the miners do not ask a priority in the control of the industry which is to be vested in a proposed Mining Department of the federal government is evidence from the following paragraphs from the plan as submitted to the Coal Commission:

"Any plan of nationalization must also include ownership by the public. Ownership of the mines by the miners alone would be as unjust and as disastrous an ownership by the coal operators has proved itself to be.

"The public must give the final decision on the large issues of the industry. But it is always ownership that gives this power of decision. So the public must own the mines."

Sickness Insurance for Our Members

By Dr. GEORGE PRICE,
Director, Union Health Center

The Board of Directors of the Union Health Center, consisting of representatives of Locals No. 1, 9, 10, 11, 23 and 25, has sent out a resolution to their Locals to bring up before the Executive Boards the question of establishing a sickness insurance and Medical Benefits for all the members of their respective locals, such medical benefits to be supplied by the Union Health Center. I therefore take the liberty to ask you to allow me to explain just what the proposition is and how it will work to the benefit of the New York members of the International Ladies' Garment Workers' Union.

During the strike last year it was clearly proved how greatly our members are in need of proper medical treatment and how little they can afford to get such treatment. During the strike the Union Health Center has given treatment to several thousand members, satisfying one of the greatest needs of the members, who could ill afford to pay for medical treatment and who thankfully received the treatment provided by the Union.

The need, however, is not only during strikes. Medical treatment is needed not only during economic crises but also during ordinary times. As a rule, an ordinary worker can ill afford to give proper medical attention to himself and to his family with the earnings he gets and with the high cost of proper medical attention. With an annual average earning of \$1500.00 it is not possible for the average worker to spend from \$50.00 to \$100.00 or more for proper medical treatment of his family and himself. Therefore, in case of sickness the worker usually strains all efforts to get proper medical attention and often gets into debt, from which it is some times difficult for him to get out. The average worker is sick about ten days a year and in a family of five persons there are about sixty days of sickness, which with the provision of medical help, specialists, operations, drug, nurses, etc., costs over \$100.00 per annum and some times reaches several hundred dollars a year.

Under these circumstances, it is evident that the ordinary worker tries to help himself by belonging to lodges, to Ten Cents a Week Medical Corporations, to the "workmen" Circle and to other benefit associations, which give medical help at reduced rates.

However, most of the benefits given by Lodges, Ten Cents a Week Medical Corporations, etc., are not satisfactory and are quite costly. Moreover, the worker, as a rule, has very little faith in the lodge doctor and small confidence in the Ten Cents a Week Doctor. The result is that the worker, in serious cases, engages private medical practitioners besides paying the fees to the Lodge and other contract physicians.

The Union Health Center has for the last several years become an established institution. It belongs to the Locals of the International. It has the confidence of the leaders and the respect and confidence of the masses. Yearly the Union Health Center treats from ten to fifteen thousand members of the Locals with complete satisfaction to them. It has competent and well known general practitioners and also engages quite a number of physician specialists.

Until now the Union Health Center has been conducted on a cooperative pay basis. The member usually pays one dollar for his examination and treatment by the general physician or specialist. Sometimes his Local pays the dollar for him, but mostly he pays it himself.

While this at present pays for the conduct of the clinic, it is not fully satisfactory. Very often the members have no dollar to pay for the physician. More often they need constant treatment two or three times a week and it is difficult for them to pay a dollar each time they come. Generally, we have found that, while there is a number of members who come to the Union Health Center, this number is limited because of the pay character of the Clinics.

There is a universal demand on the part of our patients that arrangements be made with the Locals for payment of all medical assistance and that such payments be compensated by a per capita tax on the members. Hence, the representatives of the Locals, on the Board of Directors of the Union Health Center, have decided to bring this matter of a complete medical benefit to the Executive Committees of the Locals, with a view for the Locals to adopt a full sick benefit for all members, such benefit being compulsory to the members themselves, while voluntary to their families.

At present the members of the Workmen's Circle pay the sum of \$2.80 a year for medical treatment for single members and \$4.80 for families. The Union Health Center has brought in a plan to treat all the members of the seven Locals belonging to it and such other Locals as may participate, for the sum of \$1.80 per year, or fifteen cents per month for all single members, provided all the members of these Locals are insured. In such case the Union Health Center will not only be able to give members medical attention at their homes as many times as needed while they are sick, but will also give them medical examination and treatment by general physicians as well as by certain specialists at the office of the Union Health Center. The Union Health Center will thus give a more complete medical service, including certain specialties, for one dollar less than the members of the Workmen's Circle at present pay.

As far as families of the members are concerned, this would be put on a voluntary basis and the cost would depend upon the number of families joining the medical benefit. At any rate, the rate would not be higher than that paid by the members of the Workmen's Circle.

This is in brief the proposal which is up before the Executive Committee of the various Locals. I hope that favorable action will soon be taken by them. There is no doubt that the Union Health Center is a useful institution and that there is need in explaining its usefulness to all the membership of the Union. We are ready to do so provided the members of the Locals properly respond.

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JUSTICE

A Labor Weekly

Published every Friday by the International Ladies' Garment Workers' Union.
Office, 3 West 14th Street, New York, N. Y. Tel.: Chelsea 2148

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

Vol. V, No. 3. Friday, January 12, 1923.

Entered as Second Class matter, April 24, 1920, at the Postoffice at New York, N. Y., under the Act of August 24, 1911.

Acceptance for mailing at special rate of postage provided for in Section 1103, Act of October 3, 1917, authorized on January 25, 1921.

EDITORIALS

THE PROTECTIVE ASSOCIATION AND ITS POLITICS

President Schlesinger's letter to Mr. Max Lachman, Vice-President of the Cloak, Suit and Skirt Manufacturers' Protective Association, on the matter of the Wage Board in the cloak industry, requires no comment. It is clear and goes to the bottom of the subject. It is difficult, indeed, for us to see how an upright and thinking person could fail to agree entirely with the stand of the Union in this matter. The only question that one might ask himself upon having read this letter is: What could the manufacturers have had in mind in adopting such an impossible, or shall we say, such a ludicrous attitude?

The thing that strikes one's attention first is that the representatives of the Protective Association have not as yet discovered a sufficient amount of courage to come out and state in the open that they fully endorse the point of view of their representative on the Wage Board, Mr. Basset. Everyone, of course, knows that Mr. Basset expresses fully the attitude of the employers. Were it not so, they would have long ago withdrawn him and substituted another in his place. Nevertheless, they would not come out with a frank statement to that effect. They would violate the agreement, both in letter and spirit, at every given chance; but they have had their lesson and they are shying at doing it in the open. The Union, however, will never permit them to dodge their obligations in such a manner. The Union will force them to lay their cards on the table, and President Schlesinger's letter compels them to come out in their true colors.

The second thing which appears quite obvious is that the Protective Association is seeking by all means available to avoid an investigation and a determination of the earnings of the cloakmakers and of their annual periods of employment. The Union has done all it could on its side to make possible the beginning of such a survey. Had it only depended on the Union, such an investigation would have long been an accomplished fact, and the earnings of the cloakmakers, so much talked and argued about, would have remained no more a secret for the world at large. We are saying "for the world at large" because we know that as far as the cloakmakers and the cloak employers are concerned, the average annual earnings of the workers have never been a secret. The outside world, however, has been led to believe that cloakmakers are amassing fortunes at the machines and it is in the interest of the workers to put a definite end to these fables so assiduously spread by the manufacturers.

Mr. Basset, with his peculiar and absurd interpretations, which Mr. Norman Haggood, the impartial chairman had so clearly and irrefutably exposed, would not let this investigation get under way. The result was that Mr. Haggood had to resign so as not to continue to remain a party in a serio-comic proceedings. Under the circumstances, if they had wanted to conduct this investigation in a conscientious and unquestionable manner, the right thing for the manufacturers to do was to dispense with Mr. Basset and put someone else in his place. The employers, however, would not contemplate such a logical and rational move; instead they want a new impartial chairman, as if it was Mr. Haggood's fault that the Wage Board has done nothing in the matter for which it was originally appointed.

There can be little doubt, therefore, that the manufacturers would not have let this cloak wage investigation. There is, however, a clause in the agreement between the Protective Association and our International Union providing specifically for such a wage survey. And so, in order to prevent this obvious breach of agreement, the employers' association is dodging an inquiry and using camouflage of every sort and description. Such politics, however, cannot and will not fool anybody.

It is quite possible that the employers are planning to go on with this line of action in the hope that the Union will get sick and tired of the whole procedure and abrogate the agreement. If this be their intention, we would warn the manufacturers that their calculations are quite faulty. Not because the agreement is of such vital importance to the Union; it must be obvious to any one that it is not a pleasant job to maintain a contract with a group of people who seem never to have had genuine intentions of keeping it. Nevertheless, the Union will not break off this agreement in order to please the employers. Unpleasant as it might be for it, it will hold the manufacturers to their agreement, and if a breach is to come it will have to come from the side of the Protective Association. This Association has had long and varied experience in agreement-breaking anyway and another breach of this kind will surely not mean much to it.

What we recited above, and many other facts of greater or lesser importance, that have occurred lately in the cloak industry of New York, lead us to the belief that if the cloak manufacturers will not adopt at once a new course that would conform with the letter and

spirit of the last agreement, they might expect lively times for themselves. Our employers might as well divorce themselves from the notion that they could do with the workers whatever they please without the Union's interference for and on behalf of these workers. As before, the Union will bring to bear its entire strength to defend every interest of every aggrieved worker and against every form of abuse and mistreatment.

Under such circumstances it would seem that the prospects for peace during the coming year are slim, indeed. The workers know it and they are fully prepared for it—as they always have been. Do the manufacturers know and understand it? If they were really capable of learning anything from the past, they might not have acted so irresponsibly. The sad fact, however, remains that our employers seem to be incapable of learning, and we are very much afraid that our warning is quite in vain.

Nevertheless, we think it is our duty to issue such a warning, and such was also the purpose of President Schlesinger's letter to the Association. It was an admonition to them that they take care and cease skating on thin ice, lest they crash through it quite unexpectedly. The next few weeks will tell us whether this warning has had any effect on them. Come what may, however, the Union will never be caught napping. The Union is always on its guard.

ANOTHER YEAR OF PEACE IN THE CLEVELAND CLOAK INDUSTRY

The Cleveland cloak manufacturers, it would seem now, were not entirely in earnest when a few months ago they came out with a declaration that they would no more have anything to do with the Union. But even if they have been quite serious about it at that time, they have changed their mind concerning the advisability of finish fight-with the Union pretty soon. Surely, they must have finally realized that if they are to remain manufacturers of cloaks, they must reckon with the fact of the existence of a cloakmakers' union in the city of Cleveland, a fact that cannot be ignored.

The very fact, consequently, that the Cleveland manufacturers have now renewed their agreement with the Cloakmakers' Union, is in itself of paramount importance to the Cleveland cloakmakers. It is a recognition of the fact that the Cloakmakers' Union of that city is now a powerful factor in the local cloak industry and that the time when the Cleveland cloak manufacturers could afford to ignore the Union is gone forever. The Union is now an important institution in the Cleveland cloak trade, no more an "alien" if ever it was. It found root in the local soil and it has grown to strong and healthy proportions.

Of even greater consequence, however, is the fact that not only was the old agreement renewed but that a number of new and improved features were added to it, several of which have already been mentioned in the last issue of this paper. We do not mean to imply, of course, that the agreement leaves nothing to be desired for. Far from it. The inequality of pay to men and women for equal work, for instance, must be abolished, and the wages of the workers in the industry must be raised so that they might compare favorably with the wages of cloakmakers in other cloak centers. Neither are we satisfied with the work methods adopted in the Cleveland shops. Rome, however, was not built in a day, and an ideal labor agreement cannot be worked out in short order. We are certain, nevertheless, that just as this agreement is an improvement upon the one that preceded it, the next agreement in the trade will be better than the present one.

Our confidence in this is based solely on the growing strength of our Union in Cleveland. There is no use in denying the fact that the Cleveland cloak manufacturers have changed their mind about fighting the Union and have conceded several of the new demands of the workers not because they are kind-hearted persons—though we are not prepared to say that they aren't—but because they quite likely have come to the conclusion that for the workers are united and are ready to fight for the union and for their own rights. That must have been the true reason why the workers have won what we term a "bloodless victory," and that is precisely the reason why we are confident that as the Union in Cleveland becomes stronger the work conditions and the living standards of the workers will improve apace.

We congratulate the Cleveland cloakmakers, and their able and energetic leadership, from the depth of our heart upon the creditable and dignified manner in which they conducted the negotiations which led to the renewal of the agreement. We likewise congratulate the Cleveland cloak manufacturers who have wisely perceived the futility and the wastefulness of a war in the cloak industry of their city. We extend our felicitations also to the members of the Board of Referees, Judge Julian W. Mack, Professor Jacob M. Hollander and John R. McLane, for their able aid given by them to the representatives of the employers and the workers in adjusting the various grievances brought to their attention, a task which required a great deal of tact and an honest will to preserve peace in the cloak industry of Cleveland.

THE MEETING OF THE G. E. B. IN MONTREAL

According to all signs, the present quarterly meeting of the General Executive Board will be one of the most important sessions of the current administrative term of the International. This meeting will have to decide on the question of week-work in the dress industry. Of course, as a matter of principle, our International is for week-work in every industry under its control. There are, nevertheless, a great many factors which must be considered in the final adoption of week-work as a fighting issue: the time, the readiness of the workers to embrace the change from piece-work to week-work, and, last but not least, the relative strength of the union in question.

A Contribution to the Gompers-Baker Debate

By S. YANOVSKY

II,
Labor unions everywhere, with the exception of Russia under the Bolshevik regime, are voluntary organizations. Workers belong to unions because they wish to belong to them; they believe that it is to their best interests to join hands with the other workers in the trade and form a strong organization. What incentive is there by workers to make their organizations stronger is done of their free will. They are not compelled by any outside power to belong to a labor union.

Such is the theory underlying a labor organization. It is true a labor union itself exercises a certain amount of compulsion, but since the trade union represents the will of the majority of its members, this application of force does not make it less of a voluntary organization. It is understood and accepted by all members that each member joining such a fighting organization as a labor union takes upon himself consciously the obligation to submit to the decision of the majority.

We are not, therefore, discussing here the compulsion which emanates from the union itself. Within definite limits this compulsion is natural and necessary. When, however, compulsion is being practiced on union members from the outside, we must consider it as a very essence of the union as a voluntary organization is at stake and that the union itself is menaced with demoralization.

A worker does not join a union because he wants to belong to a club where he might spend his free hours in congenial company, a purpose in itself not at all undesirable. He joins it because he expects in time of need to find in it protection against his employer. The logical inference from this motive underlying the worker's joining a union is that the union and the employer cannot be on friendly terms. The union is the friend of the worker but not of the employer. We can easily imagine therefore how deeply a worker is disappointed when he finds that his employer acts as the collector of his dues for the union. It strikes him at first as an absurd contradiction. He belongs to the union of his own free will and he naturally would want to pay his dues and his dues voluntarily. Nevertheless, his own union, if it would seem, would not trust him and appoints as dues collector, with the right to exercise compulsion over him, his employer!

And the longer the worker thinks into these matters, the more he is likely to come to the conclusion that his own union, with its motto, "one for all and all for one," keeps him under constant suspicion and mistrusts his loyalty to the union. This thought must, of necessity, call forth on his part also suspicion against the union. In essence, the entire story about the purpose and meaning of the union, as told to him, is a fabrication out of whole cloth.

The present meeting of the General Executive Board will come to a definite decision in this matter. For this purpose a large committee representing the Joint Board of the Dress and Waistmakers' Union of New York has gone to Montreal together with the members of the G. E. B., to aid in the thorough and all-embracing discussion of this very important subject.

Another subject of great importance that will be discussed at this meeting of the Board will be the situation in the cloak industry of New York, in particular, and of the whole country, in general. The unemployment problem is a very vexing matter and it is quite likely that the question of an unemployment insurance fund will be seriously discussed at the meeting.

The demoralized conditions which prevail in some of the locals of the International and which, to a certain degree, have weakened its fighting power here and there, will also come in for a full measure of attention at the meeting of the Board. In brief, it is going to be a very busy and fruitful week's work at Montreal and we hope to be able to give a full report of it in the next issue of our journal.

the whole cloth. Perhaps, the union and the employers have formed a partnership for the purpose of keeping the worker firmly under the heel. In the course of time he finds here and there some facts, that, in his opinion, support this suspicion. He pays his dues and assessments, but his membership book is in the office of his employer. He is told about fifty persons but is seldom if ever called to a union meeting, and when he is called to a meeting he knows that he is entirely helpless there because no matter what he might do for his union he would do it not of his own accord and impulse but because he would be compelled to do it.

I can hardly forget a certain incident that occurred to me in Lynn, Mass., several years ago. I was to deliver a lecture for a group of workers and before the meeting opened a committee of about fifty persons came to me complaining loudly against their union, the Boot and Shoe Workers' local of that city. They are union people, they stated to me, but are never being called to any meetings. The employer collects the dues from them and does whatever his heart desires through the leaders of the union. Practically, it would seem that the union leaders and the employers are partners in the business. The men cried bitterly before me asking me what to do. To strike? That would mean sure failure as their places would be filled by "loyal" union men. To form an opposition union? That is terribly difficult and, besides, it would mean the splitting of forces, the division of unity which it had taken so many years to build up. In addition, in a small opposition union they would be torn away from the rest of the labor movement.

At that time their story struck me as an exceptional case in the world of labor and I advised them to give this matter the widest publicity and to lay it before the principal leaders and spokesmen of the labor movement. Now I know, however, that this case was by no means an exceptional one, that in too many cases the employer is the guarantor and the deliverer of the workers' dues.

Now, such a situation must inevitably result in that the worker, the union man, instead of feeling himself as a free worker in a union shop will begin to regard himself a mere slave, to all intents and purposes. He cannot expect that when he comes to his union with a grievance that his union would defend him. To him the union is personified in the few leaders with whom the employer has constant business dealings, and he feels that in most cases he is likely to get the wrong end of it and even be disciplined. Of course, he cannot drop out of the union as that would mean the loss of his bread and butter; so he remains in the organization, while in his heart he seethes and dissembles against his union and its leaders.

Several years ago, under the regime of the "protocol" in the cloak industry, the Cloakmakers' Union of New York was in a somewhat similar situation. The workers felt as if they were strangers to their union, even though the leaders of the Cloakmakers' Union have never acted as the leaders of the boot and shoe workers' local in the instance recited above. The fact is that the leaders of the Cloakmakers' Union have always fought for the rights of the workers. Nevertheless, because some of the leaders have been inclined to believe that without the protocol the union could not exist very long, the cloak manufacturers too began to believe that they were maintaining the union, as if they have, therefore, dared on one occasion to dictate to the union who its officers should be. Finally they abandoned the "protocol" feeling confident that without it the union could not get along.

Had the Cloakmakers' Union been built of less stern material, and had the suspicion and distrust against the union among the members lodged deep in their minds, the anticipations of the employers may have been fulfilled. Fortunately, something else had happened. The Cloakmakers' Union passed over into the hands of a different leadership which was not enthralled by the "protocol" spirit. The union members in general began to feel as if they had been released from a jail. As a matter of fact, the Cloakmakers' Union of New York, in its independent form, speaking on "equal terms" with the employer and acting without fear for its membership, dates from that period.

What the cloak manufacturers had meant to be a death-blow to the union, turned out to be a lasting lease on life for the body of the workers. The Cloakmakers' Union does not appeal to the employers to become the collectors of the workers' dues and assessments. This is being taken care of by the members themselves. They themselves pay their dues whenever and as much as they can. They feel like free men, who voluntarily belong to an organization for the defense of their interests.

It seems to me that in this respect our International may serve as a model for other labor organizations. A definite step must be put to this practice which creates distrust among the members of the union to their organization and to their leaders, and which makes these leaders, consciously or unconsciously, greater friends of the employers than what they ought to be.

Indeed, it can hardly be otherwise. A union leader is only human. If his existence depends on the expression of the free will of the membership, he will do all in his power to defend the interests of the members. When, however, his wages are collected for him by the employer, it may appear to him, at times, that his existence depends on the good will of the employer. I believe that this practice has led to the undoing of more than one labor leader,—men who under different circumstances would have remained true, able and loyal union workers.

It is true, perhaps, that during its early periods this practice of collecting dues by employers has helped a union here and there to rise upon its feet. For that matter the "protocol" in the cloak industry has had its good side, too. When the Cloakmakers' Union was in its swaddling clothes the "protocol" may have helped in keeping it together. But it would be just as dangerous for a union to keep up this practice for any length of

time as it would be not to permit a child free play and the opportunity to learn how to walk by itself. I am convinced that the time is ripe for all unions to free themselves of this unnatural and unwholesome feature and give up fear for the consequences. The abolition of this practice can only bring good to the labor movement.

It is, perhaps, worth while remarking here that the Cloakmakers' Union has no agreement with the employers for a "closed shop." In practice, however, every cloak shop is a union shop, and it is not because the employers exercise any vigilance over that, either. The workers in the shop take care that everyone at the machines, at the cutting and pressing tables, and every tailor and finisher is a union man or woman. They do it voluntarily because the union does not mistrust them and they repay their union with the same amount of confidence.

The cloakmakers are not an exception in the labor movement. I believe that all workers feel and think approximately along the same lines. I don't believe that the miner, the overall maker, and the bricklayer is much different than the cloakmaker. K. the members of our union can maintain their organizations without the aid of their employers, why is this not possible for the miners, the boot and shoe workers and such other unions that are today dependent upon for their existence, to a certain degree, on the employers?

My conclusions are, therefore, that this type of a union shop, deemed by many to be an ideal "closed shop," is not only undesirable but is very harmful for the labor movement. Not only is it to be defended but it should be strenuously fought against. Only then shall we have a true union shop. Only then shall we be in a position to make full and convincing reply to the various arguments in favor of the State becoming the supervisor and guardian of the labor unions.

More of this in our next article.

BROWNSVILLE M. E. M. BERS OF LOCAL NO. 1 TALK ON EDUCATION

Our Educational Director, Mr. A. Fichandler, was invited to address the Brownsville section of Local No. 1, at their business meeting, which was held at the Brownsville Labor Lyceum on January 8th, 1923.

Mr. Fichandler described the activities of our Educational Department. He pointed out that the I. L. G. W. U. was the first trade union in America to realize the importance of adding education to its other activities. The Union knew that while economic strength and organization are all important and fundamental, they are irresistible when controlled and guided by an educated and enlightened rank and file.

He called the attention of the members that they were paying for the educational work of their International and should therefore take full advantage of it. The members were told about the classes in Unity Centers and Workers' University. They were urged to study English the language of the country in which they live, and also to study economics, industrial and trade union history, psychology, and other subjects which will help them to understand the system in which they live and the people with whom they come in contact.

They were also invited to attend the Gymnasium in their Unity Center, where they can receive physical, in addition to their intellectual training.

The members listened with great interest, and showed pride in the educational achievements of their Union.

IN THE REALM OF BOOKS

THE AMERICAN LABOR YEAR BOOK, 1921-22. Published by the Rand School Book Store, 7 E. 15th Street, New York. Price \$2.00.

The fourth volume of the American Labor Year Book is out at last. We say at last designedly; this valuable reference book is at least one year too late. And being a year late in appearing is bad business for a periodical.

The result, of course, is that the material contained in this book covers principally the field for 1920-1921, running up to date only here and there. Labor legislation, for instance, is covered only for 1918-1920, and so are the chapters on Social and Economic Conditions. The parts in the book on the Labor Movement in the United States run up approximately to the middle of 1921, including the Denver Convention of the A. F. of L., while the chapter on the Struggle of the Miners comes up to the fall of 1921. Parts IV and V of the Year Book—on the International Labor Socialist, and the Cooperative Movement, and on Socialism and Radical Political movements in the United States respectively, cover the ground approximately for a similar period.

FROM WALT WHITMAN'S DIARY
"A snow storm in the morning—no wind, yet the musical, low murmur through the pines, quite pronounced, curious, like waterfalls, now stiller, now pouring again. All the senses, night, sound, smell, delicately gratified. Every snowflake lay where it fell on the evergreens, holly trees, laurels, etc., the multitudinous leaves and branches piled, bulging white, defined by edge-lines of emerald—the

Yet, while the book cannot be termed a year-book for 1922,—Volume IV contains an invaluable amount of material and is cramped from cover to cover with immensely useful information. The Rand School publishers will have to bestir themselves now and rush out as fast as they can a volume covering the labor movement for the year that has just passed out. Certainly those who have received the first three volumes of the year book cannot get along without this latest volume and should not fail to obtain it. These four year books—from 1916 to 1921—form an unbroken, and for most part a highly authentic, account of what has transpired in the labor, radical and cooperative movement the world over during the past five years.

If we were to offer any criticism at all about this book, we might say that several of the articles therein are written with a considerable "left" bias—which detracts that much from the reference value of the articles in question. The book is well printed, contains over 450 pages, and deserves a wide circulation.

M. D. D.

trill, straight columns of the plentiful bronze-topt pines—a slight resinous odor blending with that of the snow. (For there is a scent to everything, even the snow, if you can only detect it—no two places, hardly any two hours, anywhere, exactly alike. How different the odor of noon from mid-night, or winter from summer, or a windy spell from a still one.)"—from "Complete Prose," Doubleday, Page & Company.

The Stage

A NEW VILLAGE THEATRE

New York will have a novel surprise January 15th, when Triangle, newest of "theatres intimés" opens the doors of its tiny playhouse below the pavement at Seventh Avenue and Waverly Place, under the direction of Kathleen Kirkwood of the editorial staff of Pictorial Review, with a company of American musicians and actors, who bring to a blaze city a theatre new in spirit and in form.

Programs running six weeks will cover three allied sides of the theatre, music, art, drama. Impromptu numbers will follow the regular bills and at the same time interesting art exhibits will be on view along two sides of the theatre. Triangle expresses originality in every aspect for it combines the spirit of a cheerful, gay American cabaret with the artistic note of the German, French and Russian cafes. Its auditorium, shaped like a right-angle triangle, a flight of stairs beneath the noise of the street, holds one hundred guests. They will view the programs, made up of one-act plays, small operas, pantomimes, dances and singing, seated at tables placed on platforms of raised levels built in such a way that the stage will be visible to those seated in the farthest angle of the triangle.

One of the innovations of this theatre will be the impromptu programs following the regular nightly bill. This will mean that patrons may see two performances in one evening, one of which will be the offering of the Triangle players and the other a spontaneous variety in which the audience and cast will take part. Many well known Broadwayites who have artistic offerings that need such an atmosphere are asking to produce on the stage of Triangle.

MAX BEERBOHM AT HOME

Max Beerbohm at home in Raphael is a pleasant neighbor, reports Alfred Kreyenberg, who has been "spending some time in Italy with Gordon Craig and the Beerbohms who live next door to each other.

"Beerbohm," Mr. Kreyenberg tells Mr. Rascoe, of the New York Tribune, "is small and dapper, shagged like a top. Mr. Beerbohm says Max never sits down, except to eat, that he writes and draws standing up in a bare little study about six by eight feet in dimensions; he and Mrs. Beerbohm (an American, once with Mansfield's company) are most cordial and hospitable once you have got past their English habit of reserve; Beerbohm has a quaint little mannerism of dismissing writers and people he doesn't like with a sibilant "Pssh" as "Well, a publicist—Pssh!" Both Craig and Beerbohm spend a great deal of time playing jokes. Beerbohm, for instance, will take a drawing of Lloyd George or Balfour from one of the London papers, carefully distort one small feature and produce an effect that is very ludicrous."

Members of the I. L. G. W. U. who wish to join the Unity Centers where English for beginners, elementary, intermediate, advanced and high school English, History of the Labor Movement, Applied Economics and Physical Training are taught can register at the offices of their Local Unions, or at the office of the Educational Department, Fourth Floor, 3, West 16th Street.

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 - 2313 Seventh Ave., Near 136th St.
 - 262 East Fordham Road, Bronx.
- all offices are closed on Sunday, except 100 Lenox Ave., and 121 Second Avenue.

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JOEL ENTEEN STARTS A COURSE OF THREE LECTURES IN PHILADELPHIA ON FRIDAY, JAN. 12TH

On Friday evening, January 12th, Mr. Joel Enteen will give the first of a course of three lectures in Yiddish on the "Jewish Drama and the Theatre," for the Philadelphia members. These lectures will be held in the headquarters of the Dress and Waistmakers' Union, of Philadelphia, Local 15, 1018 Cherry Street.

The subject of the first lecture will be "The New Jewish Theatre." In his talk, Mr. Enteen will emphasize the psychological tendencies in the new Jewish drama, its types and plots. He will discuss the following plays by Jacob Gordon: "Mirale Efros," "Die Sochet" (The Slaughterer), "Die Emese Kraft" (Real Power), "Der Unbekannter" (The Stranger), and pay special attention to "Gott, Mensch und Teufel" (God, Man and Satan), as a social drama.

Mr. Enteen will then take up Leon Kobrin's "Denn Doktor's Welber" (The Doctor's Wives), and "Sochin" (Economics). The speaker will also touch upon Lbin's "Der Traumer" (The Dreamer), and Kobtzen "Wie Krichst Du" (Pauper, Where Are You Meddling).

In conclusion, Mr. Enteen will discuss some of the older Jewish actors, among them Jacob Adler, Mr. Margulefsky, David Keasler, Mme. Lipson, Mme. Kalish, and Mme. Abramowitz.

Questions and general discussion will end the evening.
On the following Friday, January 19th, Mr. Enteen will speak on "The Modern Jewish Theatre."

LABOR THE WORLD OVER

DOMESTIC ITEMS

SECRETARY DAVIS OPPOSED TO INCREASED IMMIGRATION.

Secretary of Labor Davis expressed disapproval of any plan to let down the bars of immigration because of the need for labor in an address at the meeting of the 20th Century Club in Washington.

TO INQUIRE INTO OIL FLUCTUATIONS.

An effort to determine the basis of fluctuation last summer in the price of gasoline and kerosene was made by the Senate Oil Investigation Committee in its hearing of representatives of the Standard Oil Company of New York. When director Wilkinson was asked why the price of kerosene rose from 11 to 15 cents a gallon last August, he replied that he knew nothing specifically that had justified an increase.

PLEA FOR RENEWAL OF AGREEMENT.

Maintenance of the present wage scale and working agreement in the coal industry after April 1st to give the new coal commission opportunity to complete its investigation has been urged by the Commission on representatives of Operators and Mine Workers now in conference in Chicago regarding the new contract.

TEN PER CENT INCREASE.

A 10 per cent increase in wages for all cutters, polishers, sawyers and other diamond workers employed in shops of members of the Diamond Cutters' Association went into effect on Tuesday, following negotiations between the officers of the Association and the Diamond Workers' Protective Union of America.

JOHNSTON REQUESTS REINSTATEMENT.

President Johnston, of the International Association of Machinists, issued a statement saying now that the Railroad Labor Board has declared the contract of the Western Maryland Railway illegal, President Byers should reinstate the men. The Railway Labor Board declared the Western Maryland Contract plan in its shops is illegal in so far as it proposes or it is construed to remove any of its employees from the application of the Transportation Act.

LABOR LEGISLATIVE PROGRAM.

Nine bills covering virtually the entire labor legislative program were introduced in Albany, N. Y. The bills include such measures as the Minimum Wage Board within the Labor Department, 48-hour week for women and female miners in industry and important changes in the Workmen's Compensation Law.

SUPPORTING SHIP OPERATORS—'EMBEZZLEMENT'.

Senator Sheppard, of Texas, declared in the Senate that Congress had no more right to take the money of the tax payers and hand it over to men and corporations engaged in ship operations than it had to give it to those engaged in other business. It would be a legislative embezzlement of the most vicious type, he declared.

"LABORERS NOT CITIZENS," CRY OF MANUFACTURERS.

American immigration laws have been based on the principle that immigrants should be considered as prospective citizens. The National Association of Manufacturers proposes to destroy this by an amendment which would pass workers fit for "rough labor" but not for naturalization.

THE SLAVES OF MAMMON.

Declaring that the miners of the Berwind-White Coal Company were virtually living in industrial slavery, Commissioner Hirschfeld, of New York, Chairman of the Investigating Committee in his report of the investigation, called for government ownership of the mines.

LOOKING AHEAD.

Declaring the nations are frankly pushing preparations for another war, a group of prominent Americans among them William Jennings Bryan, Geo. Wickersham, Cardinal O'Connell, John P. Frey, and many others issued an appeal to church people throughout the nation, in which they assert a better mind should prevail if peace is to be permanent upon the earth.

The Conference on Child Education

(Continued from page 5)

It was admitted that grave difficulties confronted the labor movement in starting schools for children but difficult or not it had to be done. It was hoped such conferences might be held regular and in the meantime propaganda work carried on among the unions. It was pointed out that the Modern School of Stelton with its 125 children needs a scant three thousand dollars a year from the outside to keep it going. It requires about ten thousand dollars a year to maintain it if which the parents pay in tuition about five thousand; the Ferrer Col-

ony contributes about two thousand dollars more and three thousand is needed from outside sources. Thirty local unions as members paying \$100 a year each will cover this. Six locals, Nov. 1, 9, 20, 22, 66 and 89 of the I. L. G. W. U. are members now so if another twenty-four can be added the school can be maintained and even extended slightly. Work along these lines is being done and it was the opinion of the Conference that it should be continued and encouraged.

FOREIGN ITEMS

AUSTRALIA

LABOR OPPOSED TO GOVERNMENT ACTION.

Labor supporters in New South Wales are complaining against the expressed intention of the government to repeal the profiteering act, a measure of the late Labor government, which was intended to save workers from unduly high prices.

ENGLAND

UNEMPLOYMENT IN ARMS.

Tens of thousands of unemployed men and women will hold mass meetings in 150 cities and towns of Great Britain Sunday to work up a monster protest against the attitude of the Bonar Law Government toward unemployment.

The Building Guild in Sweden

Labor in Sweden has long cherished the desire to create a central organization for the local building guilds of the country. With the exception of those in Stockholm, the existing building guilds are rather cooperative societies than so-called socialized undertakings. Despite all the efforts made to enlighten public opinion upon the subject, it has been found impossible to prevent the general conception of very mistaken beliefs as to the principles of the building guilds. The Guilds Committee of Göteborg has therefore requested the Executive Committee of the General Federation of Swedish Trade Unions to draft model rules and to formulate a programme for the Building Guilds, which shall afford a clear insight into their principles and tasks.

In compliance with this request, the Executive Committee of the Swedish Federation convened a conference of the trade unions catering for the building industry. The following report of the activities of the Congress has been in the Stockholm "Social Democrat" published by Comrade Sigfrid Hansson, the Secretary of the recently constituted Central Building Guilds Committee (Centrale byggnadsstyrelsen):

"The most important task before the Congress was the solution of the problem as to whether the trade unions should co-operate in the creation of a central organization. The Conference was unanimously of opinion that the creation of such a central organization was necessary and desirable. It was also the general opinion that the Committee should be of an interim character only and that its work should be limited to certain definite tasks. This Central Building Guild Committee, as it is called, consists of 15 representatives of building workers' unions together with Comrade Dr. E. Wigfors and Sigfrid Hansson, the editor of the journal published by the Federation of Trade Unions.

The functions of the Committee are to be restricted to advising local building guilds and to giving greater publicity to the real principles and tasks of the guild system. The Conference was of the opinion that the trade unions should not take a direct part in the work of the guilds, but that the local building guilds had to create their own central organizations on the same lines as in England and Germany.

This is not intended to imply that the trade unions will be unwilling to afford assistance to building guilds in future in one way or another. The Central Building Committee held a meeting to draft model rules and to formulate a programme stipulating that the objects of the Building Guilds shall be—"Co-operation in the creation, within the building industry, of a system of production ensuring to the workers the best

possible working conditions; augmentation of house-building by perfecting craft skill; the safeguarding of the interests of the community by the most careful execution of the work undertaken at the lowest possible costs.

Three guiding principles have been laid down; namely: Firstly, that the building guilds should become socially owned undertakings serving the interests of the community by work which is satisfactory both as to quality and quantity.

In the second place, it is laid down that the building guilds should be democratic enterprises assuring to the workers whom they employ a voice in the management of the concern.

Thirdly, emphasis is laid on the fact that the building guilds, which are trade union creations, should, as such, enjoy the protection of trade unions and their members in every respect.

The guiding principles have not yet been fully worked out in detail.

Every building guild should have a Management Committee and a Workers' Council both of which are to be elected by the local trade unions. The managers shall be appointed by the Committee. The capital is to be provided only by the trade unions catering for the building industry.

The Central Building Guild Committee has appointed a management Committee of five members with power to cooperate technical expert members.

Comrade Sigfrid Hansson thinks that the creation of the Building Guild Committee will promote the activities of the building guilds. Their further development and their economic success will largely depend upon the interest and support which they receive from the building workers, as well as upon the high degree of personal ability and experience which may be confidently looked for among the workers.

PROF. WESLEY C. MITCHELL WILL LECTURE ON THURSDAY, JANUARY 18TH

Professor Wesley C. Mitchell, of Columbia University, will lecture on the "Distribution of Wealth" before a group of our members, in the I. L. G. W. U. Building, on Thursday evening, January 18th.

Professor Mitchell, who is one of the most prominent economists in this country, is considered an authority on this question. His findings on the subject of Distribution of Wealth are most interesting and instructive, and we are certain that our members will learn much from this talk.

We advise our members to reserve Thursday evening, the 18th, and to watch for further announcements of our Thursday evening lectures.

Educational Comment and Notes

William A. Brady's Lecture on the Theatre

The third of our Thursday evening lectures and discussions was given in the building of the I. L. G. W. U. on Thursday, January 4th.

The lecturer was William A. Brady, theatrical manager, and producer of "The World We Live In." He discussed "The Theatre in Europe and America" before an interested group of our members who received the lecturer very cordially.

Mr. Brady emphasized the importance of the theatre in disseminating ideas, and pointed out that the group which controls the theatre puts over its ideas. He showed how in the past, the theatre was used to help the government and asserted that 80 per cent of the success of the war was due to the influence of the theatre.

Mr. Brady further said that the European realizes the importance of the theatre, and the workers, therefore, are trying to develop their own theatres. "The finest theatres in the cities of Central Europe are the workmen's theatres," declared Mr. Brady, "and in Berlin, the great workers' theatre is packed nightly with the play called 'Massenmenschen,' written by a fellow who is doing 20

years in prison for political activity. There," Mr. Brady continued, "the actor is still honored, knighted and decorated, while in America, the public still looks with contempt upon him."

Mr. Brady's story of his trip to Prague, where he found the insect comedy which he is now producing here as "The World We Live In," told in his inimitable humorous way, kept the audience in roars of laughter.

"I saw the play," Mr. Brady went on, "and I tell you, it is the greatest play from the standpoint of the masses. It went too far for some people in this city. It tells too many truths. It tells the kind of truths that lots of people want suppressed. So I am appealing to the common people to support this play."

"Take the theatre seriously," Mr. Brady urged, "it's part of our country."

In answer to a question, Mr. Brady pointed out that the theatre in Europe is over 1,000 years old, while the theatre in America is less than 50 years old. That is why it has not become firmly established as part of the nation's life.

Reduced Rates for the Concerts of the City Symphony Orchestra

Through its Educational Department, the International Ladies' Garment Workers' Union has made arrangements to issue passes for the concerts of the new City Symphony Orchestra which will entitle its members to two tickets for the price of one. The City Symphony Orchestra which is conducted by Dirk Foch, distinguished Dutch composer and conductor, is dedicated to the important service of bringing the world's finest music within the reach of every person living in New York's population. It hopes to accomplish its purpose by offering the best and only the best to every audience, by making the price of admission within the reach of all and by sparing no effort to carry its message to the public hitherto unreached.

Forty-two concerts are being held in New York this season, some in Carnegie Hall, others in Town Hall and still others at the Century Thea-

tre. Special attention is being paid to giving attractive programs at the "Top" concerts which are being held every Sunday afternoon at the Century Theatre. The music at these concerts is melodious enough to satisfy the tastes of those whose knowledge of music is slight, and at the same time, it is good music.

Soloists of international fame will appear at the concerts of the City Symphony Orchestra. Darius Milhaud, French composer-pianist, Sophie Brelau, contralto, Paul Bender, new bass-baritone of the Metropolitan Opera Company, Greta Torpida, Swedish soprano, Bronislav Holerman, famous violinist, Emilio de Gogorza, Lois Ewell, Ellen Ramsey, and others equally well known will be featured at the remaining concerts of this new orchestra. Already the City Symphony Orchestra is established as one of the foremost American orchestras.

Prof. Sheffield at the Workers' University

Last Sunday, January 7th, Professor Sheffield of Wellesley College and author of "Joining in Public Discussion," addressed the students of our Workers' University. He described a meeting of the Boston Labor Union in which an interesting debate was held about joining the Labor Defense Council. This debate, however, was ineffective because certain general principles were violated.

Professor Sheffield then stated and discussed these principles, which he considers fundamental to effective debating.

First, discussion should not provoke antagonism. Facts should be given to support statements. Only such issues as are relevant to the question should be raised. Opponents should not be called names. Misunderstanding should be treated reasonably and not with personal attacks.

In the second place it is necessary to dissociate personal prejudices, impulses or desires from the ideas advocated. The speaker who can con-

vince his audience that his personal interests do not prompt him to take his stand on the question, or who thinks of the idea and not of the impression he wishes to make, will probably carry his point effectively.

Thirdly, the situation should be dramatized. The ideas discussed should be seen as something subject to change, and part of a continually moving process of evolution. Nothing is permanent.

A number of questions were asked after the lecture, showing the interest aroused. Our students are urged to procure a copy of Professor Sheffield's book at the office of the Educational Department.

Members of our International who wish to join the Workers' University, the Unity Centers or the courses of the Extension Division, should register at once in person, or send in their names to the office of the local unions or the office of the Educational Department, 3 West 16th Street.

WEEKLY CALENDAR

WORKERS' UNIVERSITY Washington Irving High School Irving Place and 16th St. Room 603

Saturday, January 13th

1:30 SOCIAL FORCES IN LITERATURE.
Dr. J. H. H. Lyon—Prompts in Literature.

2:30 David J. Saposs—Trade Union Policies and Tactics.

Sunday, January 14th

10:30 a. m. A. Fiechandler—Psychology of Current Events.
11:30 a. m. Dr. H. J. Carman—Political and Social History of the United States.

UNITY CENTERS

Monday, January 15th

Walstmakers' Unity Center—P. S. 40
220 East 20th Street, Room 503.
8:20 p. m. Dr. Margaret Daniels—Industrial History of the United States.
"I. L. G. W. U. Aims, Organizations, Etc."
Brownsville Unity Center—P. S. 84
Stuzo and Glenmore Aves., Room 310.
8:30 p. m. Theresa Wolfson—Comparative Development of Industry and the Trade Union Movement in the United States.

Tuesday, January 16th

Harlem Unity Center—P. S. 171
102rd St. near 5th Ave., Room 405,
8:45 p. m. Solan De Leon—Applied Economics.
"International Trade and the Worker"
Lower Broadway Unity Center—P. S. 43
Brown Place and 135th St., Room 305
8:30 p. m. Sylvia Kopald—Economics and the Labor Movement.

Wednesday, January 17th

East Side Unity Center—P. S. 63
41 St. Near 1st Ave., Room 404
8:20 p. m. A. I. Wilbert—Modern Economic Institutions.
Walstmakers' Unity Center—P. S. 40
220 East 20th Street
6:00 p. m. Loretta Ritter—Physical Training
Edgus Unity Center—P. S. 61
Crotona Park East and Charlotte St., Room 501
8:45 p. m. Theresa Wolfson—Comparative Development of Industry and the Trade Union Movement in the U. S.

Friday, January 19th

P. S. 150—Christopher Ave. and Sackman St., Room 206.
8:00 p. m. Dr. Margaret Daniels—Psychology.
These courses will be continued throughout the season at the same place, day and hour.
Second Bronx Unity Center—P. S. 42
Washington Ave. and Claremont Parkway
Williamsburg Unity Center—P. S. 147
Bushwick Ave. and McKibben St., Brooklyn
Classes in Elementary, Intermediate and Advanced English—IN ALL CENTERS on Monday, Tuesday and Wednesday evenings.
Admission to all of these courses free to members of the International.

EXTENSION DIVISION

YIDDISH

Saturday, January 13

Local No. 17—144 Second Avenue.
1:00 p. m. L. Lehrer—Why Workers Should Study Psychology.
Local No. 1—Club Rooms, 1681 Washington Ave., Bronx.
8:00 p. m. Prof. Galatsky—Development of Social and Democratic Ideas.
Local No. 9—32 Second Avenue.
1:00 p. m. Max Levin—The Aims and Problems of Contemporary Labor Movements.

Sunday, January 14th

Local No. 1—Club Rooms, 1681 Washington Ave., Bronx.
10:30 a. m. Max Levin—The Economic Structure of our Present Society.

ENGLISH

Thursday, January 18th

I. L. G. W. U. Building.
8:00 p. m. Dr. Wm. Ogburn—Psychological Interpretations of Sociology.

Friday, January 12

YIDDISH

Philadelphia—1018 Cherry St.
8:00 p. m. Joel Enten—The New Jewish Theatre.

SOCIAL PSYCHOLOGY

By Dr. MARGARET DANIELS

Description of Course to be given at Brownsville Unity Center, P. S. 150, Christopher Avenue, between Belmont and Sutter Aves. Season 1922-1923
In order to grasp fully their place in the present industrial world and to recognize their responsibility for improving their conditions, the workers need to know what mental equipment they have and how they can put it to the best use not only in situations relating to their work, but in their private lives as well.

To this end the course in APPLIED PSYCHOLOGY takes up first the discussion of emotions and instincts and how they can be guided and controlled. Of further interest is how we get our knowledge and how we can hold it by means of meaning and imagination. A most important place is given to the influence of habit in forming character and leading to effective action.

Much time is devoted to reasoning and the right uses of reason in practical situations. Here concrete examples from industry are brought forward to make clear to the workers how they can promote their interests by the use of reason.

Further, How and What to Study is discussed and a list of books covering a wide range of subjects is given for guidance.

Throughout the course, concrete situations of every variety are brought forward to illustrate the psychological importance of our most trivial acts.

With the Waist and Dress Joint Board

By M. K. MACKOFF, Secretary
(Minutes of meeting December 27, 1927)

Brother Berlin in the Chair.

At the opening of the meeting Brother Berlin informed the Joint Board that according to the report submitted to Brother Hochman last week on the matter of the representation of Local No. 23 by a committee of five on our Joint Board, that this committee was elected and also a committee on the referendum consisting of Nathan Margolies, Charles Margolies, Mr. Cannel and Mr. Herman. Of the Joint Board committee only Brother Charles Margolies appeared, and the secretary was instructed to request the members to attend the meetings of our Joint Board hereafter and to instruct the members of the Referendum Committee to attend the Referendum Committee meetings. It is understood that this committee of five will be appointed on the various committees in connection with our coming campaign.

The statement made by Brother Berlin was well taken.

COMMUNICATIONS

A communication was received from the New York Call Labor Reference which in substance stated that at the New York Call Labor Conference ways and means were devised for furthering the interests of the Call, the only Labor paper in English, so that the cause of labor might be protected and supported. The conference recommended that every organization affiliated with them place itself on

the subscription list of the Call and in their labor directory and that they should also pledge financial aid of which this paper is now in great need. The conference also recommended that each affiliated organization elect its own press agent who should keep in touch with the editorial staff of the Call and cooperate with it in the matter of labor news and aid in procuring more readers.

In connection with this communication, Brother Berlin, who represents our Joint Board on that Labor Conference reported that the conference was attended by a great number of representatives from New York as well as from other states and it was a great pleasure to hear some of the representatives report that the doctrine of the New York Call were increasing in popularity.

Brother Berlin also informed the Board that the Call is now under a new editor, as Comrade Charles Ewin resigned. In conclusion he appealed to the Joint Board to help increase the circulation of the paper. Upon motion the communication and report of Brother Berlin were accepted.

The American Jewish Joint Distribution Committee in a letter appealed to the Joint Board for financial aid. This request was upon motion referred to the Finance Committee.

MANAGER'S REPORT

In the absence of Brother Hoch-

man, Brother Horowitz reported for the management that the circulars with the display of cartoons on the advisability of changing the system of work from piece to week work were forwarded to the shop chairmen for distribution to the members.

A discussion on the organization campaign and the relation between jobbers and contractors brought out the advisability of having the jobber responsible for all the work done by the contractors working for him and also for a uniform price on garments made, security of wages and observation of the stipulations of our agreements.

After a number of delegates spoke on the proposition the Joint Board decided that this question should be taken up at some other time.

WEEK-WORK REFERENDUM

Brother Reif, who was appointed chairman of the Referendum Committee made an inquiry of the Joint Board as to the advisability of checking the members of the respective locals who will participate in the coming referendum. His reason was that should the Joint Board, after this referendum is completed, wish to ascertain the number of votes cast by the respective locals on the week work proposition, for the purpose of research, such checking will be of great use.

The ruling of Brother Berlin in the name of the Joint Board was that there is no objection to having the Referendum Committee check the members from the respective locals during this referendum.

UNITY COMMITTEE

The Unity House Committee submitted in substance the following report:

The sub-committee which was appointed at the last meeting to go to

the Unity House reported that they found everything at the Unity House in the best of order. While they were there they took a detailed inventory of the Main House and saw to it that plenty of fuel was prepared for next season.

Brother Rothenberg in a brief talk presented the future work of the Unity House to the newly constituted Unity House Committee and urged them to make every effort possible to make a still better showing next season.

Brother Mackoff urged the committee to change the clause which provides that the secretary of the Joint Board should also be the secretary of the Unity House Committee. Instead of that Brother Mackoff suggested that a member of the committee should be elected as such.

The suggestion made by Brother Mackoff was rejected by the committee with the exception of Brother Reisel who insisted that the Unity Committee should have a secretary of its own.

Elections for officers of the Unity Committee were then held and Brother Rothenberg was unanimously elected as chairman while Brother Reif was elected as vice-chairman. Brother Mackoff was unanimously elected as secretary.

It was decided that a Reunion Ball be undertaken for some time in the latter part of March, 1928. Preparations are to begin immediately, however, in order to insure success.

Upon motion the report of the Unity House Committee was approved, with the exception of the recommendation that the Unity House Committee should be authorized to arrange a ball in one of the largest halls obtainable and also about who the secretary of the Unity House Committee should be.

Union Health Center News

On Monday evening, January 15th, there will be a special dinner and conference of the Board of Directors of the Union Health Center and also the staff of the medical and dental clinics. Among those present will be: Benjamin Schlesinger, Abraham Baroff, Fannia Cohn, Israel Feinberg, Phillip Kaplowitz, M. K. Mackoff, Julius Hochman and I. Schoenholz.

This conference is called for the purpose of celebrating the Third Anniversary of the Union Health Center, at which also the annual report of the Health Center will be read.

On Tuesday evening, January 9th, Dr. Zachary Segal started his course of lectures on Foods and Diets, discussing the first topic: "His Majesty: The Stomach and His Retinue." Dr. Segal gave an interesting discussion of the Physiology of the stomach and the adherent demands which the stomach makes on the human body.

On Tuesday evening, January 16th, Dr. Segal will discuss the important and interesting topic of "The Art and Science of Food Distillation," the discussion of the kinds of foods that workers in various industries should have and the kind of diets that workers suffering from various stomach diseases should adhere to.

The lecture scheduled for January 12th, on "Sickness Insurance," in the E. L. G. W. U., has been postponed because members of the Board of Directors of the Union Health Center are attending the Executive Committee of the E. L. G. W. U. in Montreal. This evening will be devoted to a long postponed social evening. Only members of the Health classes and the health nights will be permitted to attend the social evening. There will be dancing and refreshments; everybody will be promised a good time.

A DRAPER SWALLOWS A PIN!

The nasty habit drapers have of keeping pins in their mouths, almost resulted in a terrible catastrophe when a draper appeared at the Union Health Center, terribly scared and frightened because she swallowed a pin which she held in her mouth. We were compelled to use the X-ray in order to locate the pin, and fortunately the X-ray showed that the pin had already passed down and become harmless. However, there was the great danger that a surgical operation might be needed in order to extract the pin—the young lady was extremely fortunate!

This incident leads us to say a few words again, about the unhygienic method current among drapers and other workers. The pins which are used are often dirty, and there is always danger of swallowing some of them. Just recently we had a complaint from one of the shops in the Dress and Waist Industry that a boss was employing a boy to collect the pins from the floor and then gave them back to the drapers to use. If these workers place these pins in their mouth they are liable to infection—put aside from that, is the greater danger due to the possibility of swallowing. Workers in the industry should break this extremely bad habit.

HAVE YOU DECIDED?

Have you decided which of the courses offered by our International office are going to take?

If not, make up your mind at once, and send in your name, address, and Local Number to the Educational Department, 3 West 16th Street.

Attention Negro Dress and Waist Makers, Members Locals Nos. 22, 23, 25 and 60!

A special meeting will be held on Thursday, January 18th, at 8:00 P. M., sharp, at New Douglas Hall, 142nd Street and Seventh Avenue. In view of the fact that the agreements between the Union and the employers will expire in the near future it is of great importance that all members of the Union should attend this meeting where the present situation will be discussed.

The following are going to address this meeting:

A. Philip Randolph, Editor of the Messenger Magazine; Anna Sosnoffsky, Harry Berlin, Reverend Miller, Miss Grace Campbell, Julius Hochman, Manager of the Union.

Trusting you will realize the importance of this meeting and will attend on time, I beg to remain,

Fraternally yours,

M. K. MACKOFF, Secretary.

JOINT BOARD DRESS & WAISTMAKERS' UNION.

P. S.—Bring your Union book with you.

SPECIAL BENEFIT PERFORMANCE

for
THE WORKERS'
DEFENSE UNION

Provincetown Theatre, 133 MacDougal Street, Friday evening, January 19th, 1928.

Mr. Rudolph Schildkraut, the famous Jewish actor who is appearing for the first time on the English stage, presents

"THE GOD OF VENGEANCE,"
by SHOLEM ASH

Tickets \$2.20 (including war tax). All seats reserved. Tickets on sale at office of Workers' Defense Union, 81 East 10th Street.

Note: The seating capacity is limited to 190, so early reservations are essential.

ATTENTION OF SHOP CHAIRMEN OF THE DRESS AND WAISTMAKERS' INDUSTRY

You are hereby requested to instruct all the negro workers employed in your shops that a special meeting of the colored workers will be held on Thursday, January 18th, at New Douglas Hall, 142nd Street and Seventh Avenue.

You are kindly requested to urge the colored workers to attend this meeting without fail.

Fraternally yours,

M. K. MACKOFF, Secretary.

JOINT BOARD DRESS AND WAISTMAKERS' UNION.

The Week in Local 10

By JOSEPH FISH

GENERAL

Our Thirteenth Annual Ball, which was held last Saturday evening at Hunt's Point Palace, was, as in the past, a moral and financial success. The Ball Committee, which was in charge of running the affair, made every effort to make it so. We are not going to mention the names of the members of the Ball Committee, as they were already given previously, when the committee was originally appointed. Here we will mention the names of various members who were active on the several committees.

Brothers David Dubinsky, chairman of the Arrangements Committee; Sam E. Shenker, also member of this committee; and Joseph Fish, chairman of the Reception Committee, upon all of whom fell the entire responsibility of the ball, not only sold the greatest number of tickets, but also made all necessary preparations and arrangements for the running of the affair.

Brother David Fruhling, who was Floor Manager, with his two assistants, Brothers Sam Spivack and Arthur Weinstein, made it their business to see that the dancing and conduct of the crowd were orderly.

Brother Albert Wright, who acted as rasher, together with Sam Rosen, assistant cashier, worked very zealously in the box office from the beginning until the very end of the evening.

Thanks are also due Comrade Herman Volk, whose able assistance was very much in place throughout the evening.

Brothers Jacob Lukin, Isidore Nagler and Sam Perlmutter were instrumental in securing the greatest number of commercial advertisements, made the journal one of the most successful journals ever carried by this organization on occasions such as this.

For this affair the Ball Committee secured the services of Louis Zwering's Orchestra. Brother Zwering is a good-standing member of our local and is also a member of the Musicians' Union. We are sure that all those who were present Saturday evening and heard the music were satisfied with the choice of the committee. Brother Zwering not only did his best in rendering music for the dancing but had also gone out of his way in placing a number of musicians on the band; who are also good-standing members of Local No. 10. Should another affair be held by us sometime next year, etc., etc., Brother Zwering's Orchestra will not be forgotten.

Last Saturday afternoon, January 6th, witnessed the installation of the newly-elected officers of Local No. 10, for the year 1923. Brother Julius Samuels, Vice-President of the organization, in the absence of Brother Max Stoller, opened the meeting and proceeded with the reading of the report of the Election Board.

The meeting, which was very well attended, listened to the report of the committee, whereupon Brother Stoller assumed the chairmanship of the meeting for the rest of the evening, and a discussion started as to whether, or not the report should be accepted.

Various objections were raised by several members against the adoption of this report, but after due deliberation the membership present voted in favor of its adoption.

There were also present at the installation two guests who were invited to address the membership on this occasion. They were Israel Feinberg, Manager of the Joint Board of Cloakmakers, and Julius Hochman, Manager of the Joint

Board of Waist and Dressmakers.

After the adoption of the Election Board's report, Brother Stoller gave over the chairmanship to Brother Feinberg, who delivered a short address to the membership present and then proceeded with the obligation of the newly-elected president of Local No. 10, Brother Philip Ansel. Brother Stoller, the outgoing president, before giving over the chairmanship to the newly-obligated president, availed himself of the opportunity to address the meeting, which was his last opportunity for the term, as an officer of the organization.

Brother Ansel then assumed the chairmanship and proceeded with the obligation of the rest of the newly-elected officers, appointing three members on the Executive Board and two members for the Examination Committee, which is his privilege under the Constitution. The following brothers were appointed to serve on the Executive Board: Nat. Linow, from the Cloak and Suit Division; Max Cooperman, from the Waist and Dress Division, and Isaac Pender, from the Miscellaneous Branch. On the Examination Committee he re-appointed Brother Nathan Saperstein and in place of Brother Chas. Serrington he appointed Brother Meyer Katz. These brothers accepted their appointments, which were concurred in by the membership. Brother Ansel then installed the newly-elected officers.

Before adjourning the meeting a motion was made to offer a vote of thanks to Brother Max Stoller and all of the outgoing officers, which was concurred in unanimously by the members present.

CLOAK AND SUIT

Immediately after the adjournment of our installation meeting on Saturday afternoon the officers of the Cloak and Suit Branch, as well as the newly elected delegates to the Joint Board from that division, went to the regular meeting of the Joint Board, where the election and installation of officers took place. The general officers of the Joint Board were re-elected for the year; i. e., Israel Feinberg, General Manager; Louis Langer, Recording Secretary; Philip Kaplitz, Secretary-Treasurer; Louis Pinski, President; J. Stanekewich, First Vice-President; and Louis Pankin, one of our delegation, was elected Second Vice-President of the Joint Board, in place of Brother Philip Ansel, who held that office formerly. Brother Harry Zaslowsky retains his membership on the Board of Directors; Louis Pankin, due to his election as Second Vice-President, automatically becomes Chairman of the Grievance Committee; and Brother Louis Fayer was appointed on the Appeal Committee.

At the last meeting of the Cloak and Suit Branch, which was held on Monday night, Brother Shenker rendered a quarterly and yearly report on the work of the office, in the absence of Brother Dubinsky, who, as Vice-President of the International, is attending a quarterly meeting of the General Executive Board in Montreal. The following is a copy of the quarterly report.

COMPLAINTS FILED FROM OCTOBER 1ST TO DECEMBER 31ST, 1922

(1) Boss is doing the cutting. No cutter employed
Unfounded—cutters were found working 89
Cutters were placed to work 22
Cutters were paid for work cut by firm 7
Firm paid fine and cutters were placed to work 5

Firm paid fine 7
No work in shop 64
Shops on strike 4
Shop not settled 1
Shop burned down 1
Non-union shop 1
Bundle contractors 5
Out of business 28
Pending 10

Total 235

(2) Boss is helping cutter at table
Unfounded as cutter is doing all the cutting 3
Instructed 4

Total 7

(3) Non-union cutter employed

In favor of union 26
Unfounded 16
Firm was fined for employing non-union cutter 1
No work in shop 4
Non-union shop 1
Pending 1

Total 49

(4) Firm offers to pay less than agreed upon

Pending Total 1
(5) Cutters were not properly paid for overtime

In favor of union 2
Unfounded 2

Total 4

(6) Firm refuses to pay wages due cutter

In favor of union 11
Out of business 2
Pending 1

Total 14

(7) Cutters were discharged

In favor of union 21
Unfounded 5

Complaint dropped (cutter did not appear at office to take up case) 1
Pending 2

Total 29

Total 19

(8) Firm refuses to pay cutter the minimum scale of wages
In favor of union 3
No work in shop (case postponed for a more opportune time) 1

Total 4

(9) Equal division of work

In favor of union 10
Unfounded 1
Dropped cutter did not appear 1

Total 12

(10) Cutter is member of firm

Unfounded 5
Pending 1

Total 6

(11) Cutters violating union rules

Adjusted in favor of union 3
Unfounded 4
Shops on strike 2

Out of business 2
Cutters summoned before Executive Board (case held for further investigation) 1

Total 11

(12) Cutters to be stopped off from work for failing to take out their union books

In favor of union 50
Cutter is out of shop 27
No work in shop 14
Out of business 21

Non-union shops 2
Firm moved (cannot be located) 3
Pending 3

Total 159

Total complaints filed from October 1st to December 31st.. 502

Total complaints adjusted from October 1st to December 31st 483

Complaints still pending, October, November, December, 1922 .. 19

Filed in October 2

Filed in November 7

Filed in December 10

Total 19

Changes in the Designers' Local 45

A general membership meeting of Local No. 45 was held Saturday, December 30th, 1922, at our meeting rooms, 36 West 33rd Street. The following recommendations were read and accepted by the Executive Board:

1. A motion was made that after January 15th, 1923, the initiation fee shall be \$75.00.

2. A motion was made that no expelled member of Local No. 45, should be reinstated without passing a new examination.

3. A motion was made that a fine of not less than \$10.00 to \$99.00, be established. The Local shall have the power to fine any expelled member for non-payment of dues or other misconduct against this local, and any brother member of this local, and no member should be accepted in this

local without the approval of the examination committee.

A new Executive Board was elected to carry out the work of Local No. 45.

EXECUTIVE BOARD,

Local No. 45.

Each and every member has an opportunity up to January 15th, 1923, to become a good-standing member of Local No. 45. After this date the above law will be enforced.

STUDENTS OF UNITY CENTERS AND WORKERS' UNIVERSITY WHO HAVE CHANGED RESIDENCE ARE REQUESTED TO SEND NEW ADDRESSES TO OFFICE OF EDUCATIONAL DEPARTMENT.

CUTTERS' UNION LOCAL 10

Notice of Regular Meetings

WAIST AND DRESS Monday, January 15th
MISCELLANEOUS Monday, January 22nd
GENERAL Monday, January 29th
CLOAK AND SUIT Monday, February 5th

Meetings Begin at 7:30 P. M.

AT ARLINGTON HALL, 23 St. Marks Place