

## APPENDIX I

### CONSTITUTION OF AMALGAMATED CLOTHING WORKERS OF AMERICA

#### PREAMBLE

The economic organization of Labor has been called into existence by the capitalist system of production, under which the division between the ruling class and the ruled class is based upon the ownership of the means of production. The class owning those means is the one that is ruling, the class that possesses nothing but its labor power, which is always on the market as a commodity, is the one that is being ruled.

A constant and unceasing struggle is being waged between these two classes.

In this struggle the economic organization of Labor, the union, is a natural weapon of offense and defense in the hands of the working class.

But in order to be efficient, and effectively serve its purpose, the union must in its structure correspond to the prevailing system of the organization of industry.

Modern industrial methods are very rapidly wiping out the old craft demarcations, and the resultant conditions dictate the organization of Labor along industrial lines.

The history of the Class Struggle in this country for the past two decades amply testifies to the ineffectiveness of the form, methods, and spirit of craft unionism. It also shows how dearly the working class has paid for its failure to keep apace with industrial development.

The working class must accept the principles of Industrial Unionism or it is doomed to impotence.

The same forces that have been making for Industrial Unionism are likewise making for a closer inter-industrial alliance of the working class.

The industrial and inter-industrial organization, built upon the solid rock of clear knowledge and class consciousness, will put the organized working class in actual control of the system of production, and the working class will then be ready to take possession of it.

#### ARTICLE I

##### *Name and Jurisdiction*

Section 1. This body shall be known as the AMALGAMATED CLOTHING WORKERS OF AMERICA. In it alone is vested the power to establish subordinate Local Unions, and to it is reserved the right to finally determine and adjust all matters of general



importance to the welfare of the various Local Unions or any members thereof, while to the subordinate Unions is conceded the right of making all necessary laws for local self-government, which do not conflict with the laws of the Amalgamated Clothing Workers of America.

Sec. 2. All legislative powers shall be reserved to the Amalgamated Clothing Workers of America duly convened in session; except as hereinafter provided for, its executive and judicial powers, when not in session, shall be vested in the General Executive Board.

## ARTICLE II

### *Headquarters*

Section 1. The headquarters of the Amalgamated Clothing Workers of America shall be in the city of New York, N. Y.

## ARTICLE III

### *General Convention*

Section 1. The Amalgamated Clothing Workers of America shall meet biennially in General Convention on the second Monday in May at ten (10) A.M., at such place as may have been chosen by the last convention and ratified by referendum vote.

Sec. 2. On motion of five (5) Local Unions, no two of which shall be of the same State or province, the place for holding the convention may be changed by a general vote, a two-thirds majority to decide. A special convention can be called in the same manner.

Sec. 3. Local Unions shall be entitled to representation in conventions according to the average membership on which they pay per capita tax for the twenty-four (24) months ending January 30th immediately preceding the convention on the following basis: One (1) delegate for each Local Union of one hundred (100) members or less and one (1) additional delegate for every additional three hundred (300) members. Local Unions having over one thousand (1000) members shall send no less than three (3) delegates and one additional delegate for every additional one thousand (1000) members or majority fraction thereof. Each delegate shall be entitled to one (1) vote for every one hundred (100) members he represents.

Sec. 4. All Local Unions shall be notified by the General Secretary, sixty (60) days before the biennial convention takes place, to elect the number of delegates they are entitled to on the basis of representation.

Sec. 5. Delegates shall be elected at a special meeting of their Local Union, by ballot, not later than March 31st preceding the convention, and a plurality vote shall constitute an election. No person shall be eligible to election as a delegate unless a member of the Amalgamated Clothing Workers of America, who shall have been a member in good standing of the Local Union he represents at least one year immediately preceding the date on which said election is held. At the same time and in the same manner that delegates are

elected, there shall be elected an equal number of alternates. In case of death, resignation, inability or other disqualification of a delegate, the alternate having the highest number of votes at the election shall succeed to vacancy and become the delegate, with all the rights and privileges thereof.

Sec. 6. Delegates shall establish their right to a seat in the convention by credentials signed by the presiding officer and the secretary of the Local Union with the seal of the Local Union.

Sec. 7. Credentials shall be forwarded to the General Secretary by the Secretary of the Local Union immediately after the election of the delegate or delegates.

Sec. 8. Expenses of delegates to the convention shall be paid by the Local Union they represent.

Sec. 9. No Local Union shall be entitled to representation at the biennial convention unless the per capita tax and assessments are paid up to the first day of March preceding the convention, nor unless the Local Union has been organized at least three months prior to the convention.

Sec. 10. In order to provide for the presence of the General President and General Secretary at the next succeeding convention to render their reports, in case they should not be elected as delegates, the expense of their presence shall be taken out of the General Fund of the Amalgamated Clothing Workers of America.

Sec. 11. A quorum for the transaction of business shall consist of two-thirds of the delegates attending the convention. Delegates absent at roll call shall be fined one dollar (\$1.00), unless they are sick or on business for the convention, which fine shall be paid forthwith. The hours of session shall be governed by the respective conventions.

Sec. 12. The convention shall be governed by the following order of business, unless suspended by a two-thirds majority.

### *Order of Business*

1. Call to order by General President.  
Immediately upon his calling the convention to order, and before addresses of welcome are made, the General President shall call for the nomination and election of a Credential Committee of five. That Committee, as soon as elected, shall withdraw to pass upon the credentials presented, and shall submit a report before the first session adjourns.
2. Report of Credential Committee.
3. Roll Call.
4. Report of Officers.
5. Reading of Minutes.
6. Appointment of the following committees: Press, Resolution, Law, Reports of Officers, Appeals and Grievances, Organization, Label and Miscellaneous.
7. Reports of Local Unions.
8. Reports of Committees.
9. Unfinished Business.
10. New Business.
11. Nomination of Officers.
12. Selection of place for next convention.



13. Good and Welfare.

14. Adjournment.

Sec. 13. Secretaries of Local Unions shall send a report of the conditions of the Local Unions to the General Secretary thirty days before the convention, to be printed in the convention number of the Official Journal. The seal of the respective Local Unions, together with the signatures of the President and the Secretary, must be attached to all reports.

#### ARTICLE IV

##### *Referendum Vote—How Taken*

Section 1. Any and all additions and amendments to this constitution adopted at any session of the convention shall not become a law until approved by a majority vote of the general membership. The General Secretary shall submit any and all changes made by the convention to a referendum vote within thirty (30) days after the close of the convention.

Sec. 2. During the interim between conventions any Local Union may propose amendments or additions to the constitution and if five (5) other Local Unions, no two of which shall be of the same State or Province, second the same, the General Secretary shall submit the proposition to a vote of the general membership, and if approved by a majority of the members voting the same shall become a law.

Sec. 3. When the General Executive Board considers a question of sufficient importance, a referendum vote must be ordered, and a two-thirds majority vote shall decide.

Sec. 4. When a referendum vote is ordered each Local Union shall call a special meeting and take action seriatim on all questions submitted for a vote, only members present to be counted.

Sec. 5. The President and Recording Secretary shall carefully record the vote and send the same, under their signatures and the seal of the Local Union, to the General Secretary.

Sec. 6. The General Secretary must issue a referendum ballot, when ordered, within two (2) weeks, and vote of Local Unions to be counted must be received within thirty (30) days from date of issue of any referendum ballot. The result of the referendum shall be published in the official publications of the Amalgamated Clothing Workers of America, in tabulated form.

#### ARTICLE V

##### *General Officers and How Chosen*

Section 1. The General Officers of the Amalgamated Clothing Workers of America shall consist of a General President, a General Secretary, and a General Treasurer. The General Executive Board shall consist of eleven members including the three General Officers.

Sec. 2. The General Executive Board shall meet to attend quarterly sessions during the months of March, June, September and December. Their expenses to be defrayed by the Amalgamated Clothing Workers of America.

Sec. 3. All officers shall be nominated by convention and elected by referendum.

Sec. 4. The convention shall elect a committee of five (5) to act as tellers on balloting for officers.

Sec. 5. No members shall be eligible to election as a General Officer unless at least one year a member of the Amalgamated Clothing Workers of America, in good standing.

#### ARTICLE VI

##### *General President*

Section 1. The General President shall preside over all meetings of the International Convention; attend to disputes between employers and employees; adjust differences between local unions; perform necessary organizing and other work usual to the office of General President. He shall keep a record of the work performed by him and make a detailed report of the same to the convention. All actions of the General President shall be under the direction of the General Executive Board. He shall sign all official documents when satisfied that they are correct. He shall at the end of each week submit to the General Secretary an itemized statement of all moneys expended by him in the interests of the International Union during the said week.

Sec. 2. He shall give bonds to the amount of ten thousand dollars (10,000) in a first class surety company. The cost of the bond to be paid from the funds of the Amalgamated Clothing Workers of America.

Sec. 3. The General President shall devote his entire time to services of the Amalgamated Clothing Workers of America, and shall receive as compensation the sum of four thousand dollars (\$4,000) per annum.

##### *General Secretary*

Section 4. The General Secretary shall keep a correct record of the proceedings of the Convention and publish the same in pamphlet or small book form, preserve all important documents, papers, books, etc., all letters received by him and copies of letters sent on business of the A. C. W. of A. He shall be custodian of the seal of the A. C. W. of A. He shall conduct all correspondence of the A. C. W. of A., and lay the same regularly before the Executive Board and be subject to their direction. He shall receive all moneys due the A. C. W. of A., giving his receipt therefor. He shall keep a correct account of all financial business of the A. C. W. of A., and pay over to the General Treasurer, taking his receipt therefor, all funds in his hands at the end of each month, after paying all claims approved by the General Executive Board. The General Secretary shall have charge of the distribution of the label.

Sec. 5. The General Secretary shall act as Secretary of the General Executive Board. He shall receive all applications for charters, and shall issue the same when approved by the General Executive Board. He shall have power to hire such clerical help as shall be necessary to carry on the business of the A. C. W. of A.



Sec. 6. The General Secretary shall submit a biennial report, with any recommendations he may consider necessary, to the convention, and shall perform all duties devolving upon him under the Constitution or required of him by the General Executive Board.

Sec. 7. The General Secretary shall devote his entire time to the services of the A. C. W. of A., and shall receive as compensation the sum of four thousand dollars (\$4,000) per annum. He shall give bonds to the amount of fifteen thousand dollars (\$15,000), in some first class surety company, the cost of the bond to be paid from the funds of the A. C. W. of A.

Sec. 8. The General Secretary shall keep separate and itemized accounts of postage, telegram, printers' and office expenses. All bills of organizers and general officers must be fully itemized.

Sec. 9. The General Secretary shall issue an itemized monthly financial report to each Local Union. He shall also issue monthly report blanks to the Local Unions with instructions for filling out and returning same.

Sec. 10. The General Secretary shall promptly notify Local Unions when two months in arrears.

#### *General Treasurer*

Sec. 11. The General Treasurer shall, as provided for in Section 4, take charge of funds of the A. C. W. of A. He shall pay all warrants regularly drawn on him by a majority vote of the General Executive Board, and signed by the General Secretary and Chairman of the General Executive Board. He shall not hold in his possession more than two hundred dollars (\$200), and all over that amount he shall deposit within twenty-four (24) hours in some savings or interest paying bank approved by the General Executive Board. He shall give bonds to the amount of twenty thousand dollars (\$20,000) in some first class surety company, the cost of the bond to be paid from the funds of the A. C. W. of A. Should the amount in the bank be in excess of said amount, the said bond shall be increased accordingly. He shall, through the General Secretary, send to the convention a full report of all moneys received and paid out by him, together with any other information of importance to the A. C. W. of A. He shall receive for his service the sum of fifteen dollars (\$15.00) per year.

#### *General Executive Board*

Sec. 12. The General Executive Board shall decide all points of law arising under the jurisdiction of the A. C. W. of A., also claims, grievances and appeals. Such decision shall stand until the next general or special convention of the A. C. W. of A., when, if not reversed, it shall be final.

Sec. 13. They shall have the power to authorize strikes in accordance with this constitution, shall have the general supervision of the affairs of the A. C. W. of A., and fill all vacancies which may occur. The General Executive Board shall present a report to the biennial international Convention, and shall include therein such

recommendations as they may deem to be in the interests of the A. C. W. of A.

Sec. 14. Vacancies on the General Executive Board shall be filled in the following manner: The General Executive Board shall nominate not less than two (2) candidates for each vacancy and submit their names to a referendum vote. The one receiving the highest number of votes shall be elected to fill existing vacancy.

#### ARTICLE VII

##### *Finance*

Section 1. All Local Unions shall pay to the General Secretary a per capita tax of twenty-five (25) cents per month for each member.

Sec. 2. A monthly due stamp shall be issued by the General Secretary, the price of which shall be twenty-five (25) cents each, payable in advance. This stamp must be placed in the official due book of the A. C. W. of A. as a receipt for the per capita tax of each member. Members not having such stamps in their book must be declared in arrears.

Sec. 3. The Financial Secretary of the Local Union shall immediately after the first meeting in each month fill out the monthly report blanks issued by the General Secretary, sign the same, in conjunction with the President and Recording Secretary, and forward it, together with the amount due, to the General Secretary, keeping a duplicate copy on file. All money shall be sent by P. O. money order, express order or check.

Sec. 4. Any Local Union three (3) months in arrears shall be allowed until the seventh day of the fourth month to pay up its arrears; if not then paid the Local Union shall be suspended. The General Secretary shall notify the Local Union when two months in arrears.

Sec. 5. All assessments shall take precedence over per capita tax.

Sec. 6. No bills for expenses incurred in any city shall be paid unless authorized by the General Executive Board.

Sec. 7. All orders for due stamps and supplies, other than labels, must be accompanied by certified check, express or post office money order. Checks not certified will not be accepted.

Sec. 8. Every member of the Amalgamated Clothing Workers of America should be a subscriber to one of the official journals of the Organization, the subscription to be paid with the monthly or weekly per capita. (Resolution No. 88 of Baltimore Convention.)

#### ARTICLE VIII

##### *Trials and Appeals*

Section 1. Any member of the A. C. W. of A. may prefer charges against any member or officer of the A. C. W. of A. Such a charge must be submitted in writing to the Recording Secretary.

Sec. 2. Upon receipt of such charge the Secretary of the Local Union shall refer same to the Executive Board of the Local Union who shall investigate such charge and said Board shall have power



to call for any books or papers, and demand the presence of any witnesses.

Sec. 3. The accused shall have the right in person or attorney (said attorney to be a member in good standing of the A. C. W. of A.) to question all witnesses and to present such evidence bearing on the charges, as to him seems advisable.

Sec. 4. Upon receiving all the evidence from both the accuser and the accused, the Board shall consult in executive session on the same and shall determine the guilt or innocence of the accused upon each charge and report its findings to the Local Union.

Sec. 5. Should any member be dissatisfied with the decision of the Local Union, he may appeal to the District Council or Joint Board within thirty (30) days. If still dissatisfied, he may appeal to the General Executive Board within thirty (30) days.

Sec. 6. Any appeal from the decision of the General Executive Board may be brought before the next general convention, provided appeal is filed with the General Secretary within thirty (30) days after ruling is made.

#### ARTICLE IX

##### *Property*

Section 1. All general and local union officers shall deliver to their successors all properties and moneys of the Local Union or A. C. W. of A., and shall not be released from their bonds until they have done so. Any officer or member who appropriates any funds of the A. C. W. of A. for his own use shall be legally prosecuted.

Sec. 2. Any officer or member of the A. C. W. of A. who knowingly supplies or issues, or aids in illegally supplying or issuing, the union label shall, upon conviction thereof, be legally prosecuted by the General Executive Board, and shall be debarred from membership in the A. C. W. of A.

#### ARTICLE X

##### *Rules Governing Use of Union Label*

Section 1. The label shall be granted to any firm entering into an agreement with a Central Body of the A. C. W. of A., subject to the approval of the General Executive Board.

Sec. 2. The General Secretary of the A. C. W. of A. shall be custodian of the label.

#### ARTICLE XI

##### *Strikes and Lockouts*

Section 1. When any difficulties arise between the members of any Local Union of the A. C. W. of A. and their employers, the officers of the Local Union or Joint Board shall immediately investigate the trouble and try to adjust the differences. If they fail in their effort to settle the trouble, the matter shall at once be

submitted to the Central Body of the A. C. W. of A., whether the members shall be called on strike or not.

Sec. 2. Where there is no Central Body of the A. C. W. of A. the local union shall act as such.

Sec. 3. The result of their deliberation shall be submitted to the General Executive Board immediately for endorsement.

#### ARTICLE XII

##### *Admission of Local Unions*

Section 1. A local union may be organized by seven or more persons employed in the making of clothing.

Sec. 2. They shall apply to the General Secretary for a charter, and shall send sixteen dollars (\$16.00) for charter fee and supplies. On receipt of the charter fee, the General Secretary shall forward the same to the new local union when approved by the General Executive Board.

Sec. 3. Each Local Union shall have its own by-laws as they may consider necessary, provided, however, that they shall not conflict with this Constitution or the by-laws of the Central Body of this organization.

#### ARTICLE XIII

##### *Duties of Local Unions and District Councils*

Section 1. Any Local Union which fails to hold regular meetings for two consecutive months shall forfeit its charter. Seven members shall constitute a quorum.

Sec. 2. Each Local Union shall maintain labor bureaus, join central labor unions and state federations, maintain friendly relations with other labor organizations, and do all in their power to strengthen and promote the Labor Movement.

Sec. 3. Where there are three or more local unions of the A. C. W. of A. in any city or locality they shall form a District Council; said Council shall transact business pertaining to the welfare of the various unions, such as organizing label agitation, and prevent one union from striking without the consent of the said District Council; adjust all local differences, if possible, before the same are referred to the General Executive Board. Such body shall be known as the AMALGAMATED CLOTHING WORKERS' DISTRICT COUNCIL, and shall be entitled to send one (1) delegate to represent it as a central body, with voice and vote at the general convention of the A. C. W. of A. The officers shall be elected for a term of one (1) year.

Sec. 4. District Councils shall be authorized to investigate at all times the financial condition of affiliated Local Unions and shall forward the results of the investigations to the General Executive Board.

Sec. 5. The proper officers of each Local Union shall promptly and properly fill all report blanks furnished them by the General Secretary. Failing to do so for two consecutive months, they shall



be liable to a fine of not more than five dollars (\$5.00) for the first offense.

Sec. 6. They shall produce the books of the Local Union when demanded by a General Officer. Failing to do so within forty-eight (48) hours, the local officers or Union shall be liable to suspension by the General Officer for insubordination.

Sec. 7. The General Secretary shall prepare a local Financial Secretary and Treasurers account book for the use of all Local Unions and all Local Unions shall purchase them and keep their accounts in accord therewith.

Sec. 8. All printing for the General Office and Local Unions to be done in strictly union shops, and shall bear the union label.

Sec. 9. Local Unions desiring financial assistance from the other Local Unions shall send their appeal to the General Secretary. In no case shall one Local Union appeal direct to the other locals attached to the A. C. W. of A., and all moneys contributed by locals shall be through the General Office. Donations to be published in the official paper.

#### ARTICLE XIV

Section 1. The officers of a Local Union shall consist of a President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Sergeant-at-Arms, three Trustees, Guide, three members of Finance Committee, an Executive Board of at least seven members and a correspondent for the Official Paper. They shall be elected semi-annually or annually. Those receiving the highest number of votes shall be declared elected.

Sec. 2. It shall be the duty of the President to preside at all meetings of the organization, preserve order during its deliberations, sign all orders on the Treasurer authorized by the body, appoint all officers not otherwise provided for, enforce the rules and usages as laid down in this Constitution, and transact such other business usual to the office of President.

Sec. 3. It shall be the duty of the Vice-President to perform all duties of the President in the event of his absence. Upon the death, removal or resignation of a President, the Vice-President becomes President until the next regular election. In that event the Vice-President shall be chosen at each meeting.

Sec. 4. It shall be the duty of the Recording Secretary to keep a correct account of the proceedings of the organization, which shall include a report of the Treasurer, the receipts and disbursements of the evening, as well as the number of each voucher issued. The amount of money in the treasury as reported by the Secretary must correspond with the Treasurer's report. He shall keep a special book, in which shall be recorded the names of all persons rejected, suspended or expelled, specifying for what offense each action was taken; conduct the correspondence of the organization and keep on file a copy of the same; have charge of the property not otherwise provided for; be held responsible for their safe keeping and prompt delivery to the successor in office, and perform such other duties as the organization may direct. He shall read all documents and correspondence for the organization and keep the same on file for future

reference. He shall have charge of the seal of the organization and attach the same to all documents requiring authentication, and perform such other duties as are usual to the office.

Sec. 5. It shall be the duty of the Financial Secretary of each Local Union to keep a record of all finances and collect all the money due the Local Union and pay the same to the Treasurer, taking receipt therefor. He shall fill out the monthly report blanks issued by the General Secretary, sign the same in conjunction with the President and Recording Secretary and Treasurer, and forward it, with the necessary finances, to the General Secretary, keeping a duplicate copy on file. He shall prepare and send to the General Secretary a list of the members of the Local Union, also the date of each member's admittance, and the branch of the trade in which each member is engaged. He shall draw all orders for money on the Treasurer, attesting the same by signature, draw up quarterly financial reports and submit the same to the Local Union. He shall, on demand of the Auditor of the General Executive Board, produce his books for examination. At the close of his term of office he shall turn over to his successor all books and other property belonging to the organization which he may have in his possession.

Sec. 6. The Treasurer shall receive all moneys from the Financial Secretary, giving the receipt therefor, and deposit the same in the bank in the name and number of the Local Union. The moneys received must be deposited not later than forty-eight (48) hours thereafter in such bank as the organization may direct, reserving one hundred dollars (\$100) for current expenses; keep a correct account of all moneys received, and pay all bills when properly attested.

Sec. 7. The Treasurer shall be bonded in some reliable surety company to the amount of not less than one thousand dollars (\$1,000), the amount of the bond to be raised when necessary. Cost of the bond to be paid for by the Local Union.

Sec. 8. The Treasurer shall report in writing, at each regular meeting of the Local Union, the money received, paid out, and the amount still on deposit; and deliver to the successor in office all moneys and other property of the organization which he may have in his possession.

Sec. 9. It shall be the duty of the Sergeant-at-Arms to guard the door, inspect membership books, and perform such other duties as are usual to the office.

Sec. 10. It shall be the duty of the Guide to receive and inspect due books of members before opening of the meeting, obtain the names of all candidates in writing, report the same to the meeting, and perform such other duties as are usual to the office.

Sec. 11. It shall be the duty of the Board of Trustees to supervise the funds and property of the organization, and, together with the Treasurer, assume charge of all surplus money, and at least two members of the Board shall countersign all checks drawn on account of the organization from the bank by the Treasurer.

Sec. 12. It shall be the duty of the Finance Committee to examine all bills presented to the organization, and report any irregularity, at the end of each quarter, examine the accounts of the organization, and make the financial report in conjunction with the Financial Secretary.



Sec. 13. No member shall be eligible to any office in the union unless being at least six months a member in good standing.

Sec. 14. The Executive Board shall be composed of at least seven members. They shall transact all business of the organization when it is not in session, faithfully execute the orders of the organization and enforce the same, adopt measures either aggressive or defensive, in the interests of the organization or trade, and recommend such action to the organization as they may deem necessary for its interests. All acts of the Executive Board shall be subject to the ratification of the organization. In cases where a boycott is considered necessary by the local Executive Board, the matter shall be submitted to the General Executive Board or the General Convention, for approval and action.

Sec. 15. It shall be the duty of the correspondent to send semi-weekly reports to the editor of the official paper, all news and items concerning the Local Union, its members and the trade, giving the conditions thereof, and such other items as will be of interest to our members.

#### ARTICLE XV

##### *Membership*

Section 1. A candidate, male or female, to be admitted to membership of a Local Union of the A. C. W. of A., must be not less than sixteen (16) years of age, and employed in the manufacture of clothing.

Sec. 2. The initiation fee charge for members shall be optional with the Local Unions subject to the approval of the General Executive Board.

Sec. 3. Dues for all Local Unions shall not be less than fifty cents per month.

Sec. 4. No person who has been expelled, suspended or stricken from the roll or rejected by any Local Union shall be eligible for membership until all matters are settled to the satisfaction of the Local Union having the grievance against the person.

Sec. 5. No member of the A. C. W. of A. can be a member of more than one Local Union at the same time, or of any other organization of the trade, under a penalty of fine or expulsion by the Local Union of which he was first a member.

Sec. 6. Persons working at the trade in towns where there are not enough to form a Local Union, or where a Local Union has lapsed, shall be allowed to join the nearest Local Union.

Sec. 7. Local Unions shall not charge the difference of initiation fees to members traveling from one locality to another.

Sec. 8. It shall be optional with all Local Unions as to the acceptance of foremen or forewomen to membership.

Sec. 9. No member of the Amalgamated Clothing Workers of America who leaves the organization in order to accept a position as foreman or contractor or in any other capacity as representative of the employers shall be eligible for office, of whatever description, local or otherwise, for five years following the date of his rejoining the organization. (Resolution No. 86, passed by Third Biennial

Convention, May, 1918, Baltimore, Md., and ratified by referendum vote of the membership as an amendment to the Constitution.)

#### ARTICLE XVI

##### *Duties of Members*

Section 1. No member of the A. C. W. of A. shall be allowed to injure the interests of other members by undermining them in wages or in any other willful manner.

Sec. 2. All business of the Local Union shall be kept strictly private from employers, except otherwise ordered by a vote of the Local Union. Any member violating sections 1 or 2 of this article may be punished by fine or expulsion, as the Local Union may decide.

Sec. 3. Members shall keep the Financial Secretary notified of their addresses, and shall attend all meetings of the Local Union, or shop, subject to such penalties as the Local Union may prescribe.

#### ARTICLE XVII

##### *Members in Arrears—Reinstatement*

Section 1. Members who are employed all or part of the time must pay dues monthly, and no member should be permitted to work on the first day of the month unless dues are paid for previous month. Working members are not in good standing who owe one month's dues.

Sec. 2. Members three months in arrears shall stand suspended from all rights and privileges of membership unless his or her dues are remitted by vote of the Local Union. If after three months more the member fails to meet his or her obligation, the name will be dropped from the roll.

Sec. 3. Any member who has been dropped from the roll can be reinstated only by paying the regular initiation fee, together with all the money due the organization at the time his name was dropped from the roll. His application for reinstatement shall be read and laid over until the next meeting, when a majority vote shall be sufficient to accept or reject the applicant.

#### ARTICLE XVIII

##### *Withdrawal of Member*

Section 1. Any member desiring to leave the country or quit the trade shall be allowed to withdraw from membership by paying all debts to date of withdrawal, surrender of his membership book or card and written notice of his withdrawal to the Local Union. The surrendered book or card shall be sent to the General Secretary.

#### ARTICLE XIX

##### *Clearance Card*

Section 1. Any member desiring to travel or transfer his membership shall apply to the Financial Secretary for a clearance card for a stated time, which time shall not exceed three months. This



card shall be null and void, and the member shall be stricken from all rights and privileges and benefits, unless deposited in some Local Union or renewed before expiration.

Sec. 2. No Local Union shall have the right to collect per capita tax of the A. C. W. of A. again for the months paid for on the clearance card. The Local Union issuing the clearance card shall pay to the General Secretary the per capita tax for the member for the time the card holds good, and the member drawing a clearance card shall be considered a traveling member of the Local Union that issued the clearance card until the card is deposited with some other Local Union, when he shall become a member of the Local Union where the clearance card is deposited, and shall pay the Local Union dues from the time the card is deposited. The Recording Secretary of the Local Union receiving the Clearance Card shall immediately notify the Recording Secretary of the Local Union issuing the same.

Sec. 3. Any member depositing a clearance card shall be entitled to attend a meeting of any Local Union.

Sec. 4. Section 3 shall not entitle the member depositing a clearance card to any special sick or other benefits provided by the Local Union without payments of such amounts as the Local Union charges for participation therein, and subject to all special laws governing said benefits.

Sec. 5. Any member not depositing his clearance card within two weeks after arrival in any city or town, if there is a local union in said city or town, shall forfeit the clearance card and all rights and benefits as a member.

Sec. 6. Any member with a clearance card, working in a non-union city, can return the card before its expiration to the Local Union, where it was issued, and draw a new card for another period of time.

Sec. 7. No clearance card shall be granted to any member unless he or she has been a member of the A. C. W. of A. for at least six months.

Resolution No. 88, passed by the Third Biennial Convention, May, 1918, Baltimore, Md., and ratified by referendum vote of the membership as an amendment to the Constitution:

WHEREAS, The official organs of the Amalgamated Clothing Workers of America are published by the General Office in five different languages, English, Polish, Bohemian, Italian and Jewish, and we also expect that a Lithuanian paper will be published soon, therefore be it

RESOLVED, That every member of the Amalgamated Clothing Workers of America become a subscriber to one of the above mentioned papers, and that he or she pay for the subscription while paying the monthly or weekly dues.

## APPENDIX II

### BASIS OF AGREEMENT

*Between Amalgamated Clothing Workers of America and the American Men's and Boys' Clothing Manufacturers' Association of New York.*

(NOTE: There is no formal agreement, but the relations rest upon the three following reports of the Advisory Board.)

#### I

The undersigned, having been designated as an Advisory Board to consider the controversies existing between the Amalgamated Clothing Workers of America and the American Men's and Boys' Clothing Manufacturers Association, which have led to a cessation of the activities of both during the past three months, have met with Messrs. Sidney Hillman, representing the employees, and Max H. Friedman, representing the employers, with a view of arriving at an understanding which would terminate the existing deplorable conditions. They have presented the grievances of their respective organizations. The employees have asked for a curtailment of the hours of work, and a wage increase. The employers are not in accord with the contentions of the employees with respect to these points, and at the same time, have urged the necessity of establishing relations which will bring about better discipline and increased efficiency, and a proper standard of production in the industry.

In the short time that has elapsed since the creation of this Board, it has been impossible to obtain the data and information necessary to the making of satisfactory recommendations with respect to the many important propositions involved, and at the same time to enable an immediate return of the workmen to their employment and the resumption by the employers of their business activities, which is of primary importance. Impressed by the importance of an immediate resumption of the industry, the Board unanimously recommends:

1. The adoption of the 44-hour week to begin from the date when work shall be resumed. In this connection the hope is earnestly entertained that this precedent be recognized throughout the industry, in view of the desirability of bringing about its proper standardization. It would be regarded as unfortunate if the hours of labor should vary in this industry in the several important centers where it is extensively conducted.

2. In view of the absence of any reliable data indicating the existing basis of compensation to the employees, and the cost of living to which they are now subjected, it is impossible to reach any satisfactory conclusion without first obtaining the result of an inquiry and collation of facts by a skilled investigator. It is, therefore, recommended that such an investigator be designated by this Board, at the expense of both parties to this controversy, to



proceed forthwith to make the necessary inquiry and to report the facts as ascertained to the Board for further action.

3. The Board recognizes the importance, to employer and employed alike, of the formulation of principles and the establishment of machinery calculated to carry them into effect, which will result in its improvement as far as efficiency, discipline and production are concerned. To deal adequately with these problems will likewise require careful study by this Board, the assistance and opinions of those who have had experience in dealing with these phases of the problem, and an investigation of the bearings of the various propositions involved upon the industry in general.

Obviously a reasonable time will be required in which to take up this branch of the subject. In the meantime, the only conclusion that the Board has reached is that it will be of essential importance for the parties to agree upon the selection of an Impartial Chairman or Advisor to adjudicate upon the various questions that are certain to arise from time to time in the industry. Whatever plan may be ultimately determined upon will necessarily revolve around such a central figure.

This preliminary report, the Board is unanimously of the opinion that the employees should at once return to their post, and that the employers shall proceed to open their shops for regular operation.

WILLIAM Z. RIPLEY  
LOUIS MARSHALL  
FELIX FRANKFURTER

January 22, 1919.

## II

The undersigned who constitute the Advisory Board designated by the Amalgamated Clothing Workers of America, hereinafter referred to as the Union, and the American Men's and Boys' Clothing Manufacturers' Association, hereinafter referred to as the Manufacturers, have, pursuant to the terms of their Preliminary Report dated January 22, 1919, given further consideration to the various matters in difference between these organizations and especially to those which relate to the formulation of principles and the establishment of machinery calculated to carry them into effect which will tend to improvement, as far as efficiency, discipline and production are concerned. The Board has had the benefit of expert advice and of the arguments of the representatives of the parties affected. Although there are a number of subjects which at the request of the parties are still held under advisement, the Board now makes this Intermediate Report as follows:

### *Contractors.*

While the Board appreciates that the machinery and procedure applicable to the adjustment of problems arising between the Union and the Manufacturers are not in all respects suitable to the determination of the controversies that are likely to arise between the workers and the contractors, it nevertheless deems it desirable to adapt the machinery created for the adjustment of differences between the Manufacturers to the differences that may from time to time exist between the workers and the contractors so far as prac-

ticable. To this end the Board recommends the following procedure for the settlement of conflicts between the latter:

a) In the event that the workers in the shop of any contractor and the employer shall be unable to adjust any difference that may arise between them, it shall, in the first instance, be submitted for decision to the executive officers of the Union.

b) Should the decision rendered by such officers be unsatisfactory to the contractor, an official to be employed jointly by the several Contractors' Association or by such of them as shall seek to avail themselves of the procedure now contemplated, who is to be known as the Contractors' Appeal Agent, shall, with the approval of such officers of the Union, be entitled to appeal on behalf of the contractor, from the decision so rendered to the Impartial Chairman.

c) Should the matter in controversy involve a stoppage of operations in the shop of the contractor which shall have continued for a longer period than three days, the Contractors' Appeal Agent may appeal to the Impartial Chairman on behalf of the contractors, from the decision of the executive officers of the Union without their consent; provided, however, if this procedure shall operate prejudicially to the industry or shall result in multiplying appeals unduly or unreasonably the Impartial Chairman shall have the power to suspend or modify this clause.

d) Upon any appeal taken on behalf of a contractor to the Impartial Chairman, the Manufacturers shall be notified thereof and shall have the right to be heard thereon.

The Contractors' Appeal Agent shall be charged with the duty of promoting harmony between the Contractors and the Workers and so far as possible, shall seek to discourage the taking of a multiplicity of appeals to the Impartial Chairman and shall strive to confine such appeals to cases involving matters of substantial importance.

### *Discipline and Discharge.*

It is recommended that the power of discipline and discharge shall remain with the employers and their agents, subject to the limitations and conditions hereinafter specified and with the understanding that it shall be exercised justly, with extreme care, and for good cause only. In regulation of this power the Manufacturers, with the concurrence of the Advisory Board and subject at all times to the approval of the Impartial Chairman, shall designate a man of high character and standing, to be known as the Employment Agent, whose compensation shall be paid by the Manufacturers and who, among other duties, shall deal with matters relating to the discharge in accordance with the following procedure:

a) The employer shall in each shop maintain a complaint book in which shall be entered all complaints against employees, who shall severally be informed of all entries made therein against them and shall have an opportunity to be heard with respect thereto before the Employment Agent whenever he shall be thereunto requested.

b) No worker shall be suspended by the employer during working hours except in aggravated instances and then only upon agreement to that effect between one of the Executive officers of the Union and the Employment Agent.



c) In all other cases, an employer desiring to discharge an employee shall first give to the latter notice in writing of his intention so to do, with a brief statement of the reason therefor.

d) A duplicate of such notice and statement shall be immediately lodged with the Employment Agent, who shall within twenty-four hours thereafter give a hearing to the parties concerned, and who shall, in the meantime, seek to conciliate the parties.

e) If the Employment Agent shall be of the opinion that the facts presented on such hearing constitute probable cause for discipline, he may, cases of sufficient gravity, and with the sanction of the Impartial Chairman, suspend the worker from employment.

f) In any case either party may appeal to the Impartial Chairman from the decision of the Employment Agent.

g) In the event of a suspension of an employee in the manner aforesaid the Impartial Chairman may, if after hearing the appeal he shall decide that the suspension was unwarranted, direct that the employee shall be reinstated with full pay for the time lost by him in consequence of such suspension.

#### Miscellaneous.

With reference to other subjects submitted to the Advisory Board it recommends that all questions that may from time to time arise with respect to the operation of the hiring system, to the employment of apprentices, to the functions and activities of shop chairmen and their procedure, and to the recognition of a temporary working force in any shop, shall be acted upon in conference between the executive officers of the Union and the Employment Agent.

#### Reserved Matters.

The questions relating to the introduction of new machinery, the distribution of work, and the fixing of the rates of wages, including compensation for overtime, are by consent of the parties reserved for further consideration and are to be made the subject of the final report of the Board.

The recommendations herein contained represent the unanimous action of the Board.

Respectfully submitted,

February 14, 1919.

### III

The Advisory Board designated by the Amalgamated Clothing Workers of America (hereinafter referred to as the Union) and the American Men's and Boys' Clothing Manufacturers' Association (hereinafter referred to as the Manufacturers) rendered a preliminary report dated January 14, 1919, with respect to a portion of the questions submitted for consideration to it.

Mr. Frankfurter having resigned from the Board owing to his departure for Europe, the undersigned Samuel J. Rosensohn has been duly designated to fill the vacancy.

This Board having given further consideration to the matters reserved by the term of its previous report, now makes this final report as follows:

#### The Rate of Wages.

The Board recognizes the difficulties surrounding this subject, due to the uncertainties of business conditions in the immediate future, which may call for an early reconstruction in all industries. It is, however, persuaded that, owing to the continuing high cost of living, coupled with the fact that the clothing industry is at present seasonal in character, under existing conditions a moderate increase in the rate of wages should be allowed to the workers.

Carefully weighing all of the elements which enter into the problem, including the recent reduction of the length of the working day to forty-four hours, and the reduction in output consequent thereon without a corresponding reduction in wages, and for the purpose of establishing a fair and equitable rate, the Board recommends an increase of the present rates of compensation to all day-workers of two dollars weekly, and an increase to piece-workers engaged in pants shops of ten per cent upon the present piece rates, and an increase to piece-workers in knee-pants shops of twelve and one-half per cent on the present piece rates. The foregoing increases shall go into effect on April 1, 1919. This date is fixed because of the fact that the manufacturers have heretofore entered into contracts for the sale of merchandise largely based on the present wage scale.

The Board further recommends that an investigation shall be made under the supervision of the Impartial Chairman on or before October 1, 1919, into the cost of living of the workers and their families, and in the event that such investigation shall disclose the fact that there has occurred a substantial reduction in such cost, such fact shall be deemed to constitute in itself a sufficient ground for a revision of the then existing rates.

As to compensation for overtime and the distribution of work, the Board recommends that these subjects be investigated by the Impartial Chairman, and that after the completion of his inquiry they be made the subject of negotiation between the Union and the Manufacturers.

The Board deems it its duty to give emphatic expression to its conviction that the workers are under the obligation of co-operating with the Manufacturers, to the end that there be assured efficiency in production and adequacy of output. There have unfortunately in the past occurred some serious violations of this principle, the repetition of which threaten the success of the industry, thereby operating to the inquiry of employer and employee alike. A spirit of helpful co-operation and pride of workmanship should be fostered. Its development is essential to the mutual advantage of both interests. The establishment of the various agencies recommended in the previous reports of the Board, it is believed, affords an opportunity to both the Union and the Manufacturers for the stimulation of the free play of those constructive forces in industry which have unfortunately in the past not received due appreciation. The voluntary or deliberate interference with efficiency or reduction of output is a matter of such seriousness as to be regarded as justifying the immediate suspension by the Employment Agent, with the sanction of the Impartial Chairman, and the dismissal by the Impartial Chairman of any worker committing such an act.



*Introducing of New Machinery.*

It was conceded by the Union and the Manufacturers on the hearing before the Board that a proper development of the industry as well as the public interest require the introduction of new and improved machinery from time to time. Due regard for the welfare of the workers, however, makes it important that they shall not alone be made to bear the burden incident to changes in mechanism. To this end, it is recommended that in all cases where such machinery is introduced, employees displaced thereby shall receive an equivalent in employment or otherwise in such manner as shall be determined by the Impartial Chairman.

All questions relating to the introduction of machinery in contractors' shops shall be determined in the manner provided in the Intermediate Report with respect to controversies arising in such shops.

The recommendations herein contained, as well as all recommendations made in previous reports of the Advisory Board, represent its unanimous action.

Respectfully submitted,

Dated, March 4, 1919.

## APPENDIX III

## AGREEMENT

*Cloak, Suit and Skirt Manufacturers' Protective Association with International Ladies' Garments Makers' Union and Joint Board of Cloak Makers' Unions of the City of New York.*

THIS AGREEMENT, made and entered into this 29th day of May, 1919, by and between THE CLOAK, SUIT & SKIRT MANUFACTURERS' PROTECTIVE ASSOCIATION, hereinafter styled the "ASSOCIATION," and THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION, and the JOINT BOARD OF CLOAK MAKERS' UNION OF THE CITY OF NEW YORK, composed of and representing Locals Nos. 1, 3, 9, 10, 11, 17, 21, 23, 35, 64, and 82, all collectively designated as the "UNION," contracting herein for and in behalf of the said Unions and for and in behalf of the members thereof, now employed and hereafter to be employed by the members of the Association.

## WITNESSETH:

WHEREAS, the Association is composed of a large number of manufacturers engaged in the Cloak, Suit and Skirt Industry in the City of New York, and the Union represents the workers in the said trade, and

WHEREAS, the parties hereto desire to establish terms and conditions upon which members of the Union shall work for members of the Association:

Now THEREFORE, The parties hereto agree as follows:

*Mutual Obligations*

1. The Association obligates itself for its members that they will live up in good faith to all the provisions of this agreement. The Union, believing in the principle of "A fair day's labor for a fair day's pay," obligates itself in good faith for all of its members, that they will perform their work conscientiously, faithfully and efficiently.

2. Each member of the Association shall maintain a preferential union shop. A preferential union shop is hereby defined to be a shop in which members of the union in good standing shall be preferred in the hiring and retention of help. The Association agrees that its members will not discriminate in any manner against their workers for Union membership or activity. A Union worker within the meaning of this provision, shall be a worker who proves his union membership to the satisfaction of the employer or his representative, and the shop Chairman.

3. A week's work shall consist of forty-four (44) hours in (6) week days divided as follows: On the first five (5) working



days of the week, work shall begin at 8 A.M. and continue until 5 P.M., with one hour interval for lunch. On Saturdays, work shall be done from 8 A.M. until 12 M. Workers observing Saturday as the day of the Sabbath may work on Sunday instead from 8 A.M. to 12 M.

4. No overtime work shall be exacted or permitted in the manufacture of cloaks and suits between November 15th and December 31st, nor between May 1st and July 15th. Manufacturers engaged in special lines, such as the manufacture of skirts, pile fabrics, linens and summer goods, shall have the right to establish periods different from those above stated, according to the demands of their business, provided that such periods, in all cases, do not exceed eight (8) months in the year.

In the seasons in which overtime is permitted, such overtime shall not exceed ten (10) hours in any week, nor two and one-half (2½) hours in any day, and shall be restricted to the first five working days of the week. Additional overtime shall not be permitted except in cases of emergency, and then only with the consent of the Union.

5. All workers except buttonhole makers shall work by the week. The minimum wage<sup>1</sup> scale shall be as follows:

Cloak and Dress Cutters .....	\$30.00
Skirt Cutters .....	34.50
Sample Makers .....	32.00
Jacket, Coat, Reefer and Dress Operators .....	44.00
Skirt Operators .....	42.00
Piece Tailors .....	38.00
Reefer, Jacket and Coat Finishers .....	35.50
Jacket, Coat and Reefer Finishers' Helpers .....	28.00
Jacket, Coat, Reefer and Dress Upper Pressers .....	36.50
Jacket, Coat, Reefer and Dress Under Pressers .....	32.00
Skirt Upper Pressers .....	32.50
Skirt Under Pressers .....	25.50
Skirt Basters .....	22.00
Skirt Finishers .....	18.00
Drapers .....	24.00
Begraders on Skirts .....	28.00
Girl Begraders .....	24.00
Cloak Bushelers .....	22.00
Bushelers who also do Pinning, Marking and General Work on Garments .....	30.00

Buttonhole makers shall be paid one dollar and ten cents (\$1.10) per hundred buttonholes, employer to furnish machine, silk and finishing: If silk is supplied by the buttonhole maker, the employer shall pay ten cents (10c.) additional, per one hundred buttonholes.

No workers shall receive less than the above scale except those who are deficient in their production by reason of their age or physical condition.

<sup>1</sup> An increase in wages was secured without a strike in January, 1920.

The wages for such workers shall be agreed upon between the employer and the worker, subject to the approval of the Union.

All operators, finishers and piece tailors shall be paid at the rate of time and one-half for overtime. All other classes of workers for whom the last agreement provided that double time shall be paid for overtime, shall receive that rate under this agreement.

All wages shall be paid weekly on a fixed day and in cash.

6. All workers shall be paid for the following legal holidays, to-wit: Washington's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas, and for one-half day of Election Day. And such holidays shall be observed.

Workers may also refrain from work on the first day of May, but without pay.

Italian workers may also refrain from working on Columbus Day, but without pay.

During the week in which a legal holiday occurs, employees working less than a full week shall be paid for the holidays pro rata for the hours worked.

Should any legal holiday fall on a Saturday, the workers who observe Saturday as the Sabbath, shall be allowed to celebrate the Sunday following and be paid for the same.

7. No contracting or sub-contracting within the shop shall be permitted.

No work shall be given to workers to be made at home.

8. There shall be no time contracts between the members of the Association and their workers, either individually or in groups.

9. The employer shall furnish all workers with sewing machines, driven by electric power, and with all material and the requisites of work.

10. All members of the Association shall register with the Association and the Association shall register with the Union, the names and addresses of all contractors whom they employ, or who do work for them.

The Association assumes the following guaranties for the contractors thus to be registered:

That such contractors will operate ten (10) machines and will maintain in their shops proper sanitary conditions to the satisfaction of the Joint Board of Sanitary Control.

That such contractors will maintain the standards of wages, hours, holidays, and other shop standards provided for in this agreement.

That they will pay for work done on garments of members of the Association, and if the contractors should default in the payment of such wages, the Association members will pay to the extent of work done on their garments, provided that notice of default is given to such Association members within one week after such default.

A contractor within the meaning of the above provisions is:

a. One who makes up garments from material delivered to him by a member of the Association in cut form.

b. One who makes up garments from uncut material and who works exclusively for one manufacturer who is a member of this Association.

11. The Joint Board of Sanitary Control existing in the industry shall be continued at joint expense.



12. Should there be a shortage of labor in the industry, and the Union unable to supply the employers with workers, the employers may engage apprentices to make up the deficiency. The wages to be paid to such apprentices as well as the conditions and regulations under which they shall work, shall be determined between the Union and the Association when such emergency arises.

13. The employer may discharge his workers for causes such as:  
Incompetency.  
Misconduct.  
Insubordination in the performance of his work.  
Breach of reasonable rules to be jointly established.  
Soldiering on the job.

14. There shall be no lock-out or strike in the shops of the members of the Association during the period of this agreement, nor shall there be any individual shop lock-out, stoppage or shop strike pending the determination of any complaint or grievance. Should there be a stoppage of work or shop strike in any factory, immediate notice thereof shall be given by the Association to the Union. The Union agrees to return the striking workers to their work within twenty-four hours after the receipt by the Union of such notice, and until the expiration of such time it shall not be deemed that the striking workers have abandoned their employment. The consideration of stoppage cases shall have precedence over all other complaints and grievances arising hereunder.

15. In times when the employer shall be unable to supply his workers with work full time, the available work in the shop shall be divided as equally as possible among all the workers who are competent to do the work, and they shall be paid for the actual time consumed.

Workers may be divided into shifts and alternated.

As to cutters:—When there is insufficient work, the work shall be divided equally by the week. As to pressers:—The managing presser shall be entitled to no more work than the other pressers in the factory.

16. The Association and the Union are in accord that the interests of the industry will be best served by large factory units and to that end fix as a minimum fourteen (14) working machines to a factory organization.

Since the Union has provided in its contract with independent manufacturers for the employment of a minimum of fourteen (14) working machines, the Association will use its best efforts with its members that they increase their plants to the capacity herein stated.

17. The Association will urge its members to make in their inside factories the skirts required for the suit jackets produced in their inside factories; and when suit skirts are made in outside shops, they be sent to as few contractors as possible.

18. Each member of the Association shall have the right in good faith to reorganize his factory. A reorganization in good faith shall mean a bona fide reorganization of the employer's business, necessitated by a permanent curtailment of his business or a fundamental change in the character of his business.

19. No member of the Association shall do work for an independent employer whose workers are on a strike because of the

violation of any of the prescribed standards of this agreement. Nor shall any member of the Association make or cause any work to be made directly or indirectly, in any shop where the Union has declared a strike for violating the standards provided for in this agreement.

20. All complaints, disputes or grievances arising between the parties hereto during the life of this agreement shall be submitted in writing, and the manager of the Association and the manager of the Union, or their deputies, shall in the first instance jointly investigate such complaints, grievances or disputes and attempt an adjustment. Decisions reached by the managers or their deputies shall be binding on the parties hereto.

Should the managers fail to agree, the case in question shall be referred to a Trial Board consisting of one member from each organization and an impartial person who shall be selected from a list of names previously agreed upon between the Union and the Association. The case shall be reviewed upon its merits and the collective agreement shall constitute the basis upon which the decision shall be rendered. No decision shall be used as a precedent for any subsequent case. Discharge cases shall have precedence over all other cases and a decision shall be rendered within forty-eight (48) hours after the complaint in writing has been made, unless the time is extended by mutual consent. A decision of a majority of this Board shall be final and binding upon both sides. If the case involves a discharged worker and the decision of the majority of said Board is in favor of the discharged worker, he shall be reinstated with pay for the time lost by reason of the discharge.

Expenses connected with the said Board shall be borne equally by the parties hereto.

21. Should any member of the Association or the Union fail to comply with any decision of the Chief Clerks, or Trial Board within seventy-two (72) hours after a decision is rendered, said member shall forfeit all benefits and rights of this agreement.

22. Before accepting a new member, the Association shall inform the Union, in writing, of the application. If a strike or dispute is pending between the applicant and the Union at the time, the Union shall give the Association, in writing, full particulars of the nature of the dispute. The Association may undertake to adjust the dispute on the basis of the provisions of this contract. The adjustment, however, shall not conflict with the provisions of the agreement existing between the applicant and the Union.

This agreement shall enter into force on the day of the execution hereof and shall continue to and including the first day of June, 1922.

IN WITNESS WHEREOF the parties hereto have hereunto set their hands and seals the day and year first above written.

This agreement is signed subject to Ratification by the Respective Association and Union.

*In the Presence of:*  
WM. KLEIN

INTERNATIONAL LADIES'  
GARMENT WORKERS'  
UNION.



## APPENDIX

By BENJAMIN SCHLESINGER  
*President.*

And M. SIGMAN,  
*Manager Joint Board.*

SKIRT MANUFACTURERS'  
THE CLOAK, SUIT &  
PROTECTIVE ASSOCIA-  
TION.

By SAUL SINGER,  
*Chairman.*

## APPENDIX IV

## EXAMINATION OF CANDIDATES FOR BUSINESS AGENT

*New York Joint Board, Amalgamated Clothing Workers of America*

February 18, 1920

INSTRUCTIONS: Put name, address, and length of service (if any) in the organization on top of your answer paper. Where question requires a "yes" or "no" answer, answer by "yes" or "no." Be brief in your answers. Examination begins at 3 P.M. sharp and ends at 5 P.M.

*First Paper*

## I

There has been some talk in our trade recently about a so-called "blockade." Are you in favor or opposed to this method? Give reasons for your opinion.

## II

Are you in favor of combining the children's clothing and men's clothing workers into one Joint Board? Give 2 reasons for your answer.

## III

Give one argument in favor of collective bargaining and one against.

## IV

In a shop of 50 workers, 3 workers in a section got together and placed certain demands before the boss. The boss rejected their demands, and they left their jobs. Has the organization a moral right to interfere with their action. Why?

## V

Some members of the Amalgamated are beginning to consider seriously the advisability of our organization entering into co-operative enterprises. Do you believe this will benefit our organization? Give reasons for your answer.

*Second Paper*

## I

There is a tendency on the part of some of our members to shift from one shop to another. Has the organization a right to restrict



## APPENDIX

this tendency? Answer *yes* or *no*. State briefly the principle upon which your opinion is based.

## II

One of Wilson's 14 points was "self-determination of smaller nations." In the light of this principle, is the New York Joint Board justified in trying to amalgamate the custom tailors' local with the other locals? Give reasons for your answer.

## III

The New York Joint Board has contributed several thousands of dollars to the United Labor Education Committee this year. This money comes from the pockets of all the members. Some members are not interested in educational work. What moral right has the organization to tax these members?

## IV

At the last meeting of the Joint Board, a suggestion was made that the organization should refuse to recognize any representative of the employers who is an ex-officer of our union. Do you agree with this proposition? Give reasons for your answer.

## V

What should be the attitude of our organization toward the introduction of new machinery in our industry?

## APPENDIX V

## ATTITUDE TOWARDS LABOR PARTY AND SOCIALIST PARTY

(From report presented to Convention of United Cloth Hat and Cap Makers in 1919.)

The Committee considers the coming into existence of a National Labor Party as a welcome sign of the awakening of even the most conservative elements of Labor to the great problems of the time. The Committee heartily welcomes the organization of labor parties in various cities, as well as the movement for the organization of a National Labor Party. The Committee sees in the coming National Labor Party another great labor power which will, and shall in co-operation with all the other organized elements of the labor movement, presently bring about the full political and industrial democracy to which we all aspire.

The Committee recommends that this Convention express its unanimous sentiments, calling upon all the organized elements of labor to co-ordinate their efforts and work in co-operation. We especially wish to impress upon the labor parties, as well as upon the Socialist Party, the necessity of their finding some way by which the division of labor against itself should be avoided. Labor must be united, and it therefore behooves the Socialist Party and the labor parties, as well as all the other organized groups of the labor movement, to arrange for fraternal and friendly co-operation. Whatever differences with regard to the ultimate issue of the labor struggle that the Labor and Socialist Parties may have, or whatever differences may be between them with regard to the conception of the philosophy of the labor movement, the programs of action, as formulated by both parties, are so much alike that we feel that the Socialist Party and the Labor Party, while conserving their separate identity, could and should co-ordinate their activities, so that there should be no strife among brothers within the ranks of the labor movement.

We further recommend that this Convention call upon all organizations to co-operate with both the Socialist and Labor Parties to the effect that these parties co-ordinate their efforts directly towards the liberation of the working class and towards the establishment of full political and industrial democracy.



## APPENDIX VI

### ATTITUDE TOWARD PIECE WORK

(Report submitted to Convention of United Cloth Hat and Cap Makers of North America in 1919.)

The Committee on Resolutions has given careful consideration to the question of changing the system of work in our industry from piece to week work.

The evils of piece work have been repeatedly demonstrated in the history of the labor movement and could be summarized to consist in the main of the following:

*Piece Work Tends to Lengthen the Hours of Labor.* The piece worker frequently gets the mistaken conception that by working an hour longer he may increase his earnings. Working by piece, the average worker has difficulty to see the importance of shortening the hours of labor, since it seems to him that by working less hours he merely diminishes his opportunity to increase his earnings. On the other hand, the employer under a system of piece work is not interested in saving the time of his employees from being wasted in waiting for work or because of the failure to keep the machines in good condition and repair. The loss of time of the employee is not a loss of time to the employer. The misconception with regard to long hours, created in the minds of the workers by the system of piece work, and the lack of consideration under the system on the part of the employers to provide against loss of time by the workers, both of these conditions in the long run lengthen the hours of labor, and, in any case, create great difficulties in the way of shortening the working hours.

*Piece Work Tends to Shorten the Busy Seasons and Lengthen the Dull Seasons.* Because of the tendency to lengthen the hours of labor, because of the total absence of special overtime rates for piece workers, and because of the almost unavoidable false impression of the piece worker that abnormal speeding up and abnormal hours are in his own interests, the work of the season is sped up and is finished in an abnormally short time. Besides, the easy possibility of getting the work done at the shortest notice without any greater expense involved, makes the manufacturer leave his orders for the very last moment and this tends further to decrease the length of the busy season. Needless to say that the worker does not benefit in the slightest by this speeding up. The volume of work to be done is determined by the conditions of the market and the more is done in the busy season the less is left for the dull season. Moreover, the shortening of the season usually tends to diminish the volume of work in the trade. When the bulk of the work is done during the very short busy season, the tendency is to do very little during the rest of the year and the trade adapts

itself to that condition in such a way that business which could easily have been picked up and for which there may be a real need in the market is neglected and is irreparably lost. Week work, on the contrary, tends to lengthen the busy season and to shorten the dull season. Under a system of week work overtime is connected with greater expenses to the manufacturer, the hours are therefore shorter and the orders must be placed at the earliest possible dates so as to give the manufacturers more time to fill them, which tends to lengthen the busy seasons.

*Piece Work Tends to Increase the Instability of the Condition of the Worker.* Under the system of piece work the earnings of the worker fluctuate a great deal more than under a system of week work. Actual investigations show that the earnings of piece workers fluctuate, even in the busy time, by about twenty-five per cent and in seasonal trades, especially of such an extreme nature as our millinery trade, the fluctuation is much greater. This creates an unstable condition for the worker. The worker cannot possibly arrange his expenses on a scientific basis of average earnings for the entire year, because even during the best weeks the worker earns so little that the earnings are spent as they come in, and in the weeks when the earnings are less it simply means that the worker has to live on so much less and reduce his expenses accordingly. A condition of instability is always prejudicial to the well-being of the workers. It increases the feeling of insecurity and hazard in the workingman's life, it diminishes his vitality and power to fight for better conditions.

*Piece Work Tends to Lower the Standard of Living.* The great fluctuation in the earnings caused by the system of piece work results in lowering the standard of living of the workingman. The standard of living of the workingman is determined not by the weeks of the larger earnings but by those weeks in which the worker is compelled to live on the smallest amount. Under present social conditions of capitalist society there is only one irreducible minimum below which the wages of organized labor cannot fall, and that is the irreducible minimum necessary for the subsistence of the workers under the standard of living of the given trade. When the workingmen in the weeks of the smallest income are compelled to reduce their necessities to the minimum, this minimum becomes the irreducible minimum of the standard of living and the wages have a tendency to be reduced to the level of that minimum. This process may not be so self-evident, but statistics and numerous investigations have proven beyond any reasonable doubt that the fluctuation of earnings in the long run reduce the standard of living to that of the weeks in which the worker gets the smallest earnings.

*Piece Work Tends to Reduce Wages.* By reducing the standard of living piece work reduces the wages. In the present capitalist society the standard of living is one of the main economic factors determining the wages of the workingman. The lower the standard of living the lower the wages, and vice versa. The effects of the reduction of the standard of living are especially dangerous because they increase in a geometric progression. When wages have been reduced as a result of the lowering of the standard of living, the reduced wages bring about a further lowering of the standard of living. This results in a further reduction of wages, which brings



about a further lowering of the standard of living, and so on, ad infinitum.

*Piece Work Interferes with the Exercise of the Collective Will of the Organization.* Under a system of piece work, especially in the trades where the styles are so numerous and where it would be nearly impossible to prepare standardized piece prices for the entire trade, the settlement of piece prices must necessarily be left to shop committees. Instead, therefore, of the organization acting as a unit, with a single collective will, it is practically broken up into as many smaller organizations as there are shops, every one of which acts more or less independently. The actions of the shop committees vary greatly and depend to a great extent upon the accidental composition of the shop committee, upon the intelligence of the members in those committees, upon their devotion to the principles of the organization, upon their experience, firmness and so on. This condition prevents the standardization of the trade and hinders the working out of a common psychology and common will in the entire membership.

*Piece Work Is Prejudicial to the Highest Degree of Solidarity Among the Workers.* The earnings of piece workers vary too much, depending not merely upon their greater or lesser skill, but much more upon accidental conditions, favoritism of foremen, ability of speeding up, and so on. The piece workers, therefore, are quite frequently inclined to overestimate the value of individual effort as against collective effort. Under a system of week work the worker whose demands on life are highest, in order to improve his condition, must ask for the improvement of the condition of the entire group or class of the same workers. That is not necessarily the case under a system of piece work, where single individuals can raise their condition considerably above the general level and therefore do not feel as strongly as the week workers the immediate necessity of devoting all their efforts to the collective struggle for the general improvement of the conditions of the workers. The highest degree of solidarity is therefore best promoted by a system of week work only.

*Piece Work Tends to Interfere with the Concentration of the Efforts of the Organization on the Really Important Issues.* Under a system of piece work the price settlements, with all the squabbles and disputes connected with them, tend to take all the attention of the workers and the organization, gaining an importance which they really have not. Because these little disputes consume the best energies of the most active workers in the trade, the really important issues are removed to the background and frequently lost sight of. In the little daily struggles in connection with the price settlements, the energies and militancy of the workers of the trade are gradually spent, so that the organization meets with greater difficulties when there is a necessity to concentrate upon the battle general. Instead of concentrating all efforts at the moment of the renewal of the collective agreement to gain important concessions from the employers, the organization is compelled, under a system of piece work, to concentrate all efforts to make effective whatever little concessions could be gained at the renewal of the agreements. Under a system of piece work the organized workers are mostly compelled to spend their efforts in an incessant guerrilla warfare during the

existence of the collective agreement instead of concentrating their energies upon a real offensive at the conclusion or renewal of agreements. Under the present social conditions guerrilla warfare in industry injures mainly the workers themselves, while the weakening of the organization for the general offensive is an irreparable loss to the workers. Under a system of week work, the guerrilla warfare during the existence of the agreement is reduced to the minimum and workers can concentrate all their energies and efforts for the preparation for the general offensive at the conclusion or renewal of the agreement, thus assuring substantial gains which, under week work, are safeguarded with a minimum of guerrilla warfare.

*Piece Work Is Prejudicial to the Health of the Workers.* Perhaps the greatest danger of piece work for the people is the undermining influence which it has upon the health of the workers. There is hardly anything more prejudicial to the health than the periodic succession of exhausting work by total idleness. Piece workers, especially in seasonal trades, are incessantly passing from a state of inhuman exertion to a state of almost total inactivity. While this irregularity in the physical effort demanded by the industry from the workers, under present capitalist conditions, is more or less of a general nature, it is not so prevalent and not so dangerous under week work as it is under piece work.

The Committee on Resolutions came to the conclusion that the enumerated evils of the system of piece work prevail both in the cap making and millinery branches of our industry, and perhaps to an even greater degree in the latter than in the former, since the millinery trade is of a more seasonal nature than the cap making. The conditions, however, in these trades, with regard to the changing of the piece work system to the week work system are not the same. While the cap making trade is almost entirely organized and has been so for a considerable number of years, the organization of the millinery trade has been in existence for a shorter period of time. The Committee on Resolutions therefore came to the conclusion that while a change from piece work to week work is an imperative necessity for both branches of our trade, it could and should be introduced at once only in the cap-making trade, leaving the introduction of the week work system in the millinery trade for the time when the propaganda, which is to be started at once, will in the opinion of the General Executive Board have made conditions ripe for this change.

With the above in mind, the Committee recommends the following resolution to be adopted as a substitute for all the resolutions introduced on this subject.