

Hart Schaffner & Marx
Good Clothes Makers

Chicago, September 22, 1919.

Professor James H. Tufts,
University of Chicago,
Chicago, Illinois.

My dear Professor Tufts:-

Replying to inquiry I
have received, copy of which was sent to Mr.
Hillman, of course I can answer only for myself
as representative of the company.

Experienced week-workers in the shops hired
subsequent to July 9th do not participate in the
agreement in any way. The wage of such a person
is subject to voluntary contract between himself
and the company. If piece-workers are transferred
to week-work, it is done only by voluntary arrange-
ment in the individual case and only with the con-
sent of the worker. The agreement of July 9th re-
fers only to workers on the pay-roll to that date
and with no reference to those hired subsequently.

With reference to ^{cutter} ~~those~~ hired subsequent to
July 9th, it is the practice of the company to
employ them at the same rate at which they were
receiving in their last place, with the understand-
ing that the \$37.00 minimum scale will ultimately
apply. If the new-comer exceeds the standard of

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Chicago, September 22, 1939.

Professor James H. Threlkeld,
University of Chicago,
Chicago, Illinois.

My dear Professor Threlkeld:-

Replying to inquiry I

have received, copy of which was sent to Mr.
Kilman, of course I can answer only for myself
as representative of the company.
Experienced workmen in the shop hired
independent to July 25th do not participate in the
agreement in any way. The wage of such a person
is subject to voluntary contract between himself
and the company. If piece workers are transferred
to week-work, it is done only by voluntary arrange-
ment in the individual case and only with the con-
sent of the worker. The agreement of July 25th re-
fers only to workers on the pay roll to that date
and with no reference to those hired subsequently.
With reference to those hired subsequent to
July 25th, it is the practice of the company to
employ them at the same rate at which they were
receiving in their last place, with the understand-
ing that the 25th is a minimum scale with minimum
rate. If the new owner exceeds the standard of

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efficiency for cutters at his salary, the company voluntarily raises his salary to the standard of efficiency which he shows. If the company does not, he has a right to appeal to the Cutters Commission. In case he falls below the standard, you will understand, it is the duty of the Cutters Commission to reduce his salary accordingly, ^{or enforce the standard then his appeal} providing he does not fall below \$37.00 minimum. The company therefore does not fix the salaries of cutters under the arrangement ^{inasmuch as} ~~that~~ they are to be paid same as they received in last position. This agreement, we believe, is universal in this market and is being enforced by the labor managers.

In case of ^{trimmer} ~~spongers~~, the policy of the company awaits the fixing of standard of production by board of arbitration; when such standards are fixed, same rules will apply in the trimming room as now apply in the cutting room. In the meantime, we believe the people hired subsequent to July 9th are receiving the same salary as in their last place.

With reference to spongers, etc., the company is under no contract or limitation with the union except as set forth in the wage adjustment of July 9.

I may be permitted to suggest that the difficulty which has arisen here grows out of the half-hearted

efficiency for cutters at his salary, the company
voluntarily raises his salary to the standard of ef-
ficiency which he shows. If the company does not,
he has a right to appeal to the United States
In case he falls below the standard, you will under-
stand, it is the duty of the United States
to reduce his salary accordingly, providing he does not
fall below \$27.00 minimum. The company therefore
does not fix the salaries of cutters under the
arrangement that they are to be paid same as they
received in last position. This arrangement, we be-
lieve, is universal in this market and is being en-
forced by the labor unions.
In case of employees, the policy of the company
is to fix the salary of standard of production by
board of arbitration; when such standards are fixed,
same rules will apply in the future as now
apply in the cutting room. In the meantime, we be-
lieve the people hired subsequent to July 1st are
receiving the same salary as in their last place.
With reference to employees, etc., the company
is under no contract or obligation with the union
except as set forth in the wage adjustment of July 1st.
I say no permission to suggest that the difficulty
which has arisen here grows out of the half-hearted

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3.

acquiescence in having standards of production in the cutting room. If the Cutters Commission would strictly enforce these standards there would be no difficulty at all because the men would then, new and old, be paid on the same basis as the old, and no man would lose anything by having been absent and off the pay roll even for a long period. Whenever there is a general advance in wages the base in which the production is calculated is also raised; that is to say, if a cutter is raised \$5.00 per week, no extra work is required of him for that reason because the amount of production for the salary \$5.00 higher is no greater than it was at the lower rate. For this reason any cutter who comes in and conforms to the standard of production gets the full benefit of all the increases given by agreement or otherwise because he has the same benefit of the change of base. If the Cutters Commission, therefore, enforces the standards the people who come in subsequent to July 9th come in as safe a position as those who were on the pay-roll on that date. It is only because the Cutters

acquiescence in having standards of production
in the cutting room. If the Cutters Commission
would strictly enforce these standards there
would be no difficulty at all because the man
would then, new and old, be paid on the same
basis as the old, and no man would lose anything
by having been absent and off the pay roll even
for a long period. Whenever there is a general
advance in wages the base in which the produc-
tion is calculated is also raised; that is to
say, if a cutter is raised \$2.00 per week, no
extra work is required of him for that reason
because the amount of production for the salary
\$2.00 higher is no greater than it was at the
lower rate. For this reason any cutter who comes
in and conforms to the standard of production
gets the full benefit of all the increases given
by agreement or otherwise because he has the
same benefit of the change of base. If the Cut-
ters Commission, therefore, enforces the standards
the people who come in subsequent to July 25th
come in at the same position as those who were on the
pay roll on that date. It is only because the Cutters

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Commission in some cases permit cutters to get their full salaries without producing the work required that the old men might have an illegitimate advantage.

I trust that this answers your question.

Very sincerely yours,

Earl Dean Howard

MK/EDH

Harry Campbell & Mary
Good Church Men

Commission in some cases permit others to get
their full salaries without producing the work
required that the old men might have an illegitimate

I trust that this answers your question.

Very sincerely yours,

MR. HENRY

10/15/19

Report of Cutters Commission to Board of Arbitration.

A matter has come to the attention of the Cutters Commission that seems to require some readjustment of the instructions under which the Cutters Commission is operating.

In the last agreement of July 9, 1919, it was provided that periodical increases of \$1.00 per month should be given to those cutters who were receiving less than \$37.00 a week until their wage equalled \$37.00 a week.

When the Cutters Commission came to take up tickets of this class the cutters representative protested against timing of the tickets of these men on basis of their periodical increases. For example - a cutter whose wage was \$31.00 was expected to make a cut, according to company's reckoning, in 83 minutes. As he received his monthly increase the amount of time would steadily decrease until when he reached \$37.00 he would be expected to make a cut in 60 minutes. The union member of the committee protested against this method of timing the tickets, asserting that the periodical increases were in the nature of a graduated increase instead of an immediate increase and that the time of these men should be figured on the same basis as it had hitherto been done when previous increases had been given.

To this the company replies that to figure these tickets on any other basis than the actual wage of the man would be to establish two classes of men in the cutting room. For example - a cutter, who had been receiving \$37.00 when the award was made would not get any advantage by reason of the periodical increase, and yet he would be expected to produce a rate of 60 minutes per cut, while all the men who received periodical increases would not have to equal this rate, and hence, there would be four or five different rates of timing for same wages.

Moreover, the company contends that if one cutter receiving \$37.00 a week is required to turn out a cut in 60 minutes, while another man receiving the same wages may take less time, ranging from 60 to 83 minutes, the 60 minute man will naturally feel the injustice of such an arrangement and will decline in his rate of production to the level of the other man.

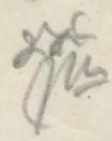
The difficulties of this situation are such as to hamper the operation of the Commission very greatly. The total number of cutters falling in that class will be 145, about a third of the force. Until some rule is laid down by the Board of Arbitration, or by agreement of the company and people, the Commission cannot proceed with its

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work, as we had no basis on which to take up tickets of the cutters receiving periodical increases.

The Trade Board understands that an increase for the cutters is now under discussion which also involves periodical increases. It would seem to be desirable that the parties to the agreement might reach some understanding regarding this question while they are considering the prospective increase.

James Mullenbach.



Page 2.

with, as we had no basis on which to take up details
of the subject receiving particular attention.
The article found weaknesses that were known for the
outlet of new water treatment which also involves pos-
sible dangers. It would seem to be desirable that
the paper to the agreement with regard to water
treatment should be given this question while they are working
on the subject.

James H. H. H.

[Handwritten signature]

1. That was the greatest number of cutters employed in your house during

(a) the Fall season 1907 ? 71

(b) " Spring " 1913 ? 97

(c) " Fall " 1914 ? 85

2. How many cutters had been permanently dropped from the payroll by the end of each of the above seasons, i.e.:

(a) Fall 1907 ? 16

(b) Spring 1913 ? 21

(c) Fall 1914 ? 7

3. That is your practice in regard to

(a) Employing a portion of the cutters during the slack season on cutting samples, cutting patterns, selling etc?

Cut samples & patterns & inspect
sample books, wrapping woolens, etc

(b) loaning cutters to Ready-Made houses? We do so

4. When did you inaugurate 3 (a) ? Many years ago

" " " " 3 (b) ? "

5. (a) Do you make a practice of laying off all your cutters for a period in rotation in each slack season? Yes

(b) If so, has the length of lay off been the same in each season ? No

(c) What was your practice in this respect previous to the signing of the Agreement? Surplus cutters transferred to P.M.

and discharged - Others 2 weeks or less a season

(d) If you made a practice of giving a lay-off to a portion of your cutters before signing the Agreement, on what basis did you make a selection of the men to be laid off? (Not exchanged) Value to the firm

NAME OF FIRM

Ed. V. Price & Co

E. W. Marshall
John M.

1. What was the greatest number of cutters employed in your house during

(a) the Fall season 1907? 71
(b) " Spring " 1913? 97
(c) " Fall " 1914? 82

2. How many cutters had been permanently dropped from the payroll by the end of each of the above seasons, i.e.:

(a) Fall 1907? 6
(b) Spring 1913? 21
(c) Fall 1914? 7

3. What is your practice in regard to

(a) Employing a portion of the cutters during the slack season on cutting samples, cutting patterns, selling etc?

Cut samples & patterns - irregularly
cutting & selling samples & patterns
(b) Lending cutters to Ready-Made houses? No

4. Did you inaugurate 3 (a) ? Yes
" " " 3 (b) ? No

5. Do you make a practice of laying off all your cutters for a period in rotation in each slack season? Yes

(b) If so, has the length of lay off been the same in each season? No

(c) What was your practice in this respect previous to the signing of the Agreement? Same as before

(d) If you made a practice of giving a lay-off to a portion of your cutters before signing the Agreement, on what basis did you make a selection of the men to be laid off? (Not exchanged) Value to the firm

NAME OF FIRM

E. W. Price & Co.

1. What was the greatest number of cutters employed in your house during

(a) the Fall season 1907? X

(b) " Spring " 1913? 62

(c) " Fall " 1914? 41

ending 4/12/13

" 9/26/14

2. How many cutters had been permanently dropped from the payroll by the end of each of the above seasons, i.e.

(a) Fall 1907? X

(b) Spring 1913? none

(c) Fall 1914? none

3. What is your practice in regard to

(a) employing a portion of the cutters during the slack season on cutting samples, cutting patterns, selling etc. We do.

(b) loaning cutters to Ready-Made houses? We do.

4. When did you inaugurate 3 (a) ? We have always done so.

" " " " 3 (b) ? —

5. (a) Do you make a practice of laying off all your cutters for a period in rotation in each slack season? Yes

(b) If so, has the length of lay off been the same in each season? No

(c) What was your practice in this respect previous to the signing of the Agreement ? Yes

(d) If you made a practice of giving a lay-off to a portion of your cutters before signing the Agreement, on what basis did you make a selection of the men to be laid off. (not Exchanged)

Kept better men

NAME OF FIRM

Morris Goldschmidt & Co

Aug 7, 1920.

1. What was the greatest number of cutters employed in your house during

(a) the Fall season 1907? X

(b) " Spring " 1913? 67

(c) " Fall " 1914? 41

2. How many cutters had been permanently dropped from the payroll by the end of each of the above seasons, i.e.,

(a) Fall 1907? X

(b) Spring 1913? none

(c) Fall 1914? none

3. What is your practice in regard to

(a) employing a portion of the cutters during the slack season on cutting samples, cutting patterns, sewing etc. Mr. Co.

(b) loaning cutters to Ready-Made houses? Mr. Co.

4. When did you inaugurate 3 (a) ? Mr. Co.

3 (b) ? " " " "

5. Do you make a practice of laying off all your cutters for a period in rotation in each slack season? Yes

(a) If so, how the length of lay off been the same in each season? Yes

(b) What was your practice in this respect previous to the signing of the Agreement? Mr. Co.

(c) If you made a practice of giving a lay-off to a portion of your cutters before signing the Agreement, on what basis did you make a selection of the men to be laid off. (not Exchanged)

Left better men

NAME OF FIRM Wm. Co.

and 7, 1900

4/12/13
4/26/14

1. What was the greatest number of cutters employed in your house during

- (a) The Fall season 1907? 48
(b) " Spring " 1913? 51
(c) " Fall " 1914? 32

2. How many cutters had been permanently dropped from the payroll by the end of each of the above seasons, i.e.:

- (a) Fall 1907? 4
(b) Spring 1913? 19
(c) Fall 1914? 3

3. What is your practice in regard to

- (a) employing a portion of the cutters during the slack season on cutting samples, cutting patterns, selling etc.

We have always used weekly workers including cutters during dull season on this work.

- (b) loaning cutters to Ready-Made houses? This has been done

with men that we wanted to retain in our organization after

4. When did you inaugurate 3 (a) ?

We always did (a) with the men we retained after permanently reducing forces. Other men besides cutters have been used for this also.

" " " " 3 (b) ?

1911 - with men that we wanted to retain in our organization.

5.

- (a) Do you make a practice of laying off all your cutters for a period in rotation in each slack season? We have

and in addition we have worked short hours. We are working 40 hours at present.

- (b) If so, has the length of lay off been the same in each season? The lay off has been the same but some

men take longer than two weeks.

- (c) What was your practice in this respect previous to the signing of the Agreement? Same as at present.

- (d) If you made a practice of giving a lay-off to a portion of your cutters before signing the Agreement, on what basis did you make a selection of the men to be laid off (not exchanged)

NAME OF FIRM

M. Born & Co.

1. What was the greatest number of cutters employed in your house during

(a) The Fall season 1907 48
(b) " Spring " 1913 51
(c) " Fall " 1914 35

2. How many cutters had been permanently dropped from the payroll by the end of each of the above seasons, i.e.:

(a) Fall 1907 1
(b) Spring 1913 1
(c) Fall 1914 1

3. What is your practice in regard to

(a) employing a portion of the cutters during the slack season on cutting samples, cutting patterns, sewing etc.
Re have always used much more money during the slack season in this work

(b) loaning cutters to Handy-Made houses of the kind you

do not loan cutters to any other kind of business

(c) Re have always used much more money during the slack season in this work

(d) Re have always used much more money during the slack season in this work

(e) Re have always used much more money during the slack season in this work

(f) Re have always used much more money during the slack season in this work

(g) Re have always used much more money during the slack season in this work

(h) Re have always used much more money during the slack season in this work

(i) Re have always used much more money during the slack season in this work

(j) Re have always used much more money during the slack season in this work

(k) Re have always used much more money during the slack season in this work

(l) Re have always used much more money during the slack season in this work

(m) Re have always used much more money during the slack season in this work

(n) Re have always used much more money during the slack season in this work

(o) Re have always used much more money during the slack season in this work

(p) Re have always used much more money during the slack season in this work

(q) Re have always used much more money during the slack season in this work

NAME OF FIRM

W. B. Davis & Co.

1. What was the greatest number of cutters employed in your house during

- (a) the Fall season 1907 ?
(b) " Spring " 1913 ? 25
(c) " Fall " 1914 ? 25

2. How many cutters had been permanently dropped from the payroll by the end of each of the above seasons, i.e.:

- (a) Fall 1907 ?
(b) Spring 1913 ? 5
(c) Fall 1914 ? 5

3. What is your practice in regard to

- (a) Employing a portion of the cutters during the slack season on cutting samples, cutting patterns, selling etc?
We use 2 men to cut samples
2 men on road to sell and some to
cut patterns
(b) loaning cutters to Ready-Made houses? none

4. When did you inaugurate 3 (a) ? 1908 for selling

" " " 3 (b) ? 1912 for sample cutting

5. have at a number of

- (a) Do you make a practice of laying off all your cutters for a period in rotation in each slack season? only in summer
have at times laid off in winter as well
(b) If so, has the length of lay off been the same in each season ? no

- (c) What was your practice in this respect previous to the signing of the Agreement? this has been our
practice for a number of years would
discharge the extra men first then
(d) If you made a practice of giving a lay-off to a portion of your cutters before signing the Agreement, on what is basis did you make a selection of the men to be laid off? rotation
(Not exchanged) the balance

would retain the most efficient men
and lay off balance
A. E. Anderson & Co

NAME OF FIRM

1. What was the greatest number of cutters employed in your house during

(a) the Fall season 1907? _____
(b) " Spring " 1913? 25
(c) " Fall " 1914? 22

2. How many cutters had been permanently dropped from the payroll by the end of each of the above seasons, i.e.:

(a) Fall 1907? _____
(b) Spring 1913? 7
(c) Fall 1914? 3

3. What is your practice in regard to

(a) Employing a portion of the cutters during the slack season on cutting supplies, cutting patterns, selling etc?

(b) Lending cutters to Ready-Made houses? None
I never see need to sell and return to
the men I want to cut samples

4. When did you inaugurate 3 (a) ?

(a) 1908 for sewing
1912 for sample cutting

(b) To you make a practice of laying off all your cutters for a period in rotation in each slack season? Only in summer
have at times laid off a number on week
If so, has the length of lay off been the same in each season? Yes

What was your practice in this respect previous to the signing of the agreement? There has been no

(a) If you make a practice of giving a lay-off to a portion of your cutters before signing the agreement, on what basis did you make a selection of the men to be laid off? Practice for a number of years would
lay off the men who were most
and lay off the men
and lay off the men
and lay off the men

1. What was the greatest number of cutters employed in your house during

- (a) the Fall season 1907 ? About 25
(b) " Spring " 1913 ? " 40
(c) " Fall " 1914 ? " 35

2. How many cutters had been permanently dropped from the payroll by the end of each of the above seasons, 1907?

- (a) Fall 1907 ? 2-3
(b) Spring 1913 ? 2-3
(c) Fall 1914 ? None

3. What is your practice in regard to

- (a) Employing a portion of the cutters during the slack season on cutting samples, cutting patterns, sewing etc?

We employ them for cutting samples, patterns, trimmings, examining sample line and rolling trimmings. Don't know whether we will do the latter this season

- (b) loaning cutters to Ready-Made houses? Yes, but only in a small measure.

4. When did you inaugurate 3 (a) ? About 10-15 years ago

" " " " 3 (b) ? " 1 " "

5. (a) Do you make a practice of laying off all your cutters for a period in rotation in each slack season? Yes, unless we can find work for them.

- (b) If so, has the length of lay off been the same in each season ? Not quite.

(c) What was your practice in this respect previous to the signing of the Agreement? Laid them off

About 2 weeks each season

- (d) If you made a practice of giving a lay-off to a portion of your cutters before signing the Agreement, on what basis did you make a selection of the men to be laid off? (Not exchanged) When we gave cutters a lay off,

we gave it to all of them.

NAME OF FIRM

Chicago Sailing Co.

1. What was the greatest number of outlets employed in your house during

- | | | | |
|-----|---|--------------------|-----------------|
| (a) | " | Tall season 1907 ? | <u>March 28</u> |
| (b) | " | " Spring 1913 ? | <u>40</u> |
| (c) | " | " Tall 1914 ? | <u>36</u> |

2. How many cutters had been permanently dropped from the payroll by the end of each of the above seasons, 1961?

- (a) Fall 1907 ? 1-3
- (b) Spring 1913 ? 1-3
- (c) Fall 1914 ? 1-3

3. What is your practice in regard to

- (a) Applying a portion of the cutters during the afternoon on cutting samples, cutting patterns, etc.

(5) forming criteria to ready-made houses? Yes, but only one
a small measure.

Small white

Wend bbb uoy 8 etsingusai 1 (a) 1 10-11 year old

11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100 101 102 103 104 105 106 107 108 109 110 111 112 113 114 115 116 117 118 119 120 121 122 123 124 125 126 127 128 129 130 131 132 133 134 135 136 137 138 139 140 141 142 143 144 145 146 147 148 149 150 151 152 153 154 155 156 157 158 159 160 161 162 163 164 165 166 167 168 169 170 171 172 173 174 175 176 177 178 179 180 181 182 183 184 185 186 187 188 189 190 191 192 193 194 195 196 197 198 199 200 201 202 203 204 205 206 207 208 209 210 211 212 213 214 215 216 217 218 219 220 221 222 223 224 225 226 227 228 229 230 231 232 233 234 235 236 237 238 239 240 241 242 243 244 245 246 247 248 249 250 251 252 253 254 255 256 257 258 259 260 261 262 263 264 265 266 267 268 269 270 271 272 273 274 275 276 277 278 279 280 281 282 283 284 285 286 287 288 289 290 291 292 293 294 295 296 297 298 299 300 301 302 303 304 305 306 307 308 309 310 311 312 313 314 315 316 317 318 319 320 321 322 323 324 325 326 327 328 329 330 331 332 333 334 335 336 337 338 339 340 341 342 343 344 345 346 347 348 349 350 351 352 353 354 355 356 357 358 359 360 361 362 363 364 365 366 367 368 369 370 371 372 373 374 375 376 377 378 379 380 381 382 383 384 385 386 387 388 389 390 391 392 393 394 395 396 397 398 399 400 401 402 403 404 405 406 407 408 409 410 411 412 413 414 415 416 417 418 419 420 421 422 423 424 425 426 427 428 429 430 431 432 433 434 435 436 437 438 439 440 441 442 443 444 445 446 447 448 449 450 451 452 453 454 455 456 457 458 459 460 461 462 463 464 465 466 467 468 469 470 471 472 473 474 475 476 477 478 479 480 481 482 483 484 485 486 487 488 489 490 491 492 493 494 495 496 497 498 499 500 501 502 503 504 505 506 507 508 509 510 511 512 513 514 515 516 517 518 519 520 521 522 523 524 525 526 527 528 529 530 531 532 533 534 535 536 537 538 539 540 541 542 543 544 545 546 547 548 549 550 551 552 553 554 555 556 557 558 559 560 561 562 563 564 565 566 567 568 569 570 571 572 573 574 575 576 577 578 579 580 581 582 583 584 585 586 587 588 589 590 591 592 593 594 595 596 597 598 599 600 601 602 603 604 605 606 607 608 609 610 611 612 613 614 615 616 617 618 619 620 621 622 623 624 625 626 627 628 629 630 631 632 633 634 635 636 637 638 639 640 641 642 643 644 645 646 647 648 649 650 651 652 653 654 655 656 657 658 659 660 661 662 663 664 665 666 667 668 669 670 671 672 673 674 675 676 677 678 679 680 681 682 683 684 685 686 687 688 689 690 691 692 693 694 695 696 697 698 699 700 701 702 703 704 705 706 707 708 709 710 711 712 713 714 715 716 717 718 719 720 721 722 723 724 725 726 727 728 729 730 731 732 733 734 735 736 737 738 739 740 741 742 743 744 745 746 747 748 749 750 751 752 753 754 755 756 757 758 759 760 761 762 763 764 765 766 767 768 769 770 771 772 773 774 775 776 777 778 779 780 781 782 783 784 785 786 787 788 789 790 791 792 793 794 795 796 797 798 799 800 801 802 803 804 805 806 807 808 809 810 811 812 813 814 815 816 817 818 819 820 821 822 823 824 825 826 827 828 829 830 831 832 833 834 835 836 837 838 839 840 841 842 843 844 845 846 847 848 849 850 851 852 853 854 855 856 857 858 859 860 861 862 863 864 865 866 867 868 869 870 871 872 873 874 875 876 877 878 879 880 881 882 883 884 885 886 887 888 889 890 891 892 893 894 895 896 897 898 899 900 901 902 903 904 905 906 907 908 909 910 911 912 913 914 915 916 917 918 919 920 921 922 923 924 925 926 927 928 929 930 931 932 933 934 935 936 937 938 939 940 941 942 943 944 945 946 947 948 949 950 951 952 953 954 955 956 957 958 959 960 961 962 963 964 965 966 967 968 969 970 971 972 973 974 975 976 977 978 979 980 981 982 983 984 985 986 987 988 989 990 991 992 993 994 995 996 997 998 999 1000 1001 1002 1003 1004 1005 1006 1007 1008 1009 1010 1011 1012 1013 1014 1015 1016 1017 1018 1019 1020 1021 1022 1023 1024 1025 1026 1027 1028 1029 1030 1031 1032 1033 1034 1035 1036 1037 1038 1039 1040 1041 1042 1043 1044 10

(a) Do you make a practice of laying off all your cutters for a period in rotation in each slack season? No, unless we can find it

(b) If you have the length of ray all been the same in each season? *Not quite*

(c) What was your practice in this respect previous to the signing of the Agreement *Take them off*

about 2 weeks had a moon

(b) If you made a practice of giving a lay-off to a portion of your customers before signing the Agreement, on what basis did you make a selection of the men to be laid off? (Not a charge)

we gave it the call of them.

Chicago, Illinois, Co.

NAME OF FIRM

1. What was the greatest number of cutters employed in your house during

(a) the Fall season 1907? not in business

(b) " Spring " 1913? _____

(c) "~~Spring~~ " 1914? _____

50% laid off permanently

2. How many cutters had been permanently dropped from the payroll by the end of each of the above seasons, i.e.

(a) Fall 1907? _____

(b) Spring 1913? _____

(c) Fall 1914? _____

3. What is your practice in regard to

(a) employing a portion of the cutters during the slack season on cutting samples, cutting patterns, selling etc. _____

cut training and patterns

inventories, samples

(b) loaning cutters to Ready-Made houses? about 4 years

(returned) jobs were not kept after

4. When did you inaugurate 3 (a) ? _____

" " " " 3 (b) ? _____

5. (a) Do you make a practice of laying off all your cutters for a period in rotation in each slack season? 7 years or more

(b) If so, has the length of lay off been the same in each season?

7 weeks ea. season

(c) What was your practice in this respect previous to the signing of the Agreement ? _____

see (b)

(d) If you made a practice of giving a lay-off to a portion of your cutters before signing the Agreement, on what basis did you make a selection of the men to be laid off. (not Exchanged)

retained the best men

Banner Tail Co

NAME OF FIRM _____

Past 4 years (not this year) Saturdays 76 without pay July and August - worked not late in overtime.

five weeks
after 1919

NAME OF SMAN

Return the best men

(b) If so, has the length of lay off been the same in each season?

Y weeks or less. Season

period in rotation in each slack season? Do you make a practice of laying off all your cutters for a

When did you immigrate to (a) ?
" " " " (b) ?

(b) Forward letters to Health-Made houses
about it again

(a) employing a portion of the cutters during the slack season on cutting samples, cutting patterns, selling etc.

(a) Fall 1907
(b) Spring 1913
(c) Fall 1914

2. How many cutters had been permanently dropped from the payroll by the end of each of the above seasons? 1.e.

1. What was the greatest number of cutters employed in your house during the Fall season 1907? but in summer

(a) _____

(b) " Spring " 1912 _____

(c) " Fall " 1912 _____

20% less off of previous

Conditions this year are unique. Compare with the conditions in 1914, 1915, 1916, 1917, 1918, 1919.

The December award fixed wages in anticipation of a possible business depression: "In the case of an industry which until recently has been seasonal, and which may again become seasonal; and in which there is no guarantee against unemployment, some greater flexibility in wage variations in order to protect against future hard times is reasonable"

Incidentally, it should be pointed out that there is a world of difference between a slack season and a business depression.

In this ~~xx~~ same clause the Board recognizes, as of course the employers admit, that "there is no guarantee ~~of~~ against unemployment" in this industry. What the Union seeks in this petition is to force a form of unemployment insurance by the use of the impartial machinery

Concerning ~~xx~~ the maintenance of working conditions in force prior to the agreement, the firms wish to point out that at that time they had the unqualified right of discharge, which they employed at the end of the busy season to the benefit of their more efficient workers. The agreement provides for the equal division of work. Does the Union wish to return to ~~all~~ the former working conditions, including the ~~unlimited~~ right of discharge.

The contention of the Union that it has kept its men at work and prevented a large labor turnover among the cutters and trimmers is simply to state that in one respect it has lived up to its simple duty to maintain a degree of stability in the industry.

The right to put on additional apprentices which has been ~~grante~~ granted to some of the firms has no bearing on the present issue but looks to the future. If we could be sure that the present business depression would last for a period of two or three years the contention ~~would~~ would have great weight.

The present state of unemployment among the cutters and trimmers is partly of their own making. It has been brought about in part by their own short-sighted attitude toward production. Not only have ~~they~~ they fallen short of their pre-agreement production but they have failed in most instances to cut up to the standards set by the cutting commission. In the recent period of prosperity the firms have been obliged to resort to every means permissible under the agreement to enlarge their cutting and trimming forces in order to get their work out and provide employment for the tailor shops. The agreement does not permit the discharge of the excess number of workers in the dull season ~~xxxx~~, nor have the firms yet asserted their right to right to reduce their forces during the present business depression. Consequently the industry must divide the available supply of work among a larger number of people than would have been the case had the old standards of production been maintained.

{ Higher
Price }

Pruned men 2 weeks - lay off

Conditions this year are unique. Compare with the conditions in 1914, 1915, 1916, 1917, 1918, 1919.

The December award fixed wages in anticipation of a possible business depression: "In the case of an industry which until recently has been seasonal, and which may again become seasonal, and in which there is no guarantee against unemployment, some greater flexibility in wage variations in order to protect against future hard times is reasonable."

Incidentally, it should be pointed out that there is a world of difference between a slack season and a business depression.

In this case the Board recognizes as of course the employers admit, that there is no guarantee against unemployment in this industry. What the Union seeks in this petition is to force a form of unemployment insurance by the use of the imperial machinery

Concerning the maintenance of working conditions in force prior to the agreement, the firms wish to point out that at that time they had the unqualified right of discharge, which they employed at the end of the busy season to the benefit of their more efficient workers. The agreement provides for the equal division of work. Does the Union wish to return to the former working conditions, including the unqualified right of discharge? The contention of the Union that it has kept its men at work and prevented a large labor turnover among the cutters and trimmers is simply to state that in one respect it has lived up to its simple duty to maintain a degree of stability in the industry.

The right to put on additional apprentices which has been granted to some of the firms has no bearing on the present issue but looks to the future. If we could be sure that the present business depression would last for a period of two or three years the contention would have great weight.

The present state of unemployment among the cutters and trimmers is partly of their own making. It has been brought about in part by their own short-sighted attitude toward production. Not only have they fallen short of their pre-agreement production but they have failed in most instances to cut up to the standards set by the cutting commission. In the recent period of prosperity the firms have been obliged to resort to every means permissible under the agreement to enlarge their cutting and trimming forces in order to get their work out and provide employment for the tailor shops. The agreement does not permit the discharge of the excess number of workers in the dull season next, nor have the firms yet asserted their right to right to reduce their forces during the present business depression. Consequently the industry must divide the available supply of work among a larger number of people than would have been the case had the old standards of production been maintained.

AUGUST 14, 1919.

Certain figures presented by representatives of the Company showed changes in the percentage of efficiency from January to July. Comments or questions as to these changes were invited. Some of the points raised by members of the Commission were in the form of questions, some in the form of opinions.

By Mr. Rissman:

1. Was the drop at about the time of change to new patterns and styles for the new season (some time in May)?
2. Several new men were set at work. Did these get different work from the older men?
3. When was the work on children's clothing introduced, and would this affect the speed?
4. Were there not more models after May 1st which would call for different fittings?

By Mr. Sheckman:

5. More overcoats were made with the change to the new season and there were more models in overcoats. These would affect speed.

By Mr. Weiss:

6. The drop in efficiency, so far as the permanent men were concerned, was due to the fancy models and to the smallness of lots.
7. A change in the timing system. (It was stated in reply to this that the change referred to had been in effect a year and would not affect the drop since January.)

By Mr. Patterson:

8. Intentional restriction of output. Men are cautioned not to work too fast.

By Mr. Albert:

9. It is evident to any observer that men are not continuously busy.

By Mr. Weinberg:

10. It is possible that the idea got abroad that some standard was to be set and hence there was a disposition to work at such a pace as would tend to keep the standard low.

AUGUST 14, 1919.

H. S. & M. COMMISSION ON TRIMMING ROOM.

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1. Was the drop at about the time of change to new patterns and styles for the new season (some time in May)?
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3. When was the work on children's clothing introduced, and would this affect the speed?
4. Were there not more models after May 1st which would call for different fittings?

By Mr. Spackman:

5. More overcasts were made with the change to the new season and there were more models in overcasts. These would affect speed.
6. The drop in efficiency, so far as the permanent men were concerned, was due to the fancy models and to the smallness of lots.
7. A change in the timing system. (It was stated in reply to this that the change referred to had been in effect a year and would not affect the drop since January.)

By Mr. Patterson:

8. Intentional restriction of output. Men are cautioned not to work too fast.

By Mr. Albert:

9. It is evident to any observer that men are not continuously busy.

By Mr. Weinberg:

10. It is possible that the idea got abroad that some standard was to be set and hence there was a disposition to work at such a pace as would tend to keep the standard low.

HART SCHAFFNER & MARX

EARNINGS STATEMENT

SHOWING NUMBER OF FEMALE EMPLOYEES IN ALL SHOPS, GROUPED
ACCORDING TO THEIR EARNINGS BASED ON A 44 HOUR WEEK.

<u>EARNINGS</u>	<u>EMPLOYEES</u>	<u>EARNINGS</u>	<u>EMPLOYEES</u>
\$15.00	63	\$ 43.00	37
16.00	117	44.00	37
17.00	106	45.00	19
18.00	227	46.00	19
19.00	136	47.00	17
20.00	149	48.00	13
21.00	164	49.00	7
22.00	283	50.00	11
23.00	145	51.00	11
24.00	164	52.00	13
25.00	188	53.00	5
26.00	238	54.00	5
27.00	130	55.00	9
28.00	165	56.00	4
29.00	225	57.00	2
30.00	110	58.00	2
31.00	126	59.00	2
32.00	145	60.00	2
33.00	123	61.00	2
34.00	76	62.00	2
35.00	78	64.00	2
36.00	80	65.00	5
37.00	61	66.00	2
38.00	50	67.00	7
39.00	33	71.00	4
40.00	65	74.00	2
41.00	33	75.00	2
42.00	48	78.00	2

SUMMARY

Under \$20.00	649	18%
\$20.00 to \$30.00	1851	49
\$30.00 to \$40.00	882	23
\$40.00 to \$50.00	295	8
\$50.00 to \$60.00	64	2
\$60.00 to \$70.00	22	
\$70.00 to \$80.00	10	

Division of Pay
Roll Statistics
Cost Department
December 12th, 1919.

3773 100%

HART SCHAFFNER & MARX

EARNINGS STATEMENT

SHOWING NUMBER OF MALE EMPLOYEES IN ALL SHOPS, GROUPED.

ACCORDING TO THEIR EARNINGS BASED ON A 44 HOUR WEEK.

<u>EARNINGS</u>	<u>EMPLOYEES</u>	<u>EARNINGS</u>	<u>EMPLOYEES</u>
22.00	63	\$ 53.00	45
23.00	20	54.00	24
24.00	26	55.00	39
25.00	47	56.00	17
26.00	24	57.00	15
27.00	26	58.00	28
28.00	56	59.00	19
29.00	100	60.00	19
30.00	105	61.00	20
31.00	52	62.00	17
32.00	48	63.00	24
33.00	90	64.00	13
34.00	69	65.00	9
35.00	58	66.00	15
36.00	58	67.00	7
37.00	59	68.00	17
38.00	75	69.00	2
39.00	56	70.00	13
40.00	124	72.00	7
41.00	109	73.00	11
42.00	89	74.00	6
43.00	54	75.00	2
44.00	91	76.00	3
45.00	65	78.00	2
46.00	44	79.00	2
47.00	60	80.00	3
48.00	58	81.00	2
49.00	37	82.00	2
50.00	41	84.00	4
51.00	52	93.00	1
52.00	39		

SUMMARY

Under \$30.00	362	15%
\$30.00 to \$40.00	670	30
\$40.00 to \$50.00	731	33
\$50.00 to \$60.00	319	14
\$60.00 to \$70.00	143	6
\$70.00 to \$80.00	49	2
\$80.00 to \$90.00	8	-
\$90.00 to \$100.00	1	-
	<u>2283</u>	100%

Division of Payroll Statistics,
December 13, 1919.

TAILOR SHOP EARNINGS
STATEMENT SHOWING PERCENTAGE OF INCREASE
IN NOVEMBER 1919 OVER 1914 IN FOUR HOUSES

	Percentages	Workers
Hart Schaffner & Marx	116%	6156
Kuppenheimer & Co.	160	2500
Alfred Decker & Cohn	158	1000
Ederheimer Stein Co.	132	762

The above percentages show the increase in wages
for a 44 hour week over a 52 hour week.

E.S. Company's figures are over 1915, figures for
1914 not available.

12/16/19

TAILOR SHOP EARNINGS
STATEMENT SHOWING PERCENTAGE OF INCREASE
IN NOVEMBER 1919 OVER 1917 IN FOUR HOUSES

Workers	Percentages	
6156	116%	Hart Schaffner & Marx
2500	160	Kuppenheimer & Co.
1000	158	Alfred Becker & Cohn
762	152	Eberheimer Stein Co.

The above percentages show the increase in wages
for a 44 hour week over a 52 hour week.
E.S. Company's figures are over 1917. Figures for
1917 not available.

12/16/19

Grouping of Earnings in Tailor Shops without regard to occupation.

MALE EMPLOYEES

	H S & M	K & Co	A D C	J Abt	E S & Co	Total
Under 20	-	85	6	22	2	113
20 - 30	362	240	37	272	72	983
30 - 40	670	383	84	560	86	1783
40 - 50	731	225	(212)	312	84	1564
50 - 60	319	56	(144)	143	78	740
60 - 70	143	5	-	59	18	225
70 - 80	49	4	39	19	1	121
80 - 90	8					
Over 90	1					
Totals	2283	998	522	1387	339	5529

12/16/19

15/16/13

Totals	5582	338	255	1281	222	2253
Over 30	1					
80 - 30	8					
10 - 80	113	1	20	12	1	151
60 - 10	112	2		20	18	552
20 - 60	213	26	111	112	18	170
10 - 20	121	552	515	215	81	1241
20 - 10	610	282	81	260	86	1182
50 - 20	265	510	21	515	15	682
Under 50	-	82	6	55	4	112
	H S & M	K & Co	A D C	1 Vpt	E S & Co	Total

MALE EMPLOYEES

Grouping of Earnings in Tailor Shops without regard to occupation.

Grouping of earnings in Tailor Shops without regard to occupation.

FEMALE EMPLOYEES

	H S & M	K & Co.	A D & C	J. Abt.	E S & Co.	Total
Under 20	649	575	54	327	48	1653
20 - 30	1851	697	(225)	605	210	3588
30 - 40	882	274	190	334	128	1808
40 - 50	295	147	70	84	38	534
50 - 60	64	6	12	13	4	99
60 - 70	22		8	2	1	33
70 - 80	10					10
Totals	3773	1599	559	1365	429	7725

12/16/19

grouping of earnings in letter groups without regard to occupation.

PRIVATE EMPLOYERS

Letter	G & S	J & L	O & D	K & X	M & S	H	OS
1234	84	752	412	272	942		under 50
5678	015	202	253	792	1234		50 - 55
9012	151	412	091	475	588		55 - 60
3456	85	418	07	74	292		60 - 65
7890	4	21	21	2	42		65 - 70
2345	1	5	8		55		70 - 75
6789					01		75 - 80
1011	254	234	222	292	3778		Total

12/21/51

COMPARISON OF EARNINGS IN TAILOR SHOPS

SHOWING PERCENTAGE OF INCREASE IN

AUGUST 1919 OVER THE SAME MONTH IN 1914

This statement includes all employees without regard to sex or occupation and the figures are averages only.

	<u>1919</u>		<u>1914</u>			
	Avg. Earnings Per Hr.	Avg. Earnings. Per 44 Hours	Avg. Earnings Per Hr.	Avg. Earnings Per 52 Hours	Percent Of Incr. Over 1914 Hr. Week	
Factory A	.73	32.12	.28	14.56	160%	121%
Factory B	.71	31.24	.27	14.04	163	122
Factory C	.72	31.68	.29	15.08	150	110
Factory H	.69	30.36	.35	18.20	97	68
Factory K	.69	30.36	.24	12.48	187	143
Average	.71	31.15	.28	14.40	154%	116%

HART SCHAFFNER & MARX,
Division of Payroll Statistics,
December 13, 1919.

COMPARATIVE STATEMENT OF TRIMMERS' RATES

<u>NO.</u>	<u>1915 RATE</u>	<u>PRESENT RATE</u>
2	20.00	35.20
4	17.50	33.10
6	16.00	32.00
7	19.50	33.10
12	25.00	43.00
14	20.50	33.65
24	19.50	32.55
25	22.00	37.50
28	17.00	32.00
46	17.00	33.10
52	18.00	32.00
15	16.00	36.10
64	20.00	37.40
69	14.00	32.00
71	18.50	33.10
79	19.50	33.65
83	18.00	34.00
85	17.00	32.00
88	19.00	33.10
241	16.00	33.10
99	17.00	35.00
102	18.00	32.00
103	15.00	32.00
123	24.00	38.60
125	18.00	34.20
128	15.50	32.00
138	17.50	33.10
143	17.00	34.20
144	21.00	37.30
145	19.00	33.10
157	19.50	34.65
56	12.50	32.35
67	18.50	36.00
1	23.10	36.45
8	14.00	31.80
39	18.00	36.20
63	14.00	35.00
66	12.00	35.00
122	18.00	36.20
86	20.50	34.75
78	17.50	32.00
18	20.50	36.20
26	18.00	33.10
43	13.00	31.80
55	18.00	33.10
68	16.00	32.00
74	12.00	31.80
81	23.00	35.30
86	21.50	34.75
120	12.00	31.70
177	23.00	38.00
11	11.00	31.70
	<u>927.60</u>	<u>1773.00</u>

December 13, 1919.

COMPARATIVE STATEMENT OF PATTERN CUTTERS' RATES

<u>NO.</u>	<u>1915 RATE</u>	<u>PRESENT RATE</u>
3	22.00	37.00
5	26.00	40.00
9	26.00	39.00
19	23.05	37.00
22	29.00	42.35
23	26.00	39.00
42	27.00	41.00
12	7.00	38.00
18	19.00	37.00
24	27.00	40.00
25	23.00	39.00
34	6.50	32.00
45	13.00	37.00
47		
	<u>274.55</u>	<u>498.35</u>

December 13, 1919.

COMPARATIVE STATEMENT OF PATTERN CUTTERS' RATES

NO.	1915 RATE	PRESENT RATE
11	15.00	37.00
12	15.00	35.00
13	15.00	35.00
14	15.00	35.00
15	15.00	35.00
16	15.00	35.00
17	15.00	35.00
18	15.00	35.00
19	15.00	35.00
20	15.00	35.00
21	15.00	35.00
22	15.00	35.00
23	15.00	35.00
24	15.00	35.00
25	15.00	35.00
26	15.00	35.00
27	15.00	35.00
28	15.00	35.00
29	15.00	35.00
30	15.00	35.00
31	15.00	35.00
32	15.00	35.00
33	15.00	35.00
34	15.00	35.00
35	15.00	35.00
36	15.00	35.00
37	15.00	35.00
38	15.00	35.00
39	15.00	35.00
40	15.00	35.00
41	15.00	35.00
42	15.00	35.00
43	15.00	35.00
44	15.00	35.00
45	15.00	35.00
46	15.00	35.00
47	15.00	35.00
48	15.00	35.00
49	15.00	35.00
50	15.00	35.00
51	15.00	35.00
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65	15.00	35.00
66	15.00	35.00
67	15.00	35.00
68	15.00	35.00
69	15.00	35.00
70	15.00	35.00
71	15.00	35.00
72	15.00	35.00
73	15.00	35.00
74	15.00	35.00
75	15.00	35.00
76	15.00	35.00
77	15.00	35.00
78	15.00	35.00
79	15.00	35.00
80	15.00	35.00
81	15.00	35.00
82	15.00	35.00
83	15.00	35.00
84	15.00	35.00
85	15.00	35.00
86	15.00	35.00
87	15.00	35.00
88	15.00	35.00
89	15.00	35.00
90	15.00	35.00
91	15.00	35.00
92	15.00	35.00
93	15.00	35.00
94	15.00	35.00
95	15.00	35.00
96	15.00	35.00
97	15.00	35.00
98	15.00	35.00
99	15.00	35.00
100	15.00	35.00
TOTAL	244.25	198.25

December 15, 1915.

COMPARATIVE STATEMENT OF GUTTERS' RATES

<u>NO.</u>		<u>1915 RATE</u>	<u>PRESENT RATE</u>
4		19.00	37.00
10		18.00	37.00
12		20.00	37.00
13		25.00	41.00
15		25.00	37.35
16		32.00	48.35
17		28.00	39.35
19		25.00	37.35
22		32.00	43.35
25.		27.00	41.35
398		23.00	37.00
29		33.60	45.00
30	1916	13.00	37.00
31		26.00	40.35
32		27.00	39.35
33		23.00	37.00
38		22.00	37.00
40	1916	21.00	37.00
48		27.00	39.35
50		26.00	38.35
51		24.00	40.35
53		27.00	40.35
54		25.00	38.35
55		21.00	38.00
56		23.00	37.00
61		29.00	40.35
62		26.00	37.35
63		22.00	38.00
68		22.00	37.00
70		29.00	40.35
72		25.00	38.35
74	1916	25.00	38.35
75		25.00	41.35
77		21.75	37.00
80		26.00	40.35
81		30.00	43.35
83		31.00	42.35
84		22.00	37.00
85		25.00	37.35
87		26.00	38.35
89		32.00	45.35
91		22.00	39.35
95		23.05	37.00
99		30.00	41.35
100		26.00	38.35
101		16.00	36.35
102		19.00	37.35
379		26.00	37.35
107		17.00	37.00
108		27.30	40.65
110		28.00	39.35
112		20.00	37.00

COMPARATIVE STATEMENT OF CUTTERS' RATES

NO.	1919 RATE	PRESENT RATE
1	19.00	37.00
10	18.00	37.00
12	20.00	37.00
13	25.00	37.00
15	25.00	37.00
16	25.00	37.00
17	28.00	37.00
19	25.00	37.00
22	25.00	37.00
25	27.00	37.00
26	27.00	37.00
27	27.00	37.00
28	27.00	37.00
29	27.00	37.00
30	27.00	37.00
31	27.00	37.00
32	27.00	37.00
33	27.00	37.00
34	27.00	37.00
35	27.00	37.00
36	27.00	37.00
37	27.00	37.00
38	27.00	37.00
39	27.00	37.00
40	27.00	37.00
41	27.00	37.00
42	27.00	37.00
43	27.00	37.00
44	27.00	37.00
45	27.00	37.00
46	27.00	37.00
47	27.00	37.00
48	27.00	37.00
49	27.00	37.00
50	27.00	37.00
51	27.00	37.00
52	27.00	37.00
53	27.00	37.00
54	27.00	37.00
55	27.00	37.00
56	27.00	37.00
57	27.00	37.00
58	27.00	37.00
59	27.00	37.00
60	27.00	37.00
61	27.00	37.00
62	27.00	37.00
63	27.00	37.00
64	27.00	37.00
65	27.00	37.00
66	27.00	37.00
67	27.00	37.00
68	27.00	37.00
69	27.00	37.00
70	27.00	37.00
71	27.00	37.00
72	27.00	37.00
73	27.00	37.00
74	27.00	37.00
75	27.00	37.00
76	27.00	37.00
77	27.00	37.00
78	27.00	37.00
79	27.00	37.00
80	27.00	37.00
81	27.00	37.00
82	27.00	37.00
83	27.00	37.00
84	27.00	37.00
85	27.00	37.00
86	27.00	37.00
87	27.00	37.00
88	27.00	37.00
89	27.00	37.00
90	27.00	37.00
91	27.00	37.00
92	27.00	37.00
93	27.00	37.00
94	27.00	37.00
95	27.00	37.00
96	27.00	37.00
97	27.00	37.00
98	27.00	37.00
99	27.00	37.00
100	27.00	37.00
101	27.00	37.00
102	27.00	37.00
103	27.00	37.00
104	27.00	37.00
105	27.00	37.00
106	27.00	37.00
107	27.00	37.00
108	27.00	37.00
109	27.00	37.00
110	27.00	37.00
111	27.00	37.00
112	27.00	37.00

rate

rate

rate

CUTTERS' RATES CONT'D

<u>NO.</u>		<u>1915 RATE</u>	<u>PRESENT RATE</u>
113	1916	23.00	40.00
115		28.50	40.85
116		27.00	38.35
118		23.00	40.35
123		30.00	41.35
124		25.00	37.35
126		34.00	47.35
128		26.00	38.35
413		11.00	37.00
133		29.00	43.35
134		24.00	37.35
430		20.00	37.00
141		22.00	37.35
388		20.00	37.35
153		18.00	37.00
157		26.00	37.35
164		27.00	39.35
172		27.00	40.35
220		29.00	41.35
221		32.00	42.35
354		25.00	37.00
247		26.00	37.35
207		24.00	37.00
235		27.00	38.35
301		25.00	37.00
630		21.00	37.00
877		25.00	37.35
830		8.00	37.35
636		28.00	39.35
236		30.00	41.35
904		29.00	40.35
260		19.90	37.00
238		23.00	37.00
307		18.00	37.00
334		32.00	42.35
222		33.00	45.35
223		30.40	41.75
806		22.00	37.00
216	1916	10.00	37.00
517	1916	23.00	37.00
582	1916	29.00	40.35
633		15.00	37.00
416		29.00	40.35
234		28.00	42.35
196		15.00	37.00
183		23.00	38.35
215		26.00	38.35
212		26.00	38.35
281		26.00	38.35
859		22.00	37.00
829		26.00	37.35
838		24.00	40.35
846		25.00	38.35
387		15.00	37.00

CUTTERS' RATES CONT'D

NO.	1912 RATE	1912 RATE	PRESENT RATE
113	25.00	25.00	40.00
112	25.00	25.00	40.00
111	25.00	25.00	40.00
110	25.00	25.00	40.00
109	25.00	25.00	40.00
108	25.00	25.00	40.00
107	25.00	25.00	40.00
106	25.00	25.00	40.00
105	25.00	25.00	40.00
104	25.00	25.00	40.00
103	25.00	25.00	40.00
102	25.00	25.00	40.00
101	25.00	25.00	40.00
100	25.00	25.00	40.00
99	25.00	25.00	40.00
98	25.00	25.00	40.00
97	25.00	25.00	40.00
96	25.00	25.00	40.00
95	25.00	25.00	40.00
94	25.00	25.00	40.00
93	25.00	25.00	40.00
92	25.00	25.00	40.00
91	25.00	25.00	40.00
90	25.00	25.00	40.00
89	25.00	25.00	40.00
88	25.00	25.00	40.00
87	25.00	25.00	40.00
86	25.00	25.00	40.00
85	25.00	25.00	40.00
84	25.00	25.00	40.00
83	25.00	25.00	40.00
82	25.00	25.00	40.00
81	25.00	25.00	40.00
80	25.00	25.00	40.00
79	25.00	25.00	40.00
78	25.00	25.00	40.00
77	25.00	25.00	40.00
76	25.00	25.00	40.00
75	25.00	25.00	40.00
74	25.00	25.00	40.00
73	25.00	25.00	40.00
72	25.00	25.00	40.00
71	25.00	25.00	40.00
70	25.00	25.00	40.00
69	25.00	25.00	40.00
68	25.00	25.00	40.00
67	25.00	25.00	40.00
66	25.00	25.00	40.00
65	25.00	25.00	40.00
64	25.00	25.00	40.00
63	25.00	25.00	40.00
62	25.00	25.00	40.00
61	25.00	25.00	40.00
60	25.00	25.00	40.00
59	25.00	25.00	40.00
58	25.00	25.00	40.00
57	25.00	25.00	40.00
56	25.00	25.00	40.00
55	25.00	25.00	40.00
54	25.00	25.00	40.00
53	25.00	25.00	40.00
52	25.00	25.00	40.00
51	25.00	25.00	40.00
50	25.00	25.00	40.00
49	25.00	25.00	40.00
48	25.00	25.00	40.00
47	25.00	25.00	40.00
46	25.00	25.00	40.00
45	25.00	25.00	40.00
44	25.00	25.00	40.00
43	25.00	25.00	40.00
42	25.00	25.00	40.00
41	25.00	25.00	40.00
40	25.00	25.00	40.00
39	25.00	25.00	40.00
38	25.00	25.00	40.00
37	25.00	25.00	40.00
36	25.00	25.00	40.00
35	25.00	25.00	40.00
34	25.00	25.00	40.00
33	25.00	25.00	40.00
32	25.00	25.00	40.00
31	25.00	25.00	40.00
30	25.00	25.00	40.00
29	25.00	25.00	40.00
28	25.00	25.00	40.00
27	25.00	25.00	40.00
26	25.00	25.00	40.00
25	25.00	25.00	40.00
24	25.00	25.00	40.00
23	25.00	25.00	40.00
22	25.00	25.00	40.00
21	25.00	25.00	40.00
20	25.00	25.00	40.00
19	25.00	25.00	40.00
18	25.00	25.00	40.00
17	25.00	25.00	40.00
16	25.00	25.00	40.00
15	25.00	25.00	40.00
14	25.00	25.00	40.00
13	25.00	25.00	40.00
12	25.00	25.00	40.00
11	25.00	25.00	40.00
10	25.00	25.00	40.00
9	25.00	25.00	40.00
8	25.00	25.00	40.00
7	25.00	25.00	40.00
6	25.00	25.00	40.00
5	25.00	25.00	40.00
4	25.00	25.00	40.00
3	25.00	25.00	40.00
2	25.00	25.00	40.00
1	25.00	25.00	40.00

1912

1912
1912
1912

GUTTERS' RATES CONT'D

<u>NO.</u>		<u>1915 RATE</u>	<u>PRESENT RATE</u>
578		20.00	37.00
857		24.00	37.35
835		23.00	37.00
839		25.00	37.00
304		23.00	38.35
237		18.00	37.00
842		28.00	41.35
502		20.00	37.00
503		24.00	37.35
506		29.00	40.35
511		25.00	37.00
514		37.00	47.35
826		24.00	37.00
836		26.00	39.35
522		22.00	38.35
525		21.00	37.00
526		21.00	37.00
527		25.00	37.35
813		23.00	37.00
529		23.10	37.00
530		18.00	37.00
814		23.00	37.00
535		26.00	37.35
536		29.00	40.35
537		17.00	37.00
539		29.00	42.35
541		30.00	42.35
542		24.00	37.00
543		26.00	37.35
544	1916	9.00	37.00
518		21.00	37.00
847		27.00	38.35
545		26.00	37.35
548		7.00	37.00
815	1916	18.00	37.00
553		27.00	39.35
554		38.00	49.35
390		29.00	41.35
558		23.00	37.00
811		21.00	38.00
560		27.00	38.35
828		21.00	37.35
564		26.00	37.35
565		25.00	37.00
566		34.65	47.00
568		22.00	37.00
394		31.00	44.00
570		22.00	37.00
572		27.00	38.35
574		23.05	37.00
576		20.95	37.00
577		24.00	37.00
580		21.00	37.00
583		24.00	37.35

CUTTERS' RATES CONT'D

NO.	1912 RATE	PRESENT RATE
578	20.00	27.00
579	21.00	27.35
580	22.00	27.00
581	22.00	27.00
582	22.00	27.00
583	22.00	27.00
584	22.00	27.00
585	22.00	27.00
586	22.00	27.00
587	22.00	27.00
588	22.00	27.00
589	22.00	27.00
590	22.00	27.00
591	22.00	27.00
592	22.00	27.00
593	22.00	27.00
594	22.00	27.00
595	22.00	27.00
596	22.00	27.00
597	22.00	27.00
598	22.00	27.00
599	22.00	27.00
600	22.00	27.00
601	22.00	27.00
602	22.00	27.00
603	22.00	27.00
604	22.00	27.00
605	22.00	27.00
606	22.00	27.00
607	22.00	27.00
608	22.00	27.00
609	22.00	27.00
610	22.00	27.00
611	22.00	27.00
612	22.00	27.00
613	22.00	27.00
614	22.00	27.00
615	22.00	27.00
616	22.00	27.00
617	22.00	27.00
618	22.00	27.00
619	22.00	27.00
620	22.00	27.00
621	22.00	27.00
622	22.00	27.00
623	22.00	27.00
624	22.00	27.00
625	22.00	27.00
626	22.00	27.00
627	22.00	27.00
628	22.00	27.00
629	22.00	27.00
630	22.00	27.00
631	22.00	27.00
632	22.00	27.00
633	22.00	27.00
634	22.00	27.00
635	22.00	27.00
636	22.00	27.00
637	22.00	27.00
638	22.00	27.00
639	22.00	27.00
640	22.00	27.00
641	22.00	27.00
642	22.00	27.00
643	22.00	27.00
644	22.00	27.00
645	22.00	27.00
646	22.00	27.00
647	22.00	27.00
648	22.00	27.00
649	22.00	27.00
650	22.00	27.00
651	22.00	27.00
652	22.00	27.00
653	22.00	27.00
654	22.00	27.00
655	22.00	27.00
656	22.00	27.00
657	22.00	27.00
658	22.00	27.00
659	22.00	27.00
660	22.00	27.00
661	22.00	27.00
662	22.00	27.00
663	22.00	27.00
664	22.00	27.00
665	22.00	27.00
666	22.00	27.00
667	22.00	27.00
668	22.00	27.00
669	22.00	27.00
670	22.00	27.00
671	22.00	27.00
672	22.00	27.00
673	22.00	27.00
674	22.00	27.00
675	22.00	27.00
676	22.00	27.00
677	22.00	27.00
678	22.00	27.00
679	22.00	27.00
680	22.00	27.00
681	22.00	27.00
682	22.00	27.00
683	22.00	27.00
684	22.00	27.00
685	22.00	27.00
686	22.00	27.00
687	22.00	27.00
688	22.00	27.00
689	22.00	27.00
690	22.00	27.00
691	22.00	27.00
692	22.00	27.00
693	22.00	27.00
694	22.00	27.00
695	22.00	27.00
696	22.00	27.00
697	22.00	27.00
698	22.00	27.00
699	22.00	27.00
700	22.00	27.00

late

late

CUTTERS' RATES CONT'D

<u>NO.</u>		<u>1915 RATE</u>	<u>PRESENT RATE</u>
584		21.00	37.00
585		25.00	37.00
206		14.00	37.00
588		30.00	41.35
589		28.00	42.35
403		28.00	39.35
594		22.00	37.00
597		19.00	39.35
598		18.00	37.00
599		18.00	37.00
600		26.00	39.35
602	1916	8.00	38.35
447		23.00	37.00
229		19.00	37.00
608		26.00	39.35
609		22.00	37.00
610		29.00	43.35
614		22.00	37.35
616		15.00	37.00
617		30.40	47.35
618	1916	28.00	40.35
621		25.00	37.35
622		27.00	46.35
625		26.00	38.35
573		24.00	38.00
626		7.00	38.00
628		25.20	37.35
634		33.00	44.35
637		16.00	37.00
211		24.00	37.35
640		30.00	42.35
641		21.00	37.00
642		22.00	37.00
643		17.00	37.00
645		13.00	37.00
204		21.00	37.00
648		26.00	37.35
820		13.00	35.35
650		27.00	38.35
652		23.00	37.00
653		27.00	39.35
655		28.00	39.35
656		25.00	38.35
657		24.00	37.35
658		24.00	38.35
659	1916	22.00	37.00
660		15.00	38.35
661		28.00	42.35
420		21.00	37.00
393		16.00	37.00
668		27.00	38.35
678		24.00	37.00
679		22.00	37.00

CUTTERS' RATES CONT'D

NO.	1912 RATE	PRESENT RATE
284	27.00	27.00
285	25.00	27.00
286	14.00	27.00
287	30.00	27.00
288	28.00	27.00
289	28.00	27.00
290	28.00	27.00
291	28.00	27.00
292	28.00	27.00
293	28.00	27.00
294	28.00	27.00
295	28.00	27.00
296	28.00	27.00
297	28.00	27.00
298	28.00	27.00
299	28.00	27.00
300	28.00	27.00
301	28.00	27.00
302	28.00	27.00
303	28.00	27.00
304	28.00	27.00
305	28.00	27.00
306	28.00	27.00
307	28.00	27.00
308	28.00	27.00
309	28.00	27.00
310	28.00	27.00
311	28.00	27.00
312	28.00	27.00
313	28.00	27.00
314	28.00	27.00
315	28.00	27.00
316	28.00	27.00
317	28.00	27.00
318	28.00	27.00
319	28.00	27.00
320	28.00	27.00
321	28.00	27.00
322	28.00	27.00
323	28.00	27.00
324	28.00	27.00
325	28.00	27.00
326	28.00	27.00
327	28.00	27.00
328	28.00	27.00
329	28.00	27.00
330	28.00	27.00
331	28.00	27.00
332	28.00	27.00
333	28.00	27.00
334	28.00	27.00
335	28.00	27.00
336	28.00	27.00
337	28.00	27.00
338	28.00	27.00
339	28.00	27.00
340	28.00	27.00
341	28.00	27.00
342	28.00	27.00
343	28.00	27.00
344	28.00	27.00
345	28.00	27.00
346	28.00	27.00
347	28.00	27.00
348	28.00	27.00
349	28.00	27.00
350	28.00	27.00

CUTTERS' RATES CONT'D

<u>NO.</u>	<u>1915 RATE</u>	<u>PRESENT RATE</u>
680	25.00	37.35
683	18.00	37.00
684	28.00	39.35
692	21.00	37.00
694	27.00	38.35
697	26.00	37.35
698	24.00	37.00
699	26.00	37.35
395	32.00	43.35
	<u>5311.85</u>	<u>8604.00</u>

*6 2/3% increase
when 1.00 is added
A = 86 2/3% of 1915*

The employees listed herein are those who were working at this date and also worked in 1915, we have not included new employees as the 1915 rates are not available.

The present average rate is \$38.75.

All Cutters now on the payroll are grouped as follows -

35.00 to 40.00	409	80%
40.00 to 45.00	104	20
45.00 to 50.00	9	-
Total	522	100%

December 13, 1919.

CUTTERS' RATES CONT'D

NO.	1912 RATE	PRESENT RATE
680	25.00	27.50
681	18.00	27.00
682	28.00	29.50
683	21.00	27.00
684	27.00	28.50
685	26.00	27.50
686	24.00	27.00
687	26.00	27.50
688	24.00	27.00
689	26.00	27.50
690	25.00	27.50
	5311.85	8604.00

The employees listed herein are those who were working at this date and also worked in 1912. We have not included new employees as the 1912 rates are not available.

The present average rate is \$28.75.

All Cutters now on the payroll are grouped as follows -

55.00 to 60.00	100
40.00 to 55.00	101
25.00 to 40.00	2
Total	203

This list must be returned to A.D. Marimpietri or H.S. Gilbertson.

COATS.

A.H. Basting	\$ 36.00
Off Pressing	52.00
Buttonhole maker	36.00
Finishing	34.00
Pocket making	46.00 - 47. - 52.-(40.)
Top collar making	54.00 (A.D. & C.)
(Complete rate hand 34.50)	
(Mach 28.00)	
A.H. Raising	45.00
A.H. Pressing	45.00
Basting pulling	23.00
Bridle basting	35.00
Buttonhole serging	45.00
Button marking	40.00
Button sewing	34.00
First basting	42.00
Second basting	45.00
Brushing	40.00
Canvas basting	42.00
Canvas front pressing	42.00
Canvas making	40.00
Canvas pressing	40.00
Collar pressing (Part of under pres)	40. 00
Collar padding (Machine)	35.00
Collar shaping	48.00
Dart sewing	40.00
Edge basting (Hand)	35.00
Edge basting (Mach)	40.00
Edge pressing	45.00
Edge stitching (Coat stitching)	48.00
Edge trimming	35.00
Sleeve making (Mach)	40.00

Sleeve making (Hand)	35.00
Sleeve pressing	40.00
Flap making	40.00
Lapel padding (Mach)	35.00
Lining making	45.00
Lining pressing	40.00
Seam & Pocket pressing (top Pres)	45.00
Front shaping	47.00
Shape pressing	48.00
Sleeve sewing	50.00
Tape felling (Mach)	40.00
" " (Hand)	35.00
Tape pressing	40.00
Trimming	50.00
Tape sewing	50.00
Serging seams	35.00
Shoulder baster	36.00
Under collar baster	35.00

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Backing	40.00
B.H. Making	36.00
Brushing	40.00
Button marking	40.00
Button sewing	34.00
Basting pulling	22.00
Back making	35.00
Finishing	32.00
Canvas basting	30.00
Edge pressing	45.00
Edge sewing	45.00
Edge stitching	48.00
Edge turning	35.00
Edge basting	30.00
Lining basting	35.00
Lining making	35.00
Lining & back pressing	35.00
Lining pressing	35.00
Off pressing	52.00
Pocket pressing	42.00
Trimming	50.00

PANTS.

Bottom basting (Hand or Mach)	28.00
Bottom (Off) cutting	45.00
Bottom felling (Hand or Mach)	35.00
B.H. Making (Mach)	40.00
Tacking (Mach)	36.00
Button marking	30.00
B.H. Marking	30.00
Button sewing (Mach)	38.00
Button sewing (Hand)	34.00
Corner making	45.00
Finishing	32.00
Joining	45.00
Shape pressing	50.00
Lining sewing (Mach tops.)	40.00
Seam pressing	42.00
Loop making (Mach)	35.00
Top basting (Hand)	32.00
Claaning (Basting pulling)	22.00
Piecing	38.00
Piece pressing	42.00
Pocket making	45.00
Serging	35.00
Seaming	45.00
Tab & Flap making	35.00
Top stitching (or stitching)	50.00
Trimming	50.00
Examiner	42.00
Off pressing	52.00
(Top leg & Bottom)	

PARTS.

28.00	Bottom printing (Hand or Lead)
48.00	Bottom (Old) printing
38.00	Bottom printing (Hand or Lead)
40.00	B.H. printing (Hand)
38.00	Top printing (Hand)
30.00	Bottom printing
30.00	B.H. printing
38.00	Bottom printing (Hand)
34.00	Bottom printing (Hand)
48.00	Bottom printing
38.00	Printing
48.00	Printing
30.00	Shape printing
40.00	Printing printing (Hand top)
48.00	Bottom printing
38.00	Loop printing (Hand)
38.00	Top printing (Hand)
38.00	Printing (Printing printing)
38.00	Printing
48.00	Place printing
48.00	Bottom printing
38.00	Printing
48.00	Printing
38.00	Tab & Top printing
30.00	Top printing (or printing)
30.00	Printing
48.00	Printing
38.00	Old printing
38.00	(Top for & Bottom)

April 8, 1920

Professor James H. Tufts,
Chicago, Illinois.

My dear Professor Tufts:

An incident arose in our cutting room yesterday which may have some relation later to the case now under reconsideration concerning the \$45.00 minimum scale for cutters in Hart Schaffner & Marx. Four cutters were hired from Cohn Rissman & Company, sent by the union, and paid wages of \$45.00 and more according to the statement on the application blanks of the "salaries they recieved in their last place of employment". Within a day or two it was discovered that the statements made in the applications of former salaries were false and that their employment had been obtained under false pretenses. The superintendent discharged them as soon as this fact was apprehended under an order requiring instant dismissal of those who seek employment under false pretenses.

The union protested these dismissals after admitting the false statements made in the applications by the cutters on the ground that some union official at headquarters had instructed the applicants to make the statements as they did. The union claims that this procedure was justified by the order of the Board of Arbitration requiring a \$45.00 minimum wage. I could not concur in this point of view and refused to take any action to reinstate the cutters.

with The case is particularly interesting to the Board of Arbitration as it throws light upon the attitude of the Union toward the \$45.00 minimum decision. The Union regards the \$45.00 per week as already the property of the cutters being held on technical grounds. As we understand it the \$45.00 wage is contingent upon the introduction of official standards of production by the Board, adequately enforced by penalties and machinery of enforcement to secure the compliance of the cutters with the standards. We feel there is reason to believe that the cutters have been told they would get the \$45.00 without having to comply with the standards but that the standards would be merely theoretical and of no real compelling force.

In the light of this condition, we therefore would ask very careful consideration by the Board before taking any steps which might be misconstrued by the cutters and involving us all in an embarrassing condition. The ideas of most of us seem to be very far from clear on this subject, and the action of the Union seems to justify the statement that they are at least greatly at variance with the ideas of the employers.

Yours very sincerely,

Ed Howard

April 8, 1930

Professor James H. Tufts,
Chicago, Illinois.

My dear Professor Tufts:

An incident arose in our cutting room yesterday which may have some relation later to the case now under reconsideration concerning the \$45.00 minimum scale for cutters in Hart Schaffner & Marx. Four cutters were hired from Gohn Rissman & Company, sent by the union, and paid wages of \$45.00 and more according to the statement on the application blanks of the "salaries" they received in their last place of employment. Within a day or two it was discovered that the statements made in the applications of former salaries were false and that their employment had been obtained under false pretenses. The superintendent discharged them as soon as this fact was apprehended under an order requiring instant dismissal of those who seek employment under false pretenses.

The union protested these dismissals after admitting the false statements made in the applications by the cutters on the ground that some union official at headquarters had instructed the applicants to make the statements as they did. The union claims that this procedure was justified by the order of the Board of Arbitration requiring a \$45.00 minimum wage. I could not concur in this point of view and refused to take any action to reinstate the cutters.

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In the light of this condition, we therefore would ask very careful consideration by the Board before taking any steps which might be misconstrued by the cutters and involving us all in an embarrassing condition. The idea of most of us seem to be very far from clear on this subject, and the action of the Union seems to justify the statement that they are at least greatly at variance with the ideas of the employers.

Yours very sincerely,

B. KUPPENHEIMER & COMPANY

TO

Mr. Tufts

FROM

R. R. Sticker

FOLIO NO.

CITY

ANSWERING LETTER DATED

DEPT.

SUBJECT

DATE

2/3/20

I hope this completes your list.

RR

B. KUPPENHEIMER & COMPANY

TO	Mr. J. H. [unclear]
CITY	[unclear]
DEPT.	[unclear]
FROM	R. R. [unclear]
ANSWERING LETTER DATED	[unclear]
SUBJECT	[unclear]
DATE	2/3/20
FOLIO NO.	[unclear]

I hope this completes your list.

RR

000000
2/3/20

ADDITIONAL LIST OF APPRENTICES IN CUTTING AND TRIMMING DEPARTMENTS

(B. Kuffner & Co.)
2 Co.

No.	Name	Began Rate		Increases with Dates									
		1918	1919	1919	1919	1919	1919	1919	1919	1919	1919	1919	1919
225	Lepkowski	11/2	10.00	2/1	11.00	6/7	16.00	7/12	21.00	8/16	22.00	12/15	26.40
227	Feehan	11/9	10.00	2/22	11.00	6/7	16.00	9/6	17.00	12/15	20.40	1/31	23.40
355	Reynolds	6/22	9.00	9/21	10.00	9/28	11.00	3/22	12.00	6/7	17.00	7/12	22.00
384	Qualey	5/31	13.00	6/7	18.00	7/12	23.00	11/1	25.00	12/15	30.00		
386	Felski	7/6	9.00	9/21	10.00	10/5	11.00	4/12	12.00	6/7	17.00	7/12	22.00
358	Lukrytz	12/14	10.00	3/22	11.00	6/7	16.00	7/12	21.00	9/6	22.00	12/15	26.40
466	Schaufel	10/5	10.00	12/28	11.00	6/7	16.00	7/12	21.00	7/26	22.00	12/15	26.40
365	Rountree	12/14	10.00	3/22	11.00	6/7	16.00	7/12	21.00	9/27	22.00	12/15	26.40
376	Rubin	10/12	10.00	1/4	11.00	6/7	16.00	7/12	21.00	7/26	22.00	12/15	26.40
377	Haske	9/28	10.00	12/21	11.00	6/7	16.00	7/12	22.00	12/15	26.40		
383	Sasso	9/28	10.00	12/21	11.00	6/7	16.00	7/12	21.00	7/26	22.00	12/15	26.40
389	Kuhn	10/5	10.00	12/28	11.00	6/7	16.00	7/12	22.00	12/15	26.40		
390	Thomas	10/5	10.00	1/4	11.00	6/7	16.00	7/12	21.00	7/26	22.00	12/15	26.40
446	Shapiro	9/28	10.00	1/25	11.00	6/7	16.00	6/28	17.00	7/12	22.00	12/15	26.40
451	Matia	10/21	5.00	to 12/15/19	26.40								
464	Novak	12/14	10.00	3/15	11.00	6/7	16.00	8/16	21.00	9/13	22.00	12/15	26.40
391	Jaukauer	6/14	14.00	7/12	19.00	9/6	20.00	12/15	24.00				
222	Velat	7/5	12.00	10/4	13.00	12/15	15.60	1/10	16.60	1/31	19.60		
223	Harzak	8/16	12.00	11/29	13.00	12/15	15.60						
452	Kissel	7/26	10.00	11/15	12.00	12/15	14.40						

1 1/2 years = 8/1 7.05

20

ADDITIONAL LIST OF APPRENTICES IN CUTTING AND TRIMMING DEPARTMENTS

[illegible]

APPRENTICES IN CUTTING AND TRIMMING DEPARTMENTS.

No.	Name	Began	Rate	Increases with Dates					
				1919	1919	1919	1919	1919	1919
367	Rudolph	6/21/19	12.00	9/6 13.00	12/13 14.00	12/15 16.80			
369	L'Hotta	6/7/19	14.00	6/21 15.00	7/12 20.00	11/15 21.00	12/15 25.20		
370	Brooks	6/7/19	14.00	7/26 15.00	12/15 18.00	1/24 19.00			
378	Williamson	6/7/19	14.00	7/26 15.00	12/15 18.00	1/10 19.00			
387	Jasinski	6/7/19	14.00	7/26 15.00	12/15 18.00	1/10 19.00			
392	Ruksinski	6/7/19	14.00	7/26 15.00	12/15 18.00	1/10 19.00			
394	Rotholz	6/14/19	12.00	9/6 13.00	11/22 14.00	12/15 16.80			
352	Honorowski	6/21/19	12.00	9/6 13.00	11/29 14.00	12/15 16.80			
361	Kaminski	6/14/19	12.00	9/6 13.00	11/15 14.00	12/15 16.80			
371	Giegler	6/21/19	12.00	9/6 13.00	11/29 14.00	12/15 16.80			
372	Levin	10/11/19	12.00	1/17 13.00					
373	Maday	6/28/19	12.00	9/6 13.00	11/29 14.00	12/15 16.80			
359	Smith	10/11/19	12.00	1/17 13.00					
409	Fritz	11/8/19	11.00	12/15 13.20					
396	Farr	8/16/19	12.00	11/29 13.00	12/15 15.60				
398	Danylyszyn	6/21/19	12.00	9/6 13.00	11/29 14.00	12/15 16.80			
399	Mytnik	6/28/19	12.00	9/6 13.00	12/6 14.00	12/15 16.80			
440	Schwiegerat	6/7/19	14.00	8/9 15.00	12/27 16.00	12/15 19.20			
444	Novak	10/25/19	12.00	1/17 13.00					
453	Stich	12/27/19	12.00						
463	Jamisz	6/7/19	14.00	6/14 15.00	8/16 16.00	12/6 17.00	12/15 20.40		
420	Shapiro	8/9/19	12.00	11/8 13.00	12/15 15.60				
427	Fahrer	11/8/19	18.00	- now Inspector					

23

219 since Oct 1
has from June 19 to Sep 30
" " " "

APRENTICES IN CUTTING AND TRIMMING DEPARTMENTS.

No.	Name	Begin	Rate	Increase with Dates
437	Rebert	11/8/78	18.00	
430	Shapiro	8/2/78	12.00	11/8 12.00 12/15 15.00
433	Jamies	6/7/78	14.00	6/14 12.00 8/12 12.00 12/6 14.00 12/15 20.40
432	Stich	12/27/78	12.00	
444	Novak	10/25/78	12.00	1/17 12.00 12/27 12.00
440	Schwabegerat	6/7/78	14.00	8/2 12.00 12/27 12.00 12/15 12.20
399	Wytlik	6/28/78	12.00	12/6 12.00 12/15 12.80
398	Danylyshyn	6/21/78	12.00	12/6 12.00 11/23 14.00 12/15 12.80
396	Patt	8/16/78	12.00	11/23 12.00 12/15 12.60
409	Friva	11/8/78	11.00	12/15 12.20 12/15 12.20
359	Smith	10/11/78	12.00	1/17 12.00 12/15 12.80
373	Mabay	6/28/78	12.00	12/6 12.00 11/23 14.00 12/15 12.80
372	Levin	10/11/78	12.00	1/17 12.00 12/15 12.80
371	Giegler	6/21/78	12.00	11/23 12.00 12/15 12.80
361	Kaminski	6/14/78	12.00	11/15 12.00 12/15 12.80
352	Honorowski	6/21/78	12.00	11/23 12.00 12/15 12.80
394	Rotholz	6/14/78	12.00	11/23 12.00 12/15 12.80
392	Rukstanski	6/7/78	14.00	12/6 12.00 12/15 12.80
387	Jastnaki	6/7/78	14.00	12/6 12.00 1/10 12.00
378	Williams	6/7/78	14.00	12/6 12.00 1/10 12.00
370	Brooks	6/7/78	14.00	12/6 12.00 1/24 12.00
369	L'Hotes	6/7/78	14.00	6/21 12.00 7/12 20.00 11/15 21.00 12/15 22.20
367	Rudolph	6/21/78	12.00	12/6 12.00 12/15 12.80

[Faint handwritten notes at the bottom of the page, possibly bleed-through from the reverse side.]

$$\begin{array}{r} 321 \\ 27 \text{ ap} \\ \hline 294 \\ 15 \\ \hline 15 \frac{1}{2} \end{array}$$

C. & T.

191 Curt
13

$$\begin{array}{r} 211 \\ 110 \\ \hline 321 \end{array}$$

$$\begin{array}{r} 44 \\ 27 \\ \hline 17 \end{array}$$

new ones added

On June

Remain
Jan 8-16-19
Weday 6-22
Smith
Sabbia
Podgorski
Olson
Rutert

Rowntree
Thomas
Sasso

Brooks 7 June, 19
Roldz 14 " 19

9.10
3 weeks
420
single & double
make for

~~1d. Map~~

Kuppenheimer

About $\frac{1}{2}$ of trunks go on into
cutting room

Pissman would agree
that an ap. in this
room wd on av. take 2 yrs there
to learn all parts
Then if he wants to go
on to cutting room
could leave cutting
in about 6 mo ✓

$$\begin{array}{r} 1.5 \\ 1.5 \\ \hline 3.0 \end{array}$$

$$\begin{array}{r} 1.5 \\ 1.5 \\ \hline 3.0 \\ 1.5 \\ 1.5 \\ \hline 4.5 \\ 1.5 \\ 1.5 \\ \hline 6.0 \end{array}$$

$$\begin{array}{r} 1 \\ 1 \\ \hline 2 \end{array}$$

$$\begin{array}{r} 1 \\ 1 \\ \hline 2 \end{array}$$

4/17/20

	Start	Time here	Salary
Radove	2/28/17	Over 3 yrs.	43.00
Kanter	2/27/17	" "	44.00
Smith	3/2/17	" "	43.00
H. Baich	3/2/17	" "	43.00
B. Radin	3/2/17	" "	43.00
A. Frankowsky	3/5/17	" "	43.00
G. Ganansky	3/8/17	" "	44.00
H. Jacobs	3/8/17	" "	43.00
C. Cohen	3/12/17	" "	43.00
H. Peterson	3/20/17	" "	43.00
I. Block	6/9/17	Over 2 yrs.	43.00
G. Siegler	6/19/17	" "	43.00
Lindstrum	2/27/17	Over 3 yrs.	43.00
M. Simon	3/25/18	Over 2 yrs.	37.00
I. Levin	4/12/18	" "	37.00
Gapinsky	2/27/17	Over 3 yrs.	45.00
Pittelkow	3/27/17	" "	43.00
Peller	3/7/17	" "	44.00
Spector	4/19/18	Over 2 yrs.	37.00
B. Malecky	11/6/17	" "	42.00
M. Finkelman	2/23/17	Over 3 yrs.	43.00
P. Fisher	2/11/18	Over 2 yrs.	38.00
Mayer	7 Mo. 3/2/17	out " "	36.85
Stallman	14 Mo. 3/5/17	out May 5th will be 2 yrs.	36.35

The above 24 apprentices may be regarded as graduates

Start Time here Salary

Radove	2/28/17	3 yrs. Over	43.00
Kanter	2/27/17	" "	44.00
Smith	2/2/17	" "	43.00
H. Balon	2/2/17	" "	43.00
B. Radin	2/2/17	" "	43.00
A. Frankowsky	2/5/17	" "	43.00
G. Ganshansky	2/8/17	" "	44.00
H. Jacobs	2/2/17	" "	43.00
O. Cohen	2/12/17	" "	43.00
H. Peterson	2/20/17	" "	43.00
I. Block	2/9/17	2 yrs. Over	43.00
G. Stogler	2/12/17	" "	43.00
Lindstrom	2/27/17	2 yrs. Over	43.00
M. Simon	2/28/18	2 yrs. Over	37.00
I. Levin	4/12/18	" "	37.00
Gapinsky	2/27/17	2 yrs. Over	43.00
Pittalkow	2/27/17	" "	43.00
Peller	2/7/17	" "	44.00
Spector	4/12/18	2 yrs. Over	37.00
B. Malocky	11/9/17	" "	43.00
M. Finkelman	2/22/17	2 yrs. Over	43.00
P. Fisher	2/11/18	2 yrs. Over	38.00
Mayer T. No.	2/2/17	" "	38.85
Stallman JA No. 3/2/17 will be 2 yrs. 38.35		May 8th out	

The above is a list of employees who are on the payroll as of May 8th, 1918.

4/17/20

	Start	Time here	Salary	2 yrs.	2 yrs. x 3 Mo. will expire	2 years. 6 months. will expire
Katz	4/13/18	2 yrs.	34.60		7/13/20	10/13/20
Prepichel	4/18/18	2 yrs.	35.80		7/18/20	10/18/20
I. Grossman	4/5/18	2 yrs.	33.60		7/5/20	10/5/20
Niemtors	1/29/18	2 yrs. 2mo.	34.60		4/29/20	7/29/20
G. Cerney	5/23/18	1 yr. 11mo.	37.60	5/23/20	8/23/20	11/23/20
M. Rosenblum	5/23/18	" "	40.00	5/23/20	8/23/20	11/23/20
Taslitz	6/19/18	1 yr. 10mo.	35.80	6/19/20	9/19/20	12/19/20
J. Harris	9/18/18	1 yr. 7mo.	35.80	9/18/20	12/18/20	3/18/21
start - 5/27/18						
J. Novak left 9/28/18		4 Mo.	28.80	9/14/20	12/14/20	3/14/21
Back - 1/14/19 - 1 yr. 3mo.						
total - 1 yr. 7mo.						
Ray Henry	7/2/19	9 Mo.	27.20			
		2 yrs.				
Harbeck	3/14/18	1 Mo.	31.00		6/14/20	9/14/20
A. Humecki	-	Out				
S. Sax	-	Out				

4/1/20

Start	Time	Salary	2 Yrs. 2 Yrs.	3 Yrs. 3 Yrs.	2 Yrs. 2 Yrs.
Kate	4/13/18	2 Yrs.	34.80	7/13/30	10/13/30
Prepichei	4/18/18	2 Yrs.	35.80	7/18/30	10/18/30
I. Grossman	4/5/18	2 Yrs.	33.80	7/5/30	10/5/30
Nimfors	1/23/18	2 Yrs. 2mo. 34.80	4/23/30	7/23/30	10/23/30
G. Gorney	5/23/18	1 Yr. 1mo. 37.80	5/23/30	8/23/30	11/23/30
M. Rosenblum	5/23/18	" "	40.00	8/23/30	11/23/30
Testate	5/23/18	1 Yr. 1mo. 32.80	8/13/30	11/13/30	2/13/31
J. Harris	9/18/18	1 Yr. 7mo. 35.80	9/18/30	12/18/30	3/18/31
J. Novak	5/27/18	4 Mo.	33.80	9/14/30	12/14/30
Back-1/14/19	1 Yr. 3mo.				
Ray Henry	7/2/18	3 Mo.	27.20		
Harbeck	3/14/18	1 Mo.	31.00	8/14/30	11/14/30

A. Humeckl - Out
S. Sax - Out

THE CUT, TRIM & MAKE INDUSTRY
OF CHICAGO

INCORPORATED

OFFICE OF THE LABOR MANAGER
178 W. JACKSON BLVD., MEDINAH BLDG.
TELEPHONE HARRISON 9755
CHICAGO

June 1, 1920.

Mr. James H. Tufts,
Chairman, Board of Arbitration,
C h i c a g o.

Dea r Prof.Tufts:

It occurs to me that a word of explanation should be said in regard to the list of earnings I gave you today that was used in the "leveling" process.

The leveling commission decided to use average earnings for four 44-hour weeks in the shops of the three large manufacturers -- H.S. & M., Alfred Decker & Cohn, and Kuppenheimer & Co. After the larger houses were leveled before the commission, at which time this list had not been prepared, the question of procedure in leveling the smaller houses and certain contract shops represented by Labor Managers came up. It was decided to prepare the list in question to be used by the Labor Managers in cooperation with Union Deputies in leveling instead of requiring the cases to come before the commission.

If the average earnings of a certain operation in a certain shop showed \$40. when the list showed average earnings of \$45., the piece-work rate was raised about 10%.

No limit was placed upon the amount of this kind of an increase; it has run from 2% to 20%. In the pants shops of independent contractors, in regard to which we have just had a conference,

the earnings of the "finishers" were increased 20% by the leveling process after receiving a 20% increase under the general Award of Dec. 22., making 40% plus increase under the Award. There has been doubt in my mind as to whether such increases - or increases amounting to 20% - were contemplated

under the clause under the Award which reads: " --- the Board will grant further increases in specific sections to be recommended by the committee appointed to investigate the subject of relative disparities in rates now existing", which clause is the authority for leveling.

Yours truly,

Robert H. East

Labor Manager

THE CUT, TRIM & MAKE INDUSTRY
OF CHICAGO
INCORPORATED
OFFICE OF THE LABOR MANAGER
178 W. JACKSON BLVD., MEDINAH BLDG.
TELEPHONE HARRISON 9722
CHICAGO

June 1, 1930.

Mr. James H. Tuttle,
Chairman, Board of Arbitration,
Chicago.

Dear Mr. Tuttle:

It occurs to me that a word of explanation should be said in regard to the list of earnings I gave you today that was used in the "leveling" process.

The leveling commission decided to use average earnings for four 44-hour weeks in the shops of the three large manufacturers -- H.B. & M., Alfred Becker & Co., and Kruppelheimer & Co. After the larger houses were leveled before the commission, at which time this list had not been prepared, the question of procedure in leveling the smaller houses and certain contract shops represented by Labor Managers came up. It was decided to prepare the list in question to be used by the Labor Managers in cooperation with Union Deputies in leveling instead of requiring the shops to come before the commission. If the average earnings of a certain operation in a certain shop showed \$40. when the list showed average earnings of \$45., the piece-work rate was raised about 10%. No limit was placed upon the amount of this kind of an increase; it has run from 2% to 30%. In the pants shops of independent contractors, in regard to which we have just had a conference, the earnings of the "finishers" were increased 30% by the leveling process after receiving a 10% increase under the General Award of Dec. 22., making 40% plus increase under the Award. There has been doubt in my mind as to whether such increases - of increases amounting to 30% - were contemplated under the clause under the Award which reads: "the Board will grant further increases in specific sections to be recommended by the committee appointed to investigate the subject of relative disparities in rates now existing", which clause is the authority for leveling.

Yours truly,

Robert H. Tuttle

Labor Manager

Market Committee
S. E. LEEMAN, Chairman
W. M. CAHN
GEORGE KUH
A. W. STERN
MILTON A. STRAUSS

CHICAGO
INDUSTRIAL FEDERATION
OF CLOTHING MANUFACTURERS

1300 MEDINAH BUILDING

PHONE HARRISON 9754

Chicago, Ill.

June 5, 1920.

Prof. James H. Tufts,
University of Chicago,
Chicago, Illinois.

My dear Prof. Tufts:

A case has come to me which might better have come to you. It involves a couple of girls doing work in a busheling department. They do not do the work of full-fledged bushelmen but do miscellaneous hand sewing on work which has been prepared for them by the bushelmen. Under your decision relating to the classification of week workers and standards of wages, are these girls to be classified as "bushelgirls" and paid such wages as will average \$29.00 per week, or, on the other hand, are they workers for whom no standards were set? It seems to me that the definition on page three of the decision is not clear and is capable of double interpretation.

Sincerely yours,

A. A. Millis
A. A.

CHICAGO
INDUSTRIAL FEDERATION
OF CLOTHING MANUFACTURERS

1300 MEDINAH BUILDING

Chicago, Ill.

June 5, 1930.

PHONE HARRISON 9724

Prof. James H. Tufte,
University of Chicago,
Chicago, Illinois.

My dear Prof. Tufte:

A case has come to me which might better have come to you. It involves a couple of girls doing work in a busheling department. They do not do the work of full-fledged bushelmen but do miscellaneous hand sewing on work which has been prepared for them by the bushelman. Under your decision relating to the classification of week workers and standards of wages, are these girls to be classified as "bushelgirls" and paid such wages as will average \$29.00 per week, or, on the other hand, are they workers for whom no standards were set? It seems to me that the definition on page three of the decision is not clear and is capable of double interpretation.

Sincerely yours,

A. C. Miller

100

MILTON A. STRAUSS
A. W. STERN
GEORGE KUH
J. CAHN
EDMAN, Chairman
Committee

A. N. FISHER
President

LEWIS SCHULTZ
Vice-Pres.

CHAS. H. BURR
Sec'y-Treas.

MAURICE C. FISCH
Rec. Sec'y

SAMUEL LEVIN, Manager

CHICAGO JOINT BOARD
**AMALGAMATED CLOTHING WORKERS
OF AMERICA**

409 South Halsted Street

TELEPHONE HAYMARKET 8320

NORTH WEST SIDE OFFICE

1564 N. Robey St.

Telephone
HUMBOLDT 182-5860

SOUTH WEST SIDE OFFICE

2343 S. Kedzie Ave.

TEL. ROCKWELL 586

379

Chicago, August 3rd, 1920. 1920

Mr. Tufts,
Chairman of Board of Arbitration,
Chicago.

Dear Mr. Tufts:-

We wish to call your attention to conditions existing today in a number of houses. When the agreement was entered into in 1919, it was understood that any working conditions the men enjoyed previously were to be maintained. We find that this is not being lived up to by a number of Special Order houses.

It has been a practice in these houses for a good many years not to give the men more than a two week lay-off a season. We find some houses now are giving their men three and four weeks this season. In view of the fact that the manufacturers request for a large number of apprentices has been granted and the Union forbidding men to change positions at will and other reasons that we will state at the time of hearing.

We petition the Board of Arbitration for an immediate hearing to remedy this very serious situation.

Respectfully yours,

Samuel Rissman

Local 61

Mgr.

A. M. FISHER
President
LEWIS SCHULTZ
Vice-President
CHAS. H. BURR
Sec'y-Treas.
MAURICE C. FISCH
Rec. Sec'y

AMALGAMATED CLOTHING WORKERS OF AMERICA

409 South Halsted Street
TELEPHONE HAYMARKET 6220

NORTH WEST SIDE OFFICE
1344 N. Robey St.
Telephone
HUMBOLDT 181-2840
SOUTH WEST SIDE OFFICE
2043 S. Kedzie Ave.
TEL. ROCKWELL 1386

SAMUEL LEVIN, Manager

Chicago, August 3rd, 1930

279

Mr. Fisher,
Chairman of Board of Arbitration,
Chicago.

Dear Mr. Fisher:-

We wish to call your attention to conditions existing today in a number of houses. When the agreement was entered into in 1919, it was understood that any working conditions the men enjoyed previously were to be maintained. We find that this is not being lived up to by a number of Special Order houses.

It has been a practice in these houses for a good many years not to give the men more than a two week lay-off a season. We find some houses now are giving their men three and four weeks this season. In view of the fact that the manufacturers request for a large number of apprentices has been granted and the Union forbidding men to change positions at will and other reasons that we will state at the time of hearing.

We petition the Board of Arbitration for an immediate hearing to remedy this very serious situation.

Respectfully yours,

Samuel Levin

Local 21

WEL

Mr Campbell

During the months of March, April and early May, 1920 Meyer & Company paid their cutters approximately four weeks wages for overtime which was made necessary, almost wholly, by the failure of the men to cut the standard and not by any considerable excess of orders over the amount that could have been cut on regular time had the standard been observed.

This is evidenced by the following computation, covering the 23 Meyer & Company men, receiving the standard wage and engaged on measured production, for the first week in April.

Total regular time worked by the 23 men--995.5 man hours.
Total over time worked by the 23 men-----312.0 man hours.
Total time worked by the 23 men-----1307.5 man hours.

Total production of the 23 men---1844 suits.
Standard time to produce 1844 suits--1054 man hours.
Excess time used on the 1844 suits--253.5 man hours.
Cost of excess time at overtime rate of \$1.53 Per Hr. \$387.90.

Counting apprentices, special men, and a few helpers on temporary transfer, the excess time was nearly double that for the 23 men. The overtime in this particular week was 20% of that put in during March, April and early May, and during which period the same general production conditions prevailed.

The same general group of men cut an average of 15 5/10 suits per eight hours during the period from March 10 to April 15, 1919

Mr. Campbell

During the months of March, April and early May, 1933
Meyer & Company paid their workers approximately four weeks
wages for overtime which was not necessary, almost wholly,
by the failure of the men to cut the standard and not by
any considerable excess of orders over the amount that
could have been cut on regular time had the standard been
observed.

This is evidenced by the following comparison, covering
the 23 Meyer & Company men, receiving the standard wage
and engaged on assured production, for the first week in
April.

Total regular time worked by the 23 men--935.5 man hours.
Total overtime worked by the 23 men--312.0 man hours.
Total time worked by the 23 men--1247.5 man hours.
Total production of the 23 men--1844 suits.
Standard time to produce 1844 suits--1054 man hours.
Excess time used on the 1844 suits--228.5 man hours.
Cost of excess time at overtime rate of \$1.23 per hr. \$281.50.

Counting apprentices, special men, and a few helpers on
temporary transfer, the excess time was nearly double that for
the 23 men. The overtime in this particular week was 20% of that
put in during March, April and early May, and during which period
the same general production conditions prevailed.

The same general group of men cut an average of 16 5/10 suits per eight
hours during the period from March 10 to April 15, 1933.

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TO THE BOARD OF ARBITRATION,

Request for readjustment.

All those earning \$55.00 or over --- 10%

" " " \$45.00 to \$54.99 -- 15%

" " " \$44.99 or less ---- 20%

All week workers are to receive an increase of \$6.00 per week.

Minimum for beginners --- \$20.00

Minimum for tailors and bushelmen --- \$55.00

Minimum for cutters --- \$60.00

Minimum for lining cutters and trimmers, those in the trade
two years or more --- \$55.00.

Minimum for machinists, those in the trade for two years
or more --- \$55.00

Examiners in sponging department --- \$50.00

Spongers, rollers, measurers, pressers, decators, folders -- \$40.00

Water shrinkers and helpers --- \$35.00

All week workers not classified shall receive a wage of about
15% less than the piece worker performing similar operations.

The creation of a non-employment fund.

Pay for all legal holidays.

CHICAGO JOINT BOARD,

AMALGAMATED CLOTHING WORKERS OF AMERICA.

TO THE BOARD OF AGRICULTURE

As best for road treatment.

All those earning \$55.00 or over --- 100

" " " " \$45.00 to \$54.99 --- 100

" " " " \$44.99 or less --- 100

All week workers are to receive an increase of \$5.00 per week.

Minimum for beginners --- \$50.00

Minimum for helpers and wheelmen --- \$55.00

Minimum for cutters --- \$60.00

Minimum for lining cutters and trimmers, those in the trade two years or more --- \$65.00

Minimum for machinists, those in the trade for two years or more --- \$65.00

Examiners in weighing department --- \$50.00

Scourers, rollers, measurers, graders, rollers --- \$40.00

Water sprinklers and helpers --- \$35.00

All week workers not classified shall receive a wage of about 15% less than the class worker performing at their operations.

The creation of a non-employment fund.

Pay for all legal holidays.

CHICAGO, ILLINOIS, 1910

AMERICAN ROAD BUILDING BOARD

Name of firm Banner Tailoring Company

Present number of cutters 28

" " " Apprentices 6

APPRENTICES

<u>NAME</u>	<u>DATED HIRED</u>	<u>PRESENT WAGES</u>
Walter Sturmer		\$25.00 per week
Charles Ryngali●		30.00 " "
Rudolph Walden		30.00 " "
Carlton Johnson		34.80 " "
E. Huey		40.00 " "
Stanley Koller		30.00 " "

Reasons for wanting more than 10% (Enlarged quarters, gradual increase in business, etc.)

Every one of the above men have been employed by this firm for one year or more, with the exception of Mr. Walter Sturmer who was employed by us February 19, 1920, having been sent to us by the Union. Mr. Sturmer has worked as an apprentice cutter for 13 months prior to his employment here. He worked for the Blaster Tailoring Company and Alfred Decker & Cohn.

