

"My righteous-  
ness I hold fast,  
and will not let  
it go."  
—Job 27:8

# JUSTICE

OFFICIAL ORGAN OF THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION

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unite! You  
have nothing to  
lose but your  
chains."

Vol. VII. No. 21.

NEW YORK, FRIDAY, MAY 22, 1925.

Price 2 Cents.

## Jubilee Festival of Local 50 Next Sunday

Great Gathering to Meet at Arch Street Theatre in the Afternoon—Banquet in the Evening Will Be Attended by International Leaders and Men and Women Prominent in the Labor Movement of Philadelphia and New York.

The program for the big celebration of the twentieth anniversary of the Philadelphia Waist and Dressmakers' Union, Local 50 of the I. L. G. W. U., is complete, according to the final announcement issued by Vice-president Elias Teisberg, manager of the local, and in charge of the arrangements of the jubilee festivities.

The celebration will begin early in the afternoon on Sunday next, May 24, and will last until late in the evening. A classic musical program will be performed in the afternoon at the Arch Street Theatre, consisting of a number of orchestral selections to be rendered by a group of twenty-five members of the famous Philadelphia Symphony Orchestra, under the leadership of M. Kazze, renowned "cellist, singled by Miss Helen Hittner, widely known soprano soloist of the Philadelphia Orchestra, and several other no less prominent artists.

Among those who have accepted the invitation of the Philadelphia Waist and Dressmakers' Union to attend their jubilee festival are President Morris Sigman, General Secretary, Treasurer Abraham Baroff, President James H. Maurer of the Pennsylvania Federation of Labor, practically the entire personnel of the General Executive Board of the I. L. G. W. U., the editorial staffs of all the publications of our Union, many of the leading officers of the New York Joint Board, and other leaders of the I. L.

G. W. U. in New York and other cities. Local 50 has issued a splendid souvenir journal for the occasion containing a well-told and vividly portrayed story of the life and struggles

of the local in the twenty years of its existence, including a large number of congratulatory messages from leading men and women in our movement.

## Unemployment Fund Registration in Full Swing

Special Office Swamped With Applications—Bid Clerical Force Handles Registration

The registration office, operated in connection with the Unemployment Insurance Fund of the cloak and suit industry of New York, was opened on Monday, May 18, under the direction of James A. Corcoran, at 6 East 29th Street. At this address, all the workers of the industry entitled to secure money from the fund, will be required to report and register.

Three registration windows have been installed at the new headquarters and a large reception room provided, in order that the routine work of the registration and later, the distribution of funds, may be carried on with a minimum of delay for the workers visiting the office.

The registration of unemployed workers, together with the payroll sheets kept on file at the Unemploy-

ment Insurance Fund, will give those in charge of the work a double check on the time that each worker of the industry is employed and the time he is unemployed.

A considerable part of the clerical force attached to the Unemployment Insurance Fund has been transferred from the fund headquarters in the Textile Building to the new office. The unemployment fund of the dress industry has been housed in the same quarters as the cloak fund, and the opening of the new registration office will materially lessen the congestion which has prevailed there.

Payments from the fund which are to be made through the registration office will begin in the first week in June, according to a decision made some time ago by the trustees.

## Sigman Pays Short Visit to Toronto

Expresses Satisfaction With Local Conditions—Shop Strikes To Be Kept Up Until Won.

President Morris Sigman paid a flying visit to Toronto last Saturday, May 18, returning to New York on Monday morning.

Brother Sigman met the Toronto Joint Board on Sunday afternoon and discussed with them all local problems, particularly the strikes against the four local firms that are still holding out against the Union since the general strike in February. The Board decided to continue these strikes with unabated vigor until the obstinate employers recede from their position and show readiness to treat with the Union and concede fair work conditions in their shops.

Among the other subjects taken up at the meeting was the recent formation of a sanitary joint board in Toronto carried out upon the initiative of International Organizer Sol Polakoff who represents the General Office in that city. President Sigman expressed satisfaction with general conditions in Union circles in Toronto. The prestige of the organization has increased immensely in the local cloak and suit market and the locals have gained in membership, though there is still a great deal to be done to put the Toronto ladies' garment workers on a one hundred per cent union basis.

## Label Office Warns Against Fake Labels

The attention of the Director of the Label Division of the Joint Board of Sanitary Control has been called to the fact that a manufacturer of labels is canvassing the cloak and dress trades for the purpose of selling them sanitary labels. Samples of such labels are circulating throughout the trade. To protect manufacturers from the consequences of purchasing these labels, Dr. Moskowitz said:

"I cannot overemphasize the importance to every manufacturer entitled to use the 'Prosanial' Label that the Joint Board of Sanitary Control is the sole agency for issuing, selling and distributing the Labels, and that Labels secured through any other source are not genuine and shall subject the purchaser to serious penalties."

"I am consulting with counsel to ascertain whether we have any cause for action against this Label manufacturer. Of course, he does not dare to sell a label which is a copy of, or an infringement of, the 'Prosanial' Health Label issued by the Joint Board of Sanitary Control, but a manufacturer who purchased these Labels subjects himself to such serious consequences that, in his own interest, I desire to warn him against buying or using this unauthorized label."

## Union's Brief Defines Workers' Demands; Denies Employers' Charges

Time Guarantee and Contractor Limitation Stressed—Lack of Productivity and Failure to Check Shop Strikes Denied—Power to Discharge Without Right of Review Would Demoralize Shop Conditions

We have given in last week's issue of Justice a brief summary of the final memorandum submitted by the Union on Tuesday, May 12, to the

Governor's Advisory Commission in the Cloak and Suit Industry of New York. The summary contained an outline of the Union's demands, it

specified the complaints of the employers as stressed at the hearings by their spokesmen, and also stated the positive proposals advanced by the employers' associations. We shall now proceed to give our readers a condensed review of the arguments presented by the Union in this final summary clarifying every demand of the workers as well as refuting the charges brought by the employers against the Union and its members.

### Minimum Guaranteed Period of Employment

Regarding this principal demand of the Union, the brief, among other arguments, states:

"It is, of course, entirely true that there are inside shops with less employment than the average and some even with less than the thirty-two weeks requested by the Union, but it is also true that the number of such inside shops, according to Table XII of the investigator's report (p. 81) represents only 13 per cent and that these would have to lengthen their periods of employment by an average of only two and one-half weeks to come up to the standard proposed by the Union.

"The cost of the guarantee" discussed in the report furthermore assumes a frozen and immovable cost. (Continued on page 4.)

## Unity House Registration Starts Next Monday

The Eagerly Looked For Beginning of Registration of Vacationists for the Unity House at Forest Park, Pa., Will Start Next Monday Morning, May 25.

The Unity House is now owned and managed by the International Office. The registration will be conducted under the general supervision of Secretary Baroff, with Miss Ada Rosenfeld in charge.

Six thousand letters and booklets have been forwarded by Secretary Baroff, chairman of the Unity House Committee, to all shop chairmen and former guests and visitors to Unity, urging them to make early reservations, if they desire to be accommodated during the comparatively short vacation period.

The registration office expects an early rush of applicants in view of the greatly improved facilities at the Unity House and the tremendous interest displayed by thousands of our workers in their incomparable summer vacation grounds.

Members of the I. L. G. W. U., in New York and other cities, and their friends are urged not to delay their applications for a vacation at Unity. Remember the rule: First come, best served.

The Registration Office is located at 3 West 16th Street, New York City; Telephone Chelsea 2148.

## Prominent Citizens Endorse the "Prosanis" Health Label

Dr. Felix Adler, founder and senior leader of the Society for Ethical Culture, and former Chairman of the Council of Conciliation, says, "I can briefly but explicitly express my cordial endorsement of the 'Prosanis' Health Label, and of the social honesty and decency of which it is the symbol."

Mr. Paul T. Kollatz, editor of The Survey, and well-known expert on social and industrial relations, says: "Since the days when the medieval craftsman used to come to the parish church and burn their marks" on the heavy panel of its door, we have carried the symbols of the metal-smiths on our knife blades. And the trade mark has become a recognized institution of commerce. With division of capital and labor, the worker's own share in it tended to disappear. The 'Prosanis' Health Label of the Joint Board of Sanitary Control is not only a recapturing of this ancient custom for all concerned in industry—for the public as well as the organized workers and the employers; but a projection of it for a constructive social purpose. Strength to your collective elbows in giving this old idea a new vitality and significance."

Mr. Hamilton Holt, former editor of The Independent, and well-known publicist, who was a member of the Board of Arbitration in the Cloak Industry created by the protocol of 1910, writes the following endorsement: "The 'Prosanis' Health Label as now adopted by the women's garment industry of New York City for many years, I consider one of the greatest incentives for high standards of the greatest industry."

"This label, as you well say, is an attempt to convert the purchasing power of the consumer into a force for maintaining industrial decency. Ever since I was one of the judges in the protocol in the industry some years ago, I have felt that the health label is the chief factor that has functioned to remove the stigma of the sweat shop where workers are underpaid and overworked, and where the sanitary conditions are unspeakably bad."

Judge Julian W. Mack endorses the Label in the following letter: "I am indeed glad to learn from you that the proposal that has been pending for so many years and which has always evoked by deepest interest in the cordial endorsement, has been adopted by the employers and the Union and in the cloak and dress industries of New York, and that henceforth a 'Prosanis' Health Label will guarantee to the public that the women's garment bearing the same has been manufactured under sani-

tary and other conditions that have met with the approval of the Joint Board of Sanitary Control."

Mr. George Gordon Battle, Chairman of Governor Smith's Mediation Commission, which is now functioning in the Cloak Industry, and which was responsible for the suggestion of the 'Prosanis' Label, endorses it in the following words: "It has given me pleasure to watch the progress of the 'Prosanis' Health Label of the Joint Board of Sanitary Control. It marks a great step in the effort to improve sanitary conditions of the Women's Garment Industry of New York. This label is now a testimonial that the garment to which it is attached was manufactured under modern and enlightened sanitary surroundings."

"The result is that the consumer will demand this label, and that demand will constitute the best possible incentive to the manufacturer to maintain decent and beautiful conditions in his factory."

## Ibsen's Rosmersholm At 52nd St. Theatre

### Members Can Obtain Tickets at Reduced Rates Through Our Educational Department

Our Educational Department has made arrangements with the management of the 52nd Street Theatre, whereby our members can get tickets to see Ibsen's "Rosmersholm" at less than half price. On presentation of cards which can be obtained at our Educational Department, 3 West 16th Street, you can get a \$2.50 seat for \$1.10.

Ibsen's plays need no introduction. "Rosmersholm" is artistically performed, and we are glad to note that many of our members are availing themselves of the opportunity offered them by our Educational Department to see this play. Tickets can be obtained for all performances including Saturdays.

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## Ladies' Tailors to Discuss Merger With Private Dressmakers

Local 38 to Take Up Amalgamation With Local 90 at Next Meeting

The organization of the New York ladies' tailors and alteration workers, Local 38, is calling a general member meeting for next Tuesday evening, May 26, to discuss the question of merging their local with the local of the private dressmakers, Local 90, and to decide upon the best method for carrying out this amalgamation.

It will be recalled that the Boston convention of the I. L. G. W. U. has gone on record favoring a merger of these two locals, leaving the consummation of this proposal to a sub-committee of the G. E. B. For a while however, this proposal lay dormant

and neither Local 90 nor Local 38 have evinced enough interest in this matter.

Recently, the private dressmakers, having become convinced that such a merger would add greatly to the efficiency and influence of their organization, have decided to press it again, and now the ladies' tailors are to bring this question to a head at next week's meeting. The decision of both locals will then be brought to the sub-committee of the G. E. B. for final execution.

The ladies' tailors will meet in the main hall of the Harlem Educational Center, 62 East 106th Street.

## Brookwood Ready to Graduate 1925 Class

Commencement on May 25th

"Back to the Union", "Back to the Shop". These are the slogans of the machinists, miners, telephone operators, men's and women's clothing, millinery and textile workers, the molders and the printers, who will be graduated from Brookwood Labor College on May 26th. There are twenty-three students in the third class to be graduated from Brookwood and all but three are union members and expect to go back to the industries from which they came, better fitted to serve the labor movement.

Brookwood has now been in existence for four years and the members of the classes of 1923 and 1924 are back in industry in the labor movement either in an official capacity or as active union members. Several of the graduates have been instrumental in starting workers' classes in Philadelphia, Baltimore, Worcester, Salem, Mass., and Cincinnati.

The 1925 graduating class includes a chapel-chairman of the Typographical Union, an organizer for the Amalgamated Clothing Workers' Union, a former vice-president of the Virginia State Federation of Labor, an organizer of the Telephone Operators' Department of the I. B. E. W. from the

Pacific Coast and others who have held minor positions in their unions.

The organizations represented include the International Ladies' Garment Workers' Union, the United Mine Workers of America, the I. W. W., the Amalgamated Clothing Workers of America, the International Brotherhood of Electrical Workers, the International Brotherhood of Molders, the International Typographical Union, the United Cloth Hat and Cap Makers, United Garment Workers, Upholsterers' International Union of North America, and the International Association of Machinists.

Preparations are under way at Brookwood for the commencement exercises on May 25th. The speakers who have been invited to address the graduating class on this occasion are all prominent labor leaders and men and women active in the Workers' Education movement.

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# I. L. G. W. Leaders Send Jubilee Greetings to Local 50

## TO LOCAL 50 ON THE OCCASION OF ITS 20th ANNIVERSARY

By MORRIS SIGMAN

We can easily appreciate the fervor and the eagerness with which the members of the waist and dressmakers' organization of our International Union in Philadelphia are preparing to celebrate the end of the second decade of its existence as a live, fighting trade union. Having been with you all these years and having watched your work and having cooperated with you, I know that this holiday which you are celebrating is not a festival within your narrow family circle only, but the holiday of our entire big family, of all your sister organizations in the International, and of the whole Labor movement.

It is perhaps unnecessary for me to emphasize that in our I. L. G. W. U. we have always had a special warm spot for the Philadelphia waist and dressmakers. It seems that everyone loves a fighter, and the waist and dressmakers of Philadelphia have in the twenty years of their existence as an organized group proved abundantly that they are brave, unflinching figures, who know how to suffer and make sacrifices and who are always found on the battle lines when the call of duty and of their Union demands that they take up arms in defense of rights already gained or for the winning of improved work standards and trade conditions.

The twenty years of your existence have not always been times of unobstructed progress and continued advance. Back in 1915, when you first formed a big local embracing the majority of workers in the trade, you made remarkable strides in the first few years. It is no exaggeration to state that you have produced a profound influence upon the trade and practically revolutionized working conditions in your shops. The older ones among you still remember what it was to work in a Philadelphia waist or dress shop before 1915, as compared with the improvements created by the Union after the trade became organized. The Philadelphia waist and dress organization, however, went beyond winning for their members economic improvements in the shops. It extended its activities in the direction of education and recreation for its members, in raising their spiritual and mental level, and soon became one of the outstanding labor organizations in the City of Philadelphia.

During the war years, and the years that immediately followed it, you have shared with the rest of the Labor movement the burdens which fell upon it and the hard and bitter task of repelling the attacks of the employers who saw in the industrial depression an opportunity for themselves to wrest from the workers their hard-earned gains and acquisitions. To you the climax of this struggle came in the Winter of 1921-22, when for six long months, hunger, cold, hunger, heartless persecution and privation, you stood your ground, and though temporarily checked—I shall not say defeated—you came back a short time later and regained most of the ground which your employers thought they had permanently taken away from under your feet.

You had other struggles to face and overcome and from these you

have also emerged victorious, true to your affiliation to your entire body, the International Union, and to the whole Labor movement. Strife, concentrated efforts had been made by outside elements to split your ranks on the issue of partisan politics and to divert you from your path and your task as the defender of the economic interests of the workers in your industry. But a saving sense of solidarity and a fervent desire to avert disaster for your organization asserted itself at the psychological moment and the danger of your straying from your legitimate and purposeful mission as a militant Labor union was averted.

In the trade union movement we should not and must not always expect to score victory after victory without halt or check. For you, however, we all in our International Union are confident and hopeful. You have turned the corner and you are marching fast on the upgrade. You have already achieved untold betterment for the workers in your industry. But these attainments, and many past achievements that you are destined to inscribe in the story of your existence; there are still a great many of your fellow workers in your industry who must be enrolled in the fold of our Union and given an opportunity to share with you the benefits of improved labor conditions in unionized shops.

And the undying, valiant spirit which has marked every move you have made in the past twenty years, gives us all the abiding faith that, as you are now entering upon your third decade, you will never fail in your sacred duty to strive to make the lives of the workers in your industry happier and fuller, and that you will always retain your proud place in the front ranks of the divisions of our great International Union.

## TO THE 20th ANNIVERSARY OF LOCAL 50

By ABRAHAM BAROFF

General Sec'y-Treasurer, I.L.S.W.U.

It was in May, 1915, when Local 50, known at that time as Local 15, Philadelphia Dress and Waistmakers' Union, was celebrating the third anniversary of its existence as a rebuilt, reconstructed organization.

It was a period of prosperity in the country, of tremendous industrial activity maintained at feverish heat by the terrible calamity which had befallen the entire civilized world, the war. It was a prosperity nurtured by the rivers of human blood which inundated the fields of Europe, a prosperity which had given a small corner of the human family unheard of wealth and profits and to the great masses—human suffering without end. Europe lay prostrate and bloodless, the flower of her youth maimed and killed in merciless carnage.

In that year, the year of the Armistice, the Philadelphia dress and waistmakers drew up the balance of what they had accomplished during the first three years of their existence. Their balance sheet showed that in 1915 there was not even the semblance of a real dress and waist union in Philadelphia, save for a small group of workers who from sheer habit would send regularly delegates to International conventions and just as regularly committees to the meetings of the General Executive Board of the I. L. G. W. U. begging and pleading for aid in organizing a union in their trade.

That balance sheet recorded with pride and joy the fact that within the course of three years a real union had come into being in Philadelphia, a union that has drawn together the workers into a solid body, which has become a tower of strength to its members and has through fearless and courageous activity, gained for itself an enviable position in the Labor movement of Philadelphia.

What three years ago was only a dream, has now become a reality, and the dress and waistmakers of Philadelphia celebrated that event with unbounded joy and gratification. Seven years have passed since, years of unceasing hard struggling, years that have tested the mettle of the workers in the dress and waist trade of Philadelphia and their union.

The years of prosperity have gone by. The American employers who, when industrial activity was at its height, had been compelled to recognize the unions, to deal with them and to observe trade union agreements, sensed an opportunity for themselves to strike at the labor organizations. Instead of a lack of workers there was now a dearth of jobs, and unemployment stalked the land. Now there was no need any more of even obsequious, sycophantic appearances, and a huge nationwide conspiracy in all industries was set on foot to smash the trade unions everywhere.

This so-called "open shop" movement immediately drew fire from workers' organizations. Clashes broke out everywhere, and our industry also became involved in fighting with the employers. In Philadelphia the friction with the dress and waist manufacturers ended in a protracted bitter struggle, in the course of which the employers had hoped to starve the workers out and to force them to betray their union, and drive them back under the lash into the shops as helpless, intimidated slaves.

I vividly recall the days of the memorable fight of the Philadelphia workers in that hard Winter of 1921-1922. Twenty-six long weeks our members held together on the firing line. For twenty-six weeks the Philadelphia dress manufacturers sought by every means and connivance to break the spirit of the strikers. Little did these exploiters of human labor know of that sacred fire of resistance, of that limitless endurance and readiness to suffer, nay, to die if need be, rather than surrender, which glowed in the hearts of the strikers. Several of these stiff-necked employers have been hanged for this foulhardy attempt to "free" themselves from the union.

Twenty-six weeks—week after week—I watched the Philadelphia waist and dress workers in that strike. The longer the strike lasted the more courageous, the more determined the workers became, and the more confidence and faith they gathered in their union and their just cause. Yes, dear friends, my fellow-members of our International Union, it is true that you cannot today boast of as big a membership as you had seven years

ago, but the glory and the glow of your celebration of the twentieth anniversary of your organization today remains unimpaired and undiminished. Local 50 has lived through a most stormy career, yet all the attacks leveled against you by your enemies have failed. In the most trying hours, in your darkest moments, you have not betrayed the union; you have smashed all their schemes and conspiracies, and today you have passed beyond the period of test and trial, and we find you as ever at the outpost; living and fighting for the interests of your members.

I congratulate you members of Local 50. I hope that very soon your local will succeed in enlisting every man and woman engaged in the dress and waist making industry in your city within its fold. Then Local 50 will once more take up the fight where it had left it off, the fight to force the obdurate employers in your trade to recognize the union and to assume contractual obligations which would guarantee work terms that would bring more contentment, more happiness and a better life to all of you.

## HAIL, THE WAIST AND DRESSMAKERS OF PHILADELPHIA

By Vice-President ELIAS REISBERG, Manager of Local 50.

As we now celebrate your twentieth birthday, your entire past appears before me as one indelible glorious event. And while greeting you upon your anniversary, I cannot refrain from mentioning a few of the outstanding episodes in your struggles for a better life, not only for your members but for all society.

The twenty years of your life have been stormy, full of struggles for recognition and independence, from which today you emerge erect, clean and unstained. You have had many strikes, internal and external, but you weathered them all. Your opponents have made one attempt after another to destroy you, to wipe you off the map, but you successfully resisted their attacks, with courage and unparalleled heroism and with a spirit that broke all their assaults no matter how forceful they had been.

Not long ago, your greatest enemy, the employers, taking advantage of the reactionary period that followed the world war, had mobilized all the forces at their command in order to wipe you out once and for all. Your opponents did not stop at anything and used every mean and cruel weapon to accomplish their aim. True to your glorious past you accepted the challenge courageously and under your banner, which is the symbol of freedom and equality, your ranks met the enemy. The weak among you became strong, the old

(Continued on Page 11)

## JUSTICE

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# Union's Brief Defines Demands; Denies Employers' Charges

(Continued from Page 1)

dillon in the inside shops. As a matter of fact, however, it is quite likely that the few shops now falling below the required standard could arrange their work in such manner as to lengthen the period of active operations in their factories. Under the prevailing conditions, the employer has no incentive for regulating his work or the guarantee of longer periods. The granting of a minimum period of employment would supply such an incentive, and it is quite likely that such a guarantee would involve no loss whatsoever to inside manufacturers.

As to the sub-manufacturers, they would, under the Union's plan, be supplied with sufficient work by the jobbers to enable them to give their workers the equivalent of thirty-two weeks' work during the year. The jobbers in their turn, as will be shown later, would do so without difficulty or financial loss.

### Limitation of Sub-Manufacturers

The brief disclaims the desire on the part of the Union to limit the number of sub-manufacturers a jobber may employ. What the Union is concerned with is "a designation by the jobbers of a certain specified minimum number of steady sub-manufacturers with respect to whom they are to assume definite obligations.

### Jobbers' Objections Answered

The objections of the Merchant Ladies' Garment Association to the proposal are then taken up in the brief in detail.

"To the first objection, that it would bind the jobber to certain sub-manufacturers without reference to their adaptability for particular grades of work, the union answers

that it has been conclusively proved that "the average submanufacturer is capable of handling practically all types and grades of garments with equal efficiency."

"Moreover," says the union, "what is asked is not a system of new relationships between jobbers and sub-manufacturers, but a larger measure of responsibility on the part of the jobber toward the worker employed by his principal sub-manufacturers."

The union's plan would not put the jobber "at the mercy of the submanufacturer, who would acquire a monopolistic right to his work," says the union, because, first, the sub-manufacturer could be discharged for cause during the season and, second, could be discharged for any reason at the end of the season. It would, therefore, be to the submanufacturer's interest to retain the good will of the jobber, so that he might continue in his favored position after the end of the season, the brief maintains.

The brief attacks the "parallel drawn between the restrictions asked by the union, and similar restrictions that might be placed on the retailer, pointing out that the jobber is actually a manufacturer who has his work done in outside shops."

### Wage Increase

On this subject the brief states that the earnings of the cloakmakers are entirely inadequate and fall far short of minimum requirements. It compares the average yearly earnings of the cloakmakers with a number of theoretical minimums worked out by various public and quasi-public bodies, and submits the following summary table of its comparisons:

Source of budget study	Present annual earnings of cost of budget	Average earnings of workers in cloak industry	Deficit
Bureau of Municipal Research	\$2,066	\$1,750	\$ 266
Labor Bureau, Inc. (minimum)	2,375	1,750	615
Labor Bureau, Inc. (skilled workers)	2,839	1,750	1,129
U. S. Department of Labor	2,683	1,750	325
Cal. C. S. Comm. (laborers)	2,015	1,750	255
Cal. C. S. Comm. (clerks)	2,041	1,750	1,181
Postmaster Baker	2,407	1,750	647

### As to Examiners

The union's brief disclaims any desire to unionize foremen. It asserts, however, that most of the workers who do examine are not foremen, and that the "validity of the investigators' tables which show that most of the workers doing examining are foremen."

The ground of the attack is that, while employers classified these workers as foremen, the matter of classification had been precisely the point at issue.

The union maintains that no shop has eight foremen, or four, while the tables compiled by the investigators show some shops having from two to eight foremen.

Examiners are not fiduciary representatives of the employers, the union asserts, and asks that they, therefore, be unionized.

A definition by the commission of the functions of an examiner would be a fair solution, the union suggests.

### Union Embroideries, Buttons and Other Trimmings

The union justifies its demand that only union-made embroideries, platings, hemstitching, and so forth, be used by members of the Protective Association on two grounds. These are, first, that these industries are fully organized, and, second, that all factors other than the Protective Association have already assumed the

obligation to limit themselves in this manner.

### Employers' Charges

The memorandum thus proceeds to take up the charges made during the hearings by the representatives of the employers' associations and subjects them to a critical analysis.

### "Inadequate Productivity of Workers"

Pointing out that the employers' accusation of insufficient productivity is mere assertion without any basis of evidence, the brief says:

"The union meets this general contention of the employers with the equally general assertion that the workers in the inside shops as a rule work as fast as those in the outside shops and that they give their employers a full day's work."

"The phrase 'a fair day's work' must be interpreted with equal regard to the rights and interests of employer as to the physical capacity and health of the workers. The union is opposed to unreasonable 'speeding up' as well as to slackening or loafing on the job."

### Shop Strikes

The complaint of the Protective Association concerning shop strikes is next taken up in the brief. While the union is anxious to limit shop strikes, the brief asserts, "the active and intelligent cooperation of employers" is essential to that end.

### Causes of Shop Strikes

"Shop strikes rarely occur without cause," the brief continues. "Usually they are the spontaneous expression of a substantial grievance against the employer. In examining the causes of stoppage, it will be found that in the great majority of cases they are caused by deliberate violations of the collective agreement by employers. The union, of course, does not argue that such violations justify such strikes."

"But workers are human and, as human beings, they sometimes act on impulse. We maintain that, if certain employers were more considerate and more scrupulous in their observance of the agreement, the few instances of shop strikes still occurring could be more readily eliminated. The limit of providing against shop strikes by agreement has already been reached in the existing agreement."

### Unionization of the Industry

About \$250,000 a year is spent by the Joint Board of Cloakmakers and the International union to unionize the industry in and around New York, the brief asserts. The workers in the industry are 90 per cent unionized, says the brief, quoting the investigators' report.

If the union had the full support of the employers in its organization work, it would be even more successful, is the contention of the union in reply to the employers' complaint of insufficient unionization.

### Right to Discharge

The union opposes the right of discharge asked by the Protective Association "for precisely the same reasons that prompted the manufacturers to urge its passage. It contends that the implied threat of an arbitrary and unreviewable discharge held over the heads of the workers would create an unhealthy condition in the shops which may easily lead to a demoralization of standards."

"Under the present arrangement, the worker is secure in his position so long as he conducts himself properly and does his work conscientiously. Under the proposed change the employer would have it within his power to drive the workers to unreasonable and unhealthy conditions by threat, expressed or implied, that he

would retain at the end of the season or the year the fastest workers only."

### Piece Work

The optional piece and week-work system asked by the Protective Association is a request for piece-work, since the option would be with the employer, the brief notes. The brief does not reiterate the union's reasons for its opposition, pointing out that the subject was fully covered at the hearings.

### Suggestions for the Protection of the Employers' Associations

Under this heading the memorandum suggests further investigation of the industry, under the guidance of the Commission.

At the same time, the brief asserts that the testimony of Samuel Klein, labor manager of the Protective Association, before the commission was purely informal, as was the testimony of the accountants retained by the Merchant Ladies' Association. The union was given an opportunity to refute this testimony, says the brief, and the commission is, therefore, requested to ignore all this testimony.

The associations should be protected against independents, the union agrees, and in the brief is set forth a number of suggested provisions in the new agreement to put such protection into effect.

### Concluding Observations

Throughout the arguments of the employers' association, says the brief, "the fact that the workers are an integral part of the industry and that their interests and welfare as human beings must be taken into consideration, is practically ignored. The fundamental difference between the views of the union and those of the employers springs primarily from the fact that the union also views the industry as the permanent source of living of the workers and holds that no general arrangement between its various factors can endure which does not take into full account the rights, health, and welfare of the workers."

"Another peculiar misconception into which learned counsel for the associations has fallen in their argument is that the union asks for an unorganized condition of the industry is the 'law of nature and supply and demand' (brief of Industrial Council), and that the irresponsible management which has sprung up within the last few years represents an 'orderly development' (brief of Merchants Association), which cannot and should not be 'artificially distributed'."

### Demands Result of New Conditions in Industry

"The whole trend of modern industry is to get away from the blind forces of supply and demand and to organize scientifically and 'artificially' on the basis of ascertained facts and conditions and with due regard to the interests of all parties and factors in the industry."

"The union emphatically denies the charge that it pursues a policy of antagonism toward the employers. On the contrary, the whole record of the International Ladies' Garment Workers' Union and of the Joint Board of Cloakmakers' Unions in the city is a continuous effort to cooperate with the employers on the basis of justice and fairness."

"If the workers have been presenting requests for changes in the terms of employment from time to time, it was not because they are possessed of a spirit of restlessness or are chronically dissatisfied and antagonistic, but because the organization of the industry and its methods of operation have been constantly changing and requiring corresponding readjustments for the protection of the most vital interests of the workers."

## Penna. Children Victims of Contract System

The Pennsylvania state child labor law forbids the labor of children under 14 and requires school attendance and educational standards for those under 16.

This statute is being made a dead letter by a thoroughly organized, state-wide sweatshop system of "home work," involving thousands of children engaged in over thirty different forms of manufacturing.

Various organizations have attempted to bring this system to light and to focus public opinion upon it, but without success. At least two surveys have been made by the state authorities. Through the courtesy of Governor Gifford Pinchot I was given, made in 1924, but not yet published. From it and from the statements of other agencies interested in the problem, the material in this article is taken.

### What the State Report Shows

A report of a sickle investigation says, speaking of Philadelphia, the center of this evil, "Home work is carried on extensively in the city and state, under conditions of labor detrimental to home, to society and to industry. In the streets of Philadelphia Italian women come and go with huge bundles of clothing, carrying them in curious vehicles or carrying them under their arms. Women stop at rug manufacturers' with gunny sacks filled with carpet tags or make frequent journeys with heavy suit cases.

"Long lines of women outside factories await the trucks and trailers. They await trucks more to the small villages, piled high with unfinished suits of men's clothing.

"Besides these signs of the street, social workers in their visits to the sick and the poverty stricken frequently discover in the homes industrial processes in operation."

Who are the victims? Literally the lame, the halt and the blind, the senile, the sick and the destitute old age, the victims of disease, unemployment, starvation, war, the greedy and the ignorant, but more particularly, the unfortunate children, some of very tender age.

### Object Is to Exploit Children

An official of the Amalgamated Clothing Workers stated that 75 per cent of certain processes of clothing manufacture was done in the homes. When asked as to the extent of child labor, he said:

"That is what it is for, to exploit the children where the law cannot reach them."

When asked how young these children were, he responded, "How old do you have to be to hold a needle?"

Miss Beatrice McConnell, who made a recent study of home work of the Consumers' League of Eastern Pennsylvania, said that she had seen a child sitting three perched in a chair stringing tags on a wire. He was proudly said to be learning.

Another case found by Miss McConnell was that of a baby girl four years old who pulled out basting threads, hanging to her mother's side. This poor little unfortunate was afflicted with eye trouble and wore men's heavy glasses.

### Extracts From Official Reports

A report on file in the state department of labor and industry at Harrisburg contains such notations as the following:

"Crippled and destitute child does work (stringing tags). She cannot talk and cannot be kept in school. Age 4 years.

"A most neglected looking home and children; mother appeared feeble-minded. Children (14, 12, 10 and 8

### In Order to Dodge Child Labor Law Employers "Farm Out" Work.

By GILBERT E. HYATT

years old) worked 12 hours each. Wage \$2.00 per week.

Children at work when "forbidden by doctor because too moron." "Child looked more like old woman than child."

Data gathered by Miss Janet S. McKay, for the Public Education and Child Labor Association of Pennsylvania, shows children working as long as 12 to 14 hours on Saturdays and holidays, and that it was common for them to work from 7 to 8:30 a. m. before going to school, at noon when they go home for lunch and from 4 p. m. to 10 p. m.

State investigators have reported instances where the parents said the children worked until they fell asleep.

### String 2,000 Tags a Day

Some typical example cited by the Public Education and Child Labor Association of Pennsylvania are: "If you were 11 years old, and had to string 2,000 tags a day, would you run out to play when you got a chance? This is what Alonza R. does every day; and so his mother says 'He is just lazy and does not want to do anything.'

"Alonza has been reported for non-attendance at school.

"When we ain't got no pins we play," so says little Anna M., who is 7 years old. Via, 8 years old, says, "I never play, I do pins."

"The four children in the home work until 9 p. m. The house is dirty and the four children are neglected. At the table, helping the children place the pins in cards, were two children from next door.

"The children are irregular in attendance at school.

"William J. said, 'At first I liked to do tags, but now I get disgusted,

and when I hurry it hurts my back.' On the morning of my visit to this house the mother was making doughnuts on the table, so the children had to work on chairs. The four children were kneeling on the floor, each before a chair holding tags. They were hurrying to finish 3,000 and go out to play."

### Mother and Children Work

These conditions confine under the "home work" system, as is evidenced by the following paragraphs taken at random from the mass of evidence accumulated by the investigators:

Family C: "The mother mends hosiery from the mill, while the other members of the family examine and turn them. These helpers consist of an old father unable to go out to work, a husband employed irregularly in a factory manufacturing spokes for wagon wheels, and three children (12, 10 and 7 years of age)."

Family D: "Rosie (12 years of age) finishes policemen's pants. She began to sew on buttons when 5 years old. She is now only in the fourth grade school.

"Child, over 12 lost arm, pulls threads.

"A woman, ill kept, and a child 6 years of age, filthy and without under cloths, sit on porch of an old home, stripping tobacco. The woman says that she has no time to send child to school."

### Strip Tobacco in Homes

"One of our most crying needs is the control of tobacco stripping in the homes," said Miss Estelle Lander, executive secretary of the Consumers' League of Eastern Pennsylvania. "This is a very common industry in Coatesville, York, Lancaster and elsewhere.

"The children who perform this work can be picked out, in a school room, from their deathly yellow palor.

A case given the department of labor and industry was of a child, at York, 7 years old stiffened with rheu-

matism, "with bad blood and a to-space heart. He has chipped since he was a baby."

"Children of tobacco strippers frequently chew and smoke," says this report.

The exploitation of children by industry is not confined to the South. Pennsylvania is as deep in the mire as North Carolina is in the mire. The system is a little different. That's all.

Pennsylvania has good child labor laws, and enforces them—in the factory. So a "home work" system has been devised for evasion of the law.

Gilbert E. Hyatt, who has been reporting conditions in North Carolina cotton mills for "Labor," the official newspaper of the 16 railroad organizations, reports below facts concerning the Pennsylvania situation. He found most of them in an unpublished report in the state capitol at Harrisburg, to which he was given access by courtesy of Governor Pinchot and Commissioner Lander of the State Department of Labor.

A feature emphasized in the report is the tendency of the contractors who "job out" this home work at such low prices that the workers must speed up. Nervous complaints are stated to be common as a result.

### Affects Throat and Eyes

Inflammation of the throat from fuzz off woolen goods, sore eyes from under bleach and poisoning from the dyes on overalls are some of the diseases found to be produced by different forms of home work.

### What price?

"The wages paid, for home work in the clothing trades," said Samuel Kadow, organizer for the Amalgamated Clothing Workers, "is from 25 to 30 per cent less than for the same work done in a plant."

From the unpublished report now in the department of labor and industry such notations are to be found as: "Four in family, work in kitchen weekly earnings \$9.

"Mother and two children work, earn \$5 per week.

"About 5 cents per hour.

"Weekly pay, \$1 to \$1.25, 10 hours.

"Children (15, 14, 13, 9) work 20 hours each. Earn (for the group) \$3 to \$10 per week.

"The 1924 report states that the medium rate was 9 cents per hour. Out of 556 workers interviewed \$15 reported earnings 17 cents per hour or less."

Even at this rate cheating, in various miserably petty ways, rob the workers of their precious pennies.

Miss Lander states that one substitute is to give wet tobacco to the strippers. It comes back to the factory dry, of course, and the stripper loses the difference in weight.

### Difficulty of Enforcement

The state authorities, as well as the various humanitarian organizers and individuals seeking to correct this deplorable situation, are frankly at a loss as to how to proceed.

"It is comparatively easy to enforce the labor laws of the commonwealth where there is a recognized industrial establishment," says the department of labor and industry. "It is possible for safeguarding workers, their hours of labor and other legal restrictions.

"It is obvious that when the home becomes a shop or a factory the guiding hand of government functions with much greater difficulty."

"In Pennsylvania we have laws covering industrial home work," states Bruce M. Watson, executive director of the Public Education and Child Labor Association, "but little children continue to be the victims of greed and ignorance. If our laws are enforceable, they should be enforced. If they are not enforceable, they should be remodelled and proper enforcement provisions incorporated in them."

## BREAD AND HUNGER GO UP!



## JUSTICE

A Labor Weekly

Published every Friday by the International Ladies' Garment Workers' Union

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## EDITORIALS

## WHO ARE THE SLANDERERS?

In last week's issue of "Gerechtigkeit," the Jewish weekly published by the I. L. G. W. U., there has appeared the following remarkable advertisement:

To All Cloak Operators, Members of Local 2, I. L. G. W. U.

Brothers, the Executive Board is Calling You!

You are asked to come to a general member meeting on Saturday afternoon, at one o'clock, May 16th, in Cooper Union, (8th Street and Third Avenue).

To have the final word concerning recent occurrences in our local in connection with the attacks and slanders which have been made in "Gerechtigkeit" upon the executive board during the last few weeks.

We have also invited our supervisor, Mr. Perlestein, who has slandered the executive board of Local 2, to come to this member meeting to prove to you, members of the local, whether he had written the truth about the executive board. You will, then, be in a position to judge who is right.

Come by the thousand and have your say!

EXECUTIVE BOARD, LOCAL 2, I. L. G. W. U.

It is quite probable that many a reader who had seen this advertisement in which the members of Local 2 are exhorted to come to a meeting at which the executive board of the local is to appear as prosecutor and the "Gerechtigkeit" as the defendant in an action of "slander," must have been inclined to regard us as either fools for having allowed this announcement to come into the paper, or as saints to whom the principle and practice of freedom of expression is paramount to all.

The truth of the matter, however, is that neither of these assumptions is correct. We are neither fools nor saints. To have rejected this advertisement would have been folly, indeed, as such an act might have given the present executive board of Local 2 the eagerly sought opportunity to impress upon their followers that we fear them and that we are actually worried by their clumsy tactics to cling to power by foul means of cheap demagoguery. Had we, on the other hand, entertained any suspicion that this announcement is likely to discredit us in the eyes of any clear-thinking person, we might have been inclined to lay aside our strong belief in freedom of opinion and suppressed it. Only a deep conviction in the righteousness of our position and of the utterly wrong attitude of the executive board of Local 2 had prompted us to give this announcement the full publicity in our publication which it received.

The fact remains that our official publications have not, until this hour, "attacked" the executive board of Local 2, except for warning them in a rather mild way against embarking upon a false path. We had pointed out in a recent issue to the executive boards of two of our locals the criminal folly of having invited as "spokesman" to their First of May celebration a person who had made his chief object to attack our International in particular and our Labor movement in general, a person who for a long time past has been engaged in spreading atrocious calumnies about our leaders, who are also the elected leaders of these two locals. We had pointed out to them that, by having designedly failed to invite the leaders of the International to their May Day meetings and by having instead picked one of its most unconscionable enemies to address them, they have committed an unpardonable offense as a local could have committed against its parent body. Had we failed to emphasize this point in our editorial, we should have considered ourselves remiss in our plain and sacred duty.

Our main object, however, was to point out to the initiators of that meeting that they have embarked upon a crooked road and that by their action they are clearly demonstrating that they are hopelessly unfit for their role, for the leadership of their local. There can hardly be any equivocation in this matter, after all. If it is to be recognized that Local 2 has a policy of its own, in opposition and contrary to the policy of the International, why sail under a false flag? If, on the other hand, Local 2 needs its International, where is the logic and the common sense of the pranks of its executive boards, pranks that are ostensibly intended to harm the prestige and to publicly humiliate the International and its leadership? And if the executives of this local are unfit to grasp even such simple truths they obviously are displaying pitiful incompetence and a lack of rudimentary essentials of leadership.

Had the present leaders of Local 2 possessed some common sense, they might have, indeed, been thankful to us for the warning we had given them, a warning against their own blundering course which is eventually likely to bring an end to their careers as local leaders.

We have, for instance, pointed out to them their silly "nega-

tive" tactics, the acquired habit to say "no" to whatever the leaders of the International and the Joint Board agree upon. We have made mention of the sudden "decision" of the leaders of Local 2 to demand a guarantee of 46 weeks of employment after the clearest heads in the Union had reached the conclusion, following a discussion which lasted several months, to ask for a 32 weeks guarantee. In this "slander"? Have we in commenting upon this act in any manner misrepresented the decision of the executive board of Local 2? Can they, or will they deny it? Would any rational person interpret our endeavor to convince them of the impossibility of their demand as an attack or as slander on our part?

We confess to having, at the beginning, rather overlooked a great many of the transgressions of this new executive board of Local 2. We had thought: They are novices at their posts, and they are bound to learn better as they gradually acquire a greater sense of responsibility for the big local entrusted to them. We have purposely failed to take account of their puerile tactics, from the very outset, tactics which were so palpably designed to create an impression that they could actually accomplish wonders, if only they were given full sway. We have felt that the Joint Board is strong enough not to become unduly annoyed by such pin-pricking. Those who have read the regular reports of the executive board of this local in our columns will not fail to confirm this correctness of our statement.

We have refused to be disturbed by their fulminations at the Joint Board because we honestly desired to give them the best opportunity to show whether they are in real earnest with their professions and claims. But instead of attempting to do something for the Union, they have strayed further and further afield into the mires of petty and irresponsible demagoguery, until we finally realized that it is our plain duty to warn them against their folly.

It is, therefore, rather typical of their tactics now to appear in the role of maligned and misrepresented individuals. They, who for months have been attacking the International and the Joint Board, are now turning the tables and are crying: "We are being maligned and slandered!"—the old story of the puffer running with the mob and yelling "Stop thief, stop thief!"

But they are only fooling themselves, these executive members of Local 2, if they earnestly believe they can slander anyone. When President Sigman had decided that it was time for Local 2 to elect an executive board and to withdraw the provisional administration of the local, he had left Brother Perlestein in charge as administrator of the local, and for the following reasons: First, the newly elected executives, all of them novices in the management and administration of a labor union, needed the advice and guidance of one thoroughly versed in the practices of trade unionism. Secondly, President Sigman desired to watch the work of the new board and to see whether they would fulfill the hopes placed in them by many in our Union, including himself, or would justify the fears of those who have mistrusted them right along and who expected nothing but mischief from them.

President Sigman had left Vice President Perlestein in charge as administrator of the local in the hope that he might find it possible within a short time to hand over to this new board full powers of administration. And we are inclined to believe that, had this board acted with greater discretion and had it kept its Communist tricks in check for a while, it might have had by this time complete control of the local in its hands. But these statements were in a hurry to dangle their true colors somewhat prematurely, with the disconcerting result that the keys of the local still remain for the present in the hands of Brother Perlestein.

That explains their vehemence in demanding from Vice-President Perlestein that he turn over to them the "key" to the local, as if they were ignorant of the fact that Brother Perlestein is occupying the position of administrator of Local 2 in accordance with President Sigman's instructions and that he will not leave it until requested to do so by his chief.

We have placed these facts before our readers not because we had thought that we needed to apologize for our editorial expressions. Every thinking member of our Union knows well enough that we have not committed the slightest transgression in this respect. What concerns the hysterical element which unfortunately we have in our midst like many another union and which furnishes the "food" upon which the Communist demagogues gorge themselves, for these, we frankly admit, we have not the least regard or concern. On the other hand, we deem it our duty to continually point out that it is, indeed, fortunate for our members that they have an International body which has the right and the power to call a halt to these wild and silly antics of a handful of cloakmakers who had fallen entirely under the thumb of a gang of shrewd and dangerous charlatans.

That such is the true state of affairs was unmistakably evidenced by the meeting last Saturday in Cooper Union. It was not a labor meeting in the real sense of this term. It was a heteroskelter mob which dispensed generous and hysterical applause to the harangue which sounded the most irresponsible and reckless and which hissed and shrieked down every sane and logical word. Of course, Brother Perlestein, who had attended the meeting, would not withdraw a single word of what he had written in our publications concerning the antics of these "executives," for the simple reason that it is the plain and unvarnished truth. It is an undeniable fact that these would-be maligned and "slandered" executive members had rejected the invitation of the Joint Board to take part in the honoring of the old revolutionary, Eugene V. Debs; it is a fact that they have been playing insincere politics with the dues-raising question in order to befuddle the minds of the workers and antagonize them against the leadership of the

# Annual Vacations for Workers

By DR. HERMAN FRANK

One of the newest social demands of workers in industry is the right to guaranteed vacations with pay. It is comparatively a new demand, though it is based upon a principle that has found application, both within and without the Labor movement, through legislation and industrial custom, for a long time past. The object of the demand for vacations is quite simple: To give the workers an opportunity for some rest and recreation.

The right to a vacation has long since been recognized in practically all state and municipal administrations and for the employes in financial institutions, such as clerks in banks, in the post office, telegraph companies, etc. It has become an accepted fact that the "white-collar" workers need a vacation, besides the Sabbath, for conserving their strength and to aid in keeping their work power at a high level. Obviously, the same principle is at the bottom of the demand for vacations for workers in general, for manual workers employed in mine, factory, field and shop outside of the "white collar" zone and the governmental offices.

The first step in the direction of securing vacations for workers in general has been made many years ago through the enactment of the so-called "legal" holidays in America and "bank" holidays in England. These legal holidays have added a few days annually to the Sunday rest days and in many countries, England included, the law has sanctioned a definite number of holidays in addition to the traditional religious holidays. The Factory and Workshops Act of 1901 has a clause which guarantees to all women workers and

minors six full holidays besides Sundays, which are distributed as full or half days among the religious and the "bank" holidays.

In the last few years, particularly after the war, the demand for a recognition of the right of workers to a vacation has become widespread in Europe. It is being fast carried out in practice—through legislation and by collective agreement with employers. We shall point out only a few of the new and less known laws concerning vacations, which are fairly typical of this trend to incorporate the right to a rest in modern factory legislation.

The laws governing vacations for workers in vogue at present in sixteen countries may be divided into two classes:

1. The general vacation laws, which cover whole industries or the more important branches of the economic and industrial system of the country.
2. Special laws, which give vacations to certain categories of workers in certain industries.

Only five countries have until now adopted general laws granting vacations to all workers: Austria, Finland, Latvia, Poland and Russia. Special laws are in force in eleven countries: Three Swiss cantons, Czechoslovakia, Denmark, Iceland, Italy, Luxembourg, Spain, and the three countries mentioned above, which, in addition to a general law, also have special legislation affecting vacations. The vacation laws in these countries affect certain groups of workers, such as miners, bakers, sailors, office workers, farm workers, domestic workers, etc. Some of these laws have originated in the pre-war days, though most have been adopted in the last five or six years.

All these laws contain a prerequisite that a worker must have a record of steady labor for a definite period before he or she may be entitled to a vacation. Most of these laws also contain a provision that the worker must be employed during the period by the same employer, which is obviously unfair, as workers may thus frequently lose the right to a vacation through a cause over which they have no control. The minimum working period of the five countries first mentioned is as follows: In Austria—one year; in Finland and Latvia—six months; in Poland—for factory workers, one year, and for brain workers, six months; in Russia—five and a half months. The Labor Code of Soviet Russia also provides that the minimum period shall not be considered interrupted if a worker is transferred from one State enterprise to another.

The length of the vacation period depends on the industry and the length of a worker's employment in it. Some laws grant longer vacations to miners, brain workers, and to workers employed in hazardous or "unhealthy" industries. As a rule such vacations last a week and no longer than two weeks. Only in Soviet Russia, the length of the vacation does not depend on the duration of a worker's employment in industry prior to the required five and a half months. In Russia workers under 18 years get a full month of rest while workers employed in hazardous trades receive a vacation of four weeks.

The time of the vacations differ in the various countries. Frequently it depends on the employer, and its fixation is a subject of special arrangement between the workers and the employers. In Austria the law pro-

vides that the vacation period be fixed in accordance with the special requirements of the industry, and is to be agreed upon between the organizations of the workers and of the employers. The agricultural workers of Lower Austria are to get their vacation during the "slack" period of the year; the actors usually get their rest between May 1 and September.

In Poland the representatives of the workers prepare vacation lists and agree upon the dates with the management. In cases of dispute, the factory inspector is to have the deciding voice. In Russia a worker may have his vacation at any time that does not disturb the normal run of industry. All disputes concerning vacations are to be decided upon by the general board of arbitration in the trade. Pay for vacations is also specified in these laws—in Russia before the vacation begins, in other countries after the vacation had ended, but, as a rule, in all of these the allowance is to be paid out by the employer on regular pay day.

In some countries, workers on vacation leave are forbidden to engage in any "side" work, though in Finland and Austria actors are specifically allowed to work during their vacation.

Legislation for workers' vacation is, of course, still in its early stages and, as such it still has to acquire system and coordination based on experience and detailed analysis. New laws are being enacted every year (the latest in Sweden and Norway) and the old laws are being improved continually. The fact, however, remains that not a single vacation law which has been in operation has ever been repealed. And judging by the trend of the development of this branch of workers' legislation, it may readily be believed that guaranteed vacations for workers in all trades and occupations will soon be adopted in most if not all of the principal countries of Europe.

Union; it is a fact that they had invited to their May Day meeting that vacuous mountebank Olgin to attack and besmirch their Union; it is a fact that they had raised a fake issue in demanding a 36-weeks' guarantee while they knew full-well that they could never realize it, not even at the sacrifice of the means of livelihood of several thousand cloakmakers.

They could not deny a single one of these facts—but what, indeed, do expert performers in the art of shrieking and hooting care for facts, for the truth, for the interests of the Union, and for the unity of our movement? All one could hear at this "meeting" was the old moss grown phrases about the "futility" of negotiating with employers around the conference table, about the necessity of striking now, in the future, and forever, etc., etc.

If this meeting last Saturday at Cooper Union has proved anything, it has amply demonstrated that if this group had real power in their hands it would have smashed in the course of a few short weeks all that several generations of our workers had succeeded in building up. Fortunately, these fellows can only make noise, slander and raise fake issues. This, however, will not lead them anywhere. They may succeed in befogging the minds of a few hundreds of our workers, but the great masses of our members will turn away from them in unmitigated disgust.

## THE HOLIDAY OF THE PHILADELPHIA DRESSMAKERS

A Labor union, a true fighting body of workers, is forever in a precarious state; it is always in danger, and it therefore has reason continually to celebrate the very fact that it exists, and that it is able to carry on.

Indeed, a trade union is never safe in the steady, never-ending fight it is compelled to wage for the principles and practical problems which had brought it into life. A Labor union is surrounded by enemies on all sides, enemies who are lurking in the dark and scowling at it in the open, ready to destroy it at the first opportune moment.

Its natural, and most dangerous, enemies are, of course, the employers. These, whether they admit it or not, hate the Labor unions with an undying hatred, and they never cease planning and plotting how to get rid of the trade unions, how to strike at them by a mortal blow at the first sign of weakness.

Yet, the employers are not the only enemies a Labor union has. Among these are, first, such of the workers as stubbornly refuse to join with their fellow workers in their own trades in one Labor organization. In times of struggle, these backward workers are a powerful drag and a thorn in the side of the union men and women. Surely, as long as these non-union workers will not all join the ranks of organized Labor, the life of the trade unions will remain in constant jeopardy.

Then, there are the workers within the union who had joined

it not because they had understood the message of trade unionism, its principles and objects, but who had come into it through some chance or accident. They compose the indifferent mass, and their callousness is another constant source of danger to the life of the trade union.

Next, are such undesirable elements in a trade union which belong to it for the purpose of exploiting it for some ulterior aim which has nothing in common with the theory or practical mission of the trade union movement. These objects may be of a narrow personal nature, and they may be of a general character, but as long as they aim not at the concrete objectives of a trade union, they are harmful to it and often lead to factional fighting and disputes which injure the labor unions worse than what the employers are ever able to.

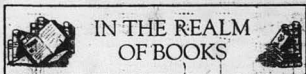
All these dangers are daily lurking around the trade union, seeking to take its life, and daily are the trade unions solemnly and determinedly fighting back their enemies and defending every step of their own advance. Small wonder that a body of organized workers should feel elated when it grows to be a decade or two old, when it may rightfully look back upon a record of struggles stretching for almost a generation, out of which it had come forth stronger, with a clearer consciousness of its mission, and with a greater feeling of the security of its existence.

This is particularly true in the case of a Labor union composed largely of women workers, like Local 50 of Philadelphia. A time there was in the Labor movement when serious doubts were expressed as to the possibility of organizing women workers in a trade union and as to the ability of maintaining it alive for any length of time. This time, however, has now passed, never to return again. And one of the unions which has given an excellent example of the stability of a Labor union composed mostly of women members is Local 50. What a splendid record of militant fighting, what a magnificent spirit of unyielding courage they have displayed during the twenty years of their existence—as we think back of the great struggle in the Winter of 1912-22, when surrounded by enemies on all sides, these girls have fought back every inch of the way, never ready to declare themselves defeated!

Then came the epidemic of "leftism", which brought fratricidal strife to Local 50 and converted it into an internal battleground, and which, for a time, had given its enemies a hope that the local might be destroyed. But Local 50 had fooled them all. It had triumphed over all its enemies, from within and without, it is stronger today than for many years past, and it is more than ever conscious of its fighting spirit and fighting ability.

Local 50, the organization of the Philadelphia waist and dressmakers, with an overwhelming majority of members loyally and unselfishly devoted to its aims, its true purposes and salutary practices, certainly has every reason solemnly to celebrate the two decades of its life and struggles.





## IN THE REALM OF BOOKS

### A New Yorker Visits New York

By SYLVIA KOPOLD

On the whole I am a bad weather prophet. Invariably when I carry an umbrella, the sun shines bright and high in the heavens. When the farmers need rals, they could do worse than ask me to leave my umbrella at home. I once even tried the experiment of taking my umbrella with me every day (that was after I had just bought me a new coat). It worked beautifully until the day that it rained. Then I left my carefully prepared umbrella in a street car.

Yet in spite of all the failures credited to me in the past, I am going to venture on prophecy. Even more, I am going to give advice. This of course is really quite in form. Advice comes best from those who have not "made base". For success can seldom be explained; there are usually reasons for failure. Consequently—I feel we are now facing the glorious seasons of the year. The days are fast approaching when members of the International, like most other people, will be thinking longingly of out-of-doors. Spring is in mid-bush, summer is approaching. The "dog days" are distant enough to make activity not merely enjoyable but a prime need. Of course, we may have a lenten rain—but I still carry an umbrella every day to insure against such a contingency. At any rate we may at least make plans.

In the process of plan making I would urge upon every member of the International living in New York to take advantage of this season to get acquainted with his city. It may be that general opinion has us correctly. It may be that New Yorkers are in many ways the most provincial people in the world. But in two respects at least we are complete contrasts to Main Street. New Yorkers seldom desire to leave their city; most Main Streeters are usually yearning cityward. Because Main Streeters are uncertain of their real place in the community they become "boosters", anxious to establish by noise that place in the front rank of importance that they fear actually has denied them. New Yorkers take their city too much for granted. I am not proposing, let me hasten to remark, a vague of professional boasting in New York. Perish the mark! I am anxious to see New Yorkers exploring New York. It has splendid wonders to unfold.

Just as the street recedes I know for really absorbing our city, is to have (or acquire) out-of-town relatives. Mine came from Pittsburgh and its suburbs. On their first visit to New York I undertook to "show them the sights". What a voyage of discovery that undertaking proved. Born and bred in New York, I, unlike most New Yorkers, did more than ride through its streets and subways to and from work in daily routine. The magic of New York has always fired me—I knew its parks, its teeming harbor, its rivers, its museums, its bridges. And yet "showing the sights" proved real adventure. Familiar places took on freshened splendor, new landmarks revealed themselves—at least I really know New York. I restate our schedule because it offers opportunities of cheap and fascinating interests for the seasons just ahead.

Of course bus rides come first for

explorers of New York. A Number 5 from Washington Square is a promising beginning. It gives you a chance to tour Greenwich Village just a little before you board it, to point out its professionally bizarre restaurants and its converted houses. The Number 5—top—then takes you through 5th Avenue to Riverside Drive, to Broadway. At the depot at 133rd Street take a Number 3 bus back. By the time you reach 23rd Street you will have passed through the Lower 5th Avenue district, Broadway, Riverside Drive, Columbia University, City College, Harlem, Morningside Drive, St. Nicholas Ave., Washington Heights, upper 5th Avenue and, if you are so minded, the homes of our millionaires, Central Park and maze of out-standing buildings.

How many of us really know Wall Street and Lower New York. I remember the gasps of delight with which some of my International students greeted that neighborhood when I took them through it after a visit to the Stock Exchange. Of course, the Stock Exchange itself is a sight which every New Yorker should know. Permission to visit its gallery and look down upon the hub of business going on below must first be obtained. After I had gotten that permission from The Exchange Library Committee, my out-of-town relatives beheld what they considered one of the most exciting sights within their experience. The trade posts, the noisy bidding, the pneumatic phones, the annunciators, the "runs", the stickers, the ordered scurry to and fro, the continuous excitement is indeed a part of New York that every New Yorker should know. From these Lower New York, has many other glories to show.

It will be near noon after you leave the Stock Exchange. Take a car to Park Row and the Municipal Building. An express elevator will take you to the 24th floor, from there the tower elevator takes you to the 24th and the Municipal cafeteria. If you are fortunate you will obtain a table near a window and look down upon a most glorious view of New York and its harbor. A deer takes you to the roof with its log benches. The panorama spread before you there is unforgettable. New York, a teeming island between two rivers on which frequent boats glide to nowhere, the Statue of Liberty brave in the distance, Ellis Island, Governors Island, Staten Island, Long Island, Brooklyn, New York's four great bridges, its bewitchingly beautiful business buildings, its squallier river-front homes.

From the Municipal building prepare for a long walk. Pass Newspaper Row with its Pulitzer building, J.P. Morgan, its Herald and the rest. Beyond Nassau Street you pass between the towering masses of stone, through the narrow lanes where traffic and man creep along, dwarfed by their own creations. At Wall and also at Broad Streets, you find the citadels of business, the Sub-Treasury, the Stock Exchange, the House of Morgan. To Broadway past all the banking houses and trust companies to the exotic quiet of Trinity Church, in its graveyard the moldering tomb of the late eighteenth and early nineteenth centuries. In 1773, men who

were laid to rest there established a haven for the still dead in what was to become one of life's busiest spots. Maiden Lane, just ahead, also little dreamt in the century before what its jewellers' heirs would make of its winding narrowness and still further below lie the stately office districts, the new Rockefeller Building, the custom House and Acquarium. Every New Yorker should know these landmarks of his city. Do you?

There are other districts, too, whose hackneyed attractions should not keep us from knowing them. China Town along Pell Street and Chatham Square has a fascination of its own. The East Side with its little communities of transplanted Europe, its Little Ghettos, Little Italies, Little Bohemias, and all the rest are adventures in cosmopolitanism. Buildings, too, New Yorkers should know well. The Public Library at 42nd Street, The Museum of Natural History, the Museum of Art, The Brooklyn Museum at Eastern Parkway, The Woodworth Building, the Equitable Building, the Flat-Iron Building, the City Hall, Borough Hall in Brooklyn, how many of us really know these intimately? And the Parks—Prospect Central, Bronx with their Zoos and Botanical Gardens and their walks, Van Cortland, and all the smaller oases of green in our vast stretches of stone.

And, of course, I do think it is worth a New Yorker's while to make a trip to Bedloe's Island and the Statue of Liberty. We were amazed to discover the thrill it still can hold. Boats to it leave the battery (South Ferry) every half hour and the round trip costs only 25c per person. To see the massive symbol at close view, to pass through its winding tunnels to see New York from its heights, to

see the pretty community which tends it is to find the thrill of discovery. Two people also know the delight of a trip across the harbor on the Staten Island Ferry, also at the Battery. 10c wins one a round trip lasting almost an hour.

Then there is, for those who can obtain permission, the possibility of a trip to Ellis Island. It is really interesting to discover the systematic elaborateness of our government's provisions for receiving new immigrants. We saw the reception rooms, the dining rooms, the sleeping rooms, the hospitals, the interpreters, one for every nationality, the play grounds for the porches at the island. We learned from the guide that the government maintains as separate kosher kitchen for Jewish immigrants, that immigrants received in the United States usually leave the island two hours after embarking from the boat; we saw the offices maintained by the railroads at the island, we watched the procedure by which the immigrants are received into America. On our return trip we spoke to a brimingly happy mother which had just come to the American home provided by the father. For twelve years this mother and her four children had been separated from the father. Even now the oldest son had to remain in Europe until the next voyage. They were going to Philadelphia. Happy as she was the mother worried over having to light a match on Saturday in America. This is America made I am still busy touring my New York. But I cannot wait until the end of this voyage of discovery to urge upon all my fellow New Yorkers to share this delight of visiting their city.

## Review of April in Industry

The present state of industry shows every sign of passing over a temporary "peak" to be followed before many months by a moderate recession. The basic industries like coal and iron and steel are slowing up; they are producing less, employing fewer men and have smaller advance orders. This directly affects many important railroads. At the same time wholesale and retail trade are increasing slightly, and manufacturers who produce goods used by the general public are, for the most part, still on the upgrade. Recent reports come from industries like automobiles, textiles, shoes. This is usually the course of events. The basic industries are the first to pick up, and the first to fall off. After these industries have passed their high point, the secondary industries and trade keep on advancing for a few weeks or months, but eventually fall in with the downward movement.

Just as we were not unduly optimistic at the beginning of the recent upward movement, however, and warned against expecting a boom, so now we do not see any reason for despair in the threatened slackening of business. It will probably be far more moderate than would have been the case if it had been preceded by a period of high inflation.

Attention is being directed to the expanding figures of foreign trade. Many hope that foreign commerce will come to the rescue of our over-equipped factories. While this hope may be well founded in the long run, as Europe achieves its slow and painful economic recovery from the post-war collapse, we believe the improvement in foreign trade is likely to be checked in the near future. One of the main elements in the recent expansion has been the demand of Europe for large quantities of grain at high prices, on account of the crop

failures of last year. This was a temporary condition, which is not likely to last indefinitely. Another deterring influence will arise from the return of England to the gold standard. In order to maintain a gold parity between the pound and the dollar, England has had to stimulate an artificial reduction of prices. If English prices rise again, the gold standard will be endangered and markets will be unsettled. If they do not, English business will probably be depressed because of relatively high costs of production. Attempts may be made to reduce wages, and strikes which are bound to result from such a policy would interfere with trade. France and Germany are also, each for different reasons, facing a difficult period.

—Facts for Workers.

## FEDERATION BANK OF NEW YORK IS TWO YEARS OLD

On Tuesday, May 19, the Federation Bank of New York, with headquarters at Eighth Avenue and Thirty-fourth Street, New York City, will celebrate the second anniversary of its founding under the auspices of joint committees representing this Federation, the New York Central Trades and Labor Council and the Building Trades and allied unions of the metropolis.

This labor bank commenced business May 19, 1933, with assets and deposits aggregating about \$100,000. Under the direction of a board and officers representing more than one-half of the members of New York State trades and labor unions. Today the deposits and resources are well over nine and a half millions of dollars, and the depositors number among them more than 600 local unions and 800 international unions.





## DOMESTIC ITEMS

## Waste in Industry

WASTE in industry is the major subject of discussion by the American Construction Council, at its spring conference in New York City.

The council is attempting to spread construction work over the entire year and to avoid the present wasteful periods of intensified operation during a few months and the resultant idleness the rest of the year.

The present policy not only entails unemployment but causes congestion in the transportation systems, which has compelled railroads to provide abnormal car facilities for a short period of the year, it is stated.

## Nation's Homes Poorly Built

NINE-TENTHS of the building in this country is done by speculators who have no pride in their work, and most houses have to be reconstructed in 12 years, according to Walter Stabler, controller of the Metropolitan life insurance company, in an address to the American construction council.

These builders put up houses that are difficult to keep warm. The only way to make them build decent houses, said Mr. Stabler, is to subject them to control by the people from whom they borrow money. Money lenders could exert greater influence for better homes than any other agency because they could withhold loans from enterprises that failed to meet their standards.

A better building bureau would, he continued, issue "certificates of character" to builders who did their work properly. This certificate would read: "This is a Class A house," and would be framed and hung up in the house when it was put on sale.

The institute man's views were sustained by a committee of the council, which reported that its year's survey of housing conditions showed that "a deplorable condition" existed throughout the country in almost every community because builders and financiers failed to take good building standards into consideration.

A feature of the discussion was the absence of hysterical speeches about "high wages" being responsible for shoddy houses and their excessive costs.

## Labor's Educational Plan is Being Favored by Unions

TRADE unionists are pledging financial and moral support to the union label campaign that will be launched by the organized labor movement.

The suggestion for this campaign was made to the A. F. of L. executive council by the union label trades department of the A. F. of L. At a meeting with officers of that department and representatives of national and international affiliates, this proposal, together with an organizing campaign, was endorsed. Details are now being worked out. The cost of this nation-wide movement will be met by voluntary contributions from affiliates.

Five moving picture units and lecturers will visit every section of the United States and Canada. With picture and story the principles of organized labor and the purpose of the union label will be told.

Organizers of the national and international unions and the A. F. of L. will continue the work of organization and education in localities where these meetings are held.

In large industrial centers the pictures will be shown in various sections of these localities, and organizers will supplement this education with meetings of the unorganized. Trade union talks will be made at the noon hour in the vicinity of non-union plants.

## Telephone Operators Defeat Wire Monopoly

THE record made by organized telephone girls justifies their demand on the trade union movement to aid in uniting these workers, wherever unorganized, said Miss Julia S. O'Connor, president of the telephone operators' department of the International Brotherhood of Electrical Workers.

"When the power arrayed against them is considered, no trade unionists have made such progress as the telephone operators," declared Miss O'Connor. "The American Telephone and Telegraph Company, the Bell system, is the largest corporation in the world. It is the most impregnable monopoly known in this age of huge monopolistic enterprises. Its labor policy is viciously anti-union. It fosters one of the most pernicious forms of the company 'union' ever enforced on workers. It employs the blacklist, the spy system and all the favorite artillery of the anti-unionist, with a few specialties of its own.

"The telephone operators were the David that wrested the eight-hour day, double wages and improved working conditions from this Goliath of wealth, power and prestige.

"Within a few years we made these gains. We had little experience, less funds, and an organization that was far from 100 per cent.

"But we had spirit and grit."

## Federal Stronghold Invaded by Miners

THE United Mine Workers are arranging to invade Logan County, W. Va., one of America's feudalistic strongholds.

Logan county has lost its ear—former Sheriff Don Chaffin—who is facing a two-year sentence in the Atlanta penitentiary for bootlegging. He controlled the coal operators' private army of gun men and thugs who have been scattered by Governor Gore.

The union has promised the governor that any member on a picket line with a gun will be expelled from the union. Van Biltner, international representative of the United Mine Workers, announces that the unionists have surrendered all gun licenses, now that their personal safety is assured. It is declared that organization in the anti-union fields will be far more easy than generally supposed, as workers in these sections welcome trade union organizers since the passing of Chaffin and his policy. It is expected, however, that the coal operators will contest the union program, and every effort will be made to evade the laws.

## FOREIGN ITEMS

## SWEDEN

## Stockholm Evicts Large-Income Tenants

EVICTION of people of means from low rent tenures to provide accommodation for people of small income is the policy of Stockholm in mitigate the housing shortage. City authorities investigate the income of tenants suspected of being able to pay high rents. If the investigation shows that the suspicion was warranted, eviction notices are issued, and the large income tenants have to make room for the small income tenants, many of whom are now living in temporary shelters.

## RUSSIA

## Wages of Women Clerks in Russia

"GOLOS RABOTNIKA", the journal of the Russian clerks and commercial employees recently brought out a special number for the Communist Women's Congress. The number contained an article on the position of women clerks in Russia, from which we take the following facts: "In comparison with pre-war days, the number of women clerks has increased; in fact, they now make up about one-fourth of the office staffs of the government departments, in co-operative societies and banks, however, they only form 16.5% of the whole. The statistical bureaus have the largest percentage of women workers, namely 33.5%, and next come the Government and Municipal Offices with 69%. Women workers are as a rule not so well qualified as men, and therefore their wages are lower. The difference in salary is often very striking. Thus, while the average salary of a male clerk is 24 roubles 77 kopeks, that of the woman clerk is only 22 rubles, 72 k.

The following is a list of the average salaries attaching to the various classes of workers: male bookkeepers, 52 roubles, 81 kopeks; female bookkeepers 29 roubles, 71 kopeks; male cashiers 27 roubles, 60 kopeks; saleswomen 26 roubles, 69 kopeks; statistical staff (male) 24 roubles, 18 kopeks; female 23 roubles, 52 kopeks; simpler work, 26 roubles, 21 kopeks for men and 18 roubles, 28 kopeks for women.

To put an end to this difference, between the salaries of men and women, the writer of the article recommends women workers to give more attention to their training, and suggests that they should make use of the instruction provided at the Workers' Clubs. The following table shows the different degrees of education attained by the women workers: Illiterates 45%; private teaching 24.5%; elementary school education 29.7%; uncompleted secondary school education 18%; completed secondary school education 35.9%; uncompleted higher education 17%; completed higher education 15%.

## PORTUGAL

## The Portuguese Labor Movement

THE Portuguese Labor movement is as yet without any definite forms, although there are tendencies in more than one direction. In Lisbon, the sections which are in sympathy with the Berlin Syndicalist International are influential, chief among them being the "Confederacao Geral do Trabalho" (General Confederation of Labour). This organization was founded in 1919, and at that time had a membership of 80,000. Now, however, its numbers can scarcely exceed 40,000, and many of its organizations do not pay any contributions.

Before 1919, the Social Democratic workers were organized in the "Uniao Operaria Nacional" (National Labor Union). In Lisbon, being few in number, they could not hold their own against the General Confederation, but in Oporto they have many adherents. In this town there are important unions in which Socialists have the upper hand, and these have never been affiliated with the Syndicalist International. For some trades there are Communist unions, closely connected with the Red International of Labor Unions, but in the General Confederation these are in the minority.

The General Confederation issues a journal "La Batalha" (The Battle) and also various provincial weeklies. The Communists publish twice a week a journal known as "The International". A national Labor Congress will shortly be held in Portugal, and it is quite possible that on this occasion the Socialists and Communists may make common cause against the Syndicalist (or anarchist) movement.

## BRAZIL

## Reactions in Brazil

THE Brazilian Government has suppressed many labor organizations within the last few months. It is now going a step further, and re-establishing the National Labor Council. The Council, which is supposed to be "organizing workers," was set up by a former government; it has no labor representatives, its members being appointed by the Brazilian President; it is therefore easy to imagine what kind of an organization it is which is proposed to take the place of trade unions which have existed for years. It is even reported that this "Labor Council" is to nominate Labor representatives to attend the next International Labor Conference.

There is also agitation in Brazil against the confirmation of Brazil's membership of the League of Nations, on the pretext that it is too expensive. The gentlemen who run Brazil's large-scale industries are, of course, among the most zealous advocates of Brazil's withdrawal from the League.

## MEXICO

## Politics and Trade Unions

TO PREVENT local strikes from being proclaimed by political agitators, the Mexican Federation of Trade Union has ordered that unions must no longer call strikes on their own initiative; they must first of all consult the Executive of the National Centre.



# EDUCATIONAL COMMENT AND NOTES



## The Workers' Educational Policy of the British Trades Union Congress

We wonder how many of our readers are acquainted with the controversy that has been going on for a long time within the English Workers Educational Movement between the National Council of Labor Colleges and the Workers Educational Association for the right to leadership. Both groups claimed the support of the Labor movement. The National Council of Labor Colleges based this on the fact that its president is Mr. Purcell, who is also the Chairman of the General Council of the Trades Union Congress, and the Workers Educational Association proudly points to the fact that its president is Mr. Fred Bramley, who is secretary of the Trades Union Congress.

The blame for this controversy was placed with the Trades Union Congress for its failure to adopt a workers' educational policy. The last

convention of the Trades Union Congress, by resolution, instructed the General Council (Executive Committee) to work out such an educational policy and unify workers educational activities. The result of this was the "Trades Union Congress Educational Scheme" which we are reproducing on this page. The National Council of Labor Colleges, at its annual meeting on May 29-31, will have to act on the T. U. C. scheme.

We are also reproducing from Plets a communication written by George Hicks, Secretary of the Amalgamated Building Trades Union and a member of the General Council of the Trades Union Congress, who is a staunch supporter of the National Council of Labor Colleges. In it he discusses the T. U. C. Educational scheme and advises the National Council of Labor Colleges to accept it.

## The T. U. C. Educational Scheme

The following is the text of the scheme as agreed to by the sub-committee consisting of representatives of the educational bodies (N. C. L. C., W. E. A.), The Labor Colleges (London and Ruskin College) on the T. U. C. General Council Education Advisory Committee. It is to come up for ratification—or otherwise—at the annual conference of the N. C. L. C. at Whitstunite.

1. **Objects**—To provide working class education in order to enable the workers to develop their capacities and to equip them for their Trade Union, Labor and Co-operative activities generally, in the work of securing social and industrial emancipation.

2. **Machinery**—(a) A National Committee of Educational Bodies accepting the above objects and approved by the Trades Union Congress General Council shall be formed in the same way as the present sub-committee but including a Chairman and two other members appointed by the General Council. It is a condition that such educational bodies and their work will be controlled by bona-fide Trade Union, Labor and Co-operative Organizations.

(b) Divisional committees consisting of representatives from the educational bodies carrying on class work and accepting the above objects, plus a Trade Union Chairman approved by the General Council.

3. **Duties of Committee**—(a) To avoid conflict between the various bodies in giving effect to the educational policy of Congress.

(b) To exchange full information concerning classes or other educational work in process or in-contemplation.

(c) To take joint action, where considered desirable, in holding educational conferences, week-end schools, etc.

(d) To report to the General Council through the National Committee concerning the work done in their districts.

(e) To take joint action in making known among Trade Unionists of each district the facilities offered for educational work by the various bodies; to undertake propaganda with a view to extending educational work in the Trade Union Movement,

and also with a view to stimulating the provision of better facilities by Local Educational authorities.

4. **Special Schemes and General Schemes**—Any union may arrange a special educational scheme either direct or through the T. U. C. National Committee with any, or all of the educational bodies represented on the Committee; but in any general Congress scheme of educational work the governing principle shall be that of freedom for the individual trade unionist to choose between the facilities offered by the various bodies recognized by the T. U. C. and forming part of the National Education Committee.

5. **Training Centres**—The Committee recommended: That for the purpose of training: (a) tutors and organizers, and (b) workers for the general activities of the trades union and labor movement, there shall be residential colleges (at present the Labor College, London and Ruskin College) which shall be controlled by the above mentioned National Education Committee. In addition there shall be recognized any special training institutions entirely under the control of any of the educational bodies represented on the National Committee. It was further agreed that, as a general rule, students to be admitted to the training centers shall be drawn from classes and shall have had experience in industry as trade unionists.

6. **Tutors and Organizers**—As far as possible provision shall be made for the training of tutors and organizers by the classes and colleges conducted under the auspices of the National Education Committee and the educational bodies comprising it, and every effort shall be made by the bodies concerned to increase the number of tutors recruited from the ranks of the students as well as to insure that all tutors taking classes are members of their appropriate trade union or professional organization and properly qualified both by knowledge of the subject to be taught, and by sympathy with, and understanding of, the working-class movement.

7. **Rights of Criticism and Propaganda of the Various Organizations**—The above scheme is not to abolish

## An Open Letter to Plebs

Comrades:

The question of the unity of the educational bodies operating within the working class movement is now a very real and pressing one. We have to take full cognizance of the negotiations that have taken place under the auspices of the General Council of the Trades Union Congress, and since the Plymouth Congress, it is evident that something in the nature of a General Educational Policy for the Trade Union Movement is hardening and taking shape.

This fact has got to be realized. The National Council of Labor Colleges must be careful of becoming Ishmaelites in regard to this educational work and policy. We do not want to find ourselves on the outside of the main stream of the working class movement. In accepting the conditions laid down by the Education Advisory Committee of the General Council, we may have to make certain formal concessions—concessions, which, I feel convinced, will, in actual practice, amount to practically nothing. I think we should accept the conditions of the T. U. C. Advisory Committee. Our rightful place—our proper field of work—is inside the general working-class movement. We must be in and of the movement. Indeed, what other alternatives are there?

What is the present position in regard to the London Labour College? The present attitude of its sponsors is one of seeking ways and means for so long maintaining it as a separate unit. Forces are pulling in those two organizations to get out of

the rights of criticism or propaganda of the separate organizations, provided that there shall be mutual abstention from criticism of the good faith of any educational organization recognized by the Trades Union Congress, and forming part of the Joint Committee; nor does it interfere with the rights of Unions to arrange schemes direct with the educational bodies. It is assumed, of course, that the declared objects and policy of the educational bodies are in line with those mentioned above.

8. **General**—(1) That the General Council shall be represented on the Governing Councils of the National Council of Labor Colleges, the Labor College, Ruskin College, and the Workers' Educational Association, so long as the General Council is willing to contribute to these organizations to assist in the educational work they are doing. (Each of the Educational Bodies have submitted proposals as to the extent of such representation.)

(2) That it be the function of the General Council to organized educational work in conjunction with the educational bodies represented on the Trade Union Congress National Education Committee, and, in addition, to provide week-end and summer schools under the auspices of the General Council.

9. **Interpretation of Agreement**—Any question of interpretation arising out of the above agreed scheme of educational work shall be referred to the General Council of the Trades Union Congress for a ruling thereon.

their present liabilities in regard to the college. These forces are sufficiently strong, in my opinion, to be successful unless we can produce a stronger force to hold them. The only conceivable stronger force is the Trades Union Congress. I think their financial equivalent can be obtained, or retained, if the necessary adjustments are made under the control of the General Council.

You will see, according to the scheme of the Advisory Committee (which the object states: "To provide working-class education in order to enable the workers to develop their capacities . . . in the work of securing social and industrial emancipation." That, in itself, gives the N. C. L. C. plenty of latitude, and is a safeguard against the degeneration of the education work along the lines of the W. E. A. Obviously, that implies clear class education for the specific purpose of enabling the workers to end the capitalist system.

The adoption of the scheme provides us with many opportunities of taking advantage of the present sentiments and currents of opinion prevalent in the Trade Union Movement and the Trades Union Congress. Particularly so in regard to unity. Indeed, we would, in my opinion, lay ourselves open to criticism if, while we were actively promoting Trade Union Unity, local, national and international, we opposed the unification of our educational work.

Not only so, but there would be obvious difficulties in maintaining the support of the separate Trade Unions for the N. C. L. C. outside the General Council Scheme. Many of those Unions which are now pledged to develop educational work along the lines of the A. U. B. T. W., the N. U. D. A. W., the A. E. U., etc., would, naturally, accept the jurisdiction of the General Council in preference to an entirely independent line. Nor do I think it at all desirable, in the general interest and progress of the movement, to persist in isolation when the General Council, not the W. E. A., is the leading factor.

We will still have full right of criticism. As paragraph seven says: "The above scheme is not to abolish the rights of criticism or propaganda of the separate organizations, etc."

The W. E. A. League will be free to carry on its work as usual. It will not be bound by the scheme because it will not be one of the contracting parties. I certainly think we would be wise to advise the acceptance of the scheme. The general tendency of the movement is leftwards. The class clarification of the workers' position is proceeding apace. The passing of time can but bring us additional strength, while the untenable position of the W. E. A., with its capitalist State subsidies, must necessarily be correspondingly weakened. If we go into the scheme and link up with the general movement, we will be able to exercise an even wider influence than we are exercising now. Our propaganda will make the position clearer. It is really, in my opinion, a great chance to set the entire working-class educational movement along the lines we desire it to go.

GEORGE HICKS.



## The Week In Local 10

By SAM B. SHENKER

The two main features of the week's news were the opening of the registration office for the registration of workers who are not registered with any shops and for the dissemination of information relating to unemployment insurance, and the submission by the International of additional briefs in support of the union's arguments for the demands advanced by the employers and the union to the Governor's Commission.

### Insurance Registration of Unemployed Begins

The registration office was opened last Monday under the direction of Mr. James A. Corcoran at 6 East 29th Street. Those of the workers who have been without shops or the owners of whose shops have gone out of business or closed down for any other reason will be required to register.

The bulk of the workers who are connected with the fund are presently all listed registered by means of the lists submitted to the directors of the distribution of unemployment insurance. A further check of the lists of the workers of individual shops tending to show whether a worker is entitled to share in the fund and how much he is entitled to is made possible by payroll sheets submitted to the directors of the fund by employers. As a result of the lists submitted and the turning in of the payroll sheets, together with the registration, it is made possible for a complete check of all of the workers relative to the paying out of unemployment insurance to be made. The office, which began functioning last Monday and which will continue to function is also an office for information. Cutters who are not clear as to the operation of the fund and in respect to other matters may secure information at the registration office.

Payments from the fund which will be made through the registration office will begin about the first week in June, according to a decision made by the trustees. It will be obligatory upon the workers to observe the registration rules laid down by the trustees and their assistants in order to be eligible to receive any moneys from the fund.

### Commission Receives Union's Final Brief

A final memorandum containing a complete summary of the union's requests has been submitted to the commission who are engaged at the present time in making a study of the report of the investigating committee relative to making the recommendations public as the union's program for re-organizing the industry.

The main purpose of the final memorandum aims practically at meeting some of the objections raised by the opponents for the Protective and Jobbers' Associations. It is also intended to answer certain criticisms and complaints against the union.

Some of the more important features of the union's program include a minimum guaranteed period of employment for all workers in the inside and sub-manufacturers shops.

The designation of a minimum number of steady sub-manufacturers by each jobber with definite obligation on the part of the jobber towards such sub-manufacturers, including the obligation to furnish them with work, to enable them to give their workers the minimum period of employment requested by the union.

Also included among the important features of the program is the request for an increase in wages and a reduction of working hours from 44 to 40 hours per week.

The proposals on the part of the

employers' associations are: that the manufacturers be given the right to discharge a specified portion of their workers at certain times without right of review on the part of the employees; that the employers be permitted to operate on the piece-work system, and that the associations of employers be given certain advantages over independent employers.

Nothing yet with respect to when the commission may make its hearings public has been hinted at by the commission or any of the organizations concerned. Of course, it was not expected that the recommendations would be made public at this date. The briefs were submitted only about a week ago and it needs a little time to study them. The union can only wait patiently for the final outcome. This is also adopted by all of the organizations.

### Manager Again Gives Greetings

Manager Dubinsky's desire to keep in contact with the union and his anxiety for its welfare and that of the members was expressed in another radiogram which the office received last week.

The radiogram is dated from Lodz, Poland, the home of his parents with whom he is stopping. He expresses appreciation for the news he comes from the office. It is worth-while mentioning, by the way, that before Dubinsky left he expressed a keen desire to be kept in touch with the weekly doings of the union and the trade.

After asking that a wire be sent him with regard to the membership meetings and the conditions of the office, he expresses a desire to be informed of the conference.

He has spent some time visiting the labor unions of Poland and also paid a visit to the "Volkschoole" in Warsaw. His visit, he says, showed him the great needs of the Polish workers. He was greatly inspired by them, saying that the accomplishments towards the education of workers' children are remarkable. Brother Dubinsky finds an economic crisis, poverty and starvation. He closes the message with greetings to the officers, the office staff and the entire membership.

### Special Dress Wage Rate for Decoration Day

Among the new provisions in the dress agreements which were signed last February is a provision that calls upon the employers in the dress trade to pay the workers at the thirty-six hour rate in the event that a legal holiday falls on a Saturday.

This provision will apply naturally apply on Decoration Day, Saturday, May 29th. This means that dress cutters working a full week must receive approximately an extra half day's pay. In consequence of the fact that the dress industry operates on a forty-hour week, the workers in this trade would not be benefited by a legal holiday falling on a Saturday.

Hence, when the agreement in operation at the present time was first discussed by the union's conference committee this was pointed out to the employers. And the union succeeded in securing a demand which would safeguard for the workers the benefits of a holiday falling on a Saturday.

All dress cutters are instructed, therefore, to demand pay at the thirty-six hour rate, and should they fail to secure it, to report to the office, which will take the necessary steps to enforce payment.

In order that the dress cutters may understand this clearly, the instance of a cutter receiving \$50 per week will be given here as an example. A cutter receiving this rate of pay, that is,

\$50 per week, if he works an entire week, must be paid for the forty hours at the thirty-six hour rate, which approximates \$1.25 per hour. Cutters receiving more than \$50 per week should be paid proportionately on the basis of a thirty-six hour week.

### Cloak Cutters Refrain From Work on Decoration Day

According to the provision of the agreement with the associations in the cloak industry and independent employers, Decoration Day, which falls on Saturday, May 30th, is a legal holiday and recognized as such by the agreements. Cutters employed during that week are to refrain from working on a Saturday morning and are to receive a full week's pay if their week begins on Monday. Those men who will be employed only part of the week are to receive pay at the forty-hour weekly rate.

As usual, men found violating this rule by either going in to work or working on that day, will be summoned before the Executive Board and disciplined accordingly.

### Office Activities Quiet

Another week has passed by without any change in the trade as respects work for either the cloak or dress cutters. Brother Nagler, speaking for the cloak trade, expressed the opinion that signs point to the beginning of the season shortly, particularly in the cheaper line. The union's attitude as regards the renewal of the agreements, he thinks, may have something to do with the question as to when the industry will be fully at work.

However, this condition is not entirely hampering the industry from being fully at work. The present time is the normal slack period.

As for work in the dress industry, the same practically may be said. Shops are mainly taken up with the packing of samples and the preparations for the showing of the fall line. It is difficult to say just what the outlook is. Nevertheless, there seems to be activity going on with a view to ushering in the coming season.

The controllers in both the cloak and dress divisions have practically completed their investigations. What they are mainly taken up with right now is the following up of the more questionable types of shops.

Up till now the control merely consisted of a survey. The reports of the controllers were submitted and after their examination the men were ordered to follow up some of the shops in which certain violations were found.

### Protective Shops Violate Agreement

It is interesting to note that during the course of the arguments by representatives of the Protective Association, in which stress was laid upon the undue hardship to which the union subjected their members, that the subject of Lewis & Eisenstein disregarded some of the elementary principles upon which the collective bargaining agreement is based.

After days of investigations, under the direction of Brother Nagler, there came to light the fact that the three cutters of this firm, namely Sam Siegel, N. Grief and J. Scott, are receiving pay for overtime at the rate of time and a half.

When this case came to Nagler's at-

tention and when the facts were established by him, he immediately had the matter taken up with the Protective Association and succeeded in collecting back pay amounting to \$12. The men were summoned before the Executive Board and each fined \$50. It was fortunate for the men that when they were confronted with the evidence they confessed to the charges and did not attempt to evade the fact that they were guilty.

It was this attitude on the part of the men that prompted the Executive Board to impose only a fine. Had these men been stubborn and had they placed any obstacles in the way of the office to make the case against the firm, the penalty without doubt would have been more severe.

Another instance of the manner in which Protective shops observe the agreement is brought out by a complaint lodged against the firm of M. Kaehowitz.

An investigation of this shop developed the fact that the firm's operators were working during the early part of a week and that it was not until the latter part of it that the firm first employed a cutter. The subsequent question which came to mind resulted in the filing of a complaint against the firm to the effect that the boss was doing his own cutting.

The agreement being clear, at this point made without much dispute for the imposition of a fine of a week's wages against the firm.

### Hiring of Non-Union Cutter Brings Fine

Among the many problems which were considered by the Jews conference committee last February, when the new agreement was drawn up, was the question of making the agreement more effective in regard to hiring union workers to do the work of the employers.

In the past when employers would hire cutters who were not members of the union they were not penalized, while the union members, on the other hand, suffered for lack of employment. Hence when the present agreements with the Association and independent employers were entered into, a clause was inserted which called for the penalizing of employers who hired non-union workers.

As a result of the investigations by the controllers, three cases of this sort came to light. The controllers reported to the office, in other words, that three dress employers, members of the association, had hired non-union cutters. These cases were taken up by the writer and no other way was seen by the association than to impose a fine of \$50 against each of the manufacturers who had committed the violation.

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## CUTTERS' UNION, LOCAL 10

REGULAR MEETING ..... Monday, May 25th

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