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 arrangement in the individual case and only with the consent of the worker. The agreement of July 9th refers only to workers on the pay-roll to that date and with no reference to those hired subsequently.

With reference to ~~those~~ cutters 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 understanding that the $37.00 minimum scale will ultimately apply. If the new-comer exceeds the standard of

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 thru discipline, providing he does not fall below $37.00 minimum. The company therefore does not fix the salaries of cutters under the arrangement ~~that~~ inasmuch as 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 ~~spongers~~ trimmers, 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

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

Hart Schaffner & Marx
Good Clothes Makers

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

Tufts

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 timeing 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 timeing 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 menshould 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 timeing 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 65 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 men.

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

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.

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 ? 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. 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 & 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 R-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

T

NAME OF FIRM Ed. V. Price & Co

by E. W. Marcellus
Labor Mgr

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 ? 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. 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 [illegible]

[illegible]

(b) Loaning cutters to Ready-Made houses? We do not

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? [illegible]

[illegible]

(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) [illegible]

NAME OF FIRM Ed. V. Price & Co.

E. W. [illegible]

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

(a) the Fall season 1907? X

(b) " Spring " 1913? 62 wk ending 4/12/13

(c) " Fall " 1914? 41 " " 9/26/14

2. How man 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 made 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, 1930.

I. 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 organization after ~~permanently dismissing~~ ~~the~~ unnecessary cutters.

4. When did you inaugurate 3 (a) ? We always did (a) with the men we retained after permanently reducing force. Other men besides cutters have been used for this also.

" " " " 3 (b) ? 1911 – with men that we wanted to retain in 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 tried it. 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 ? ________

(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

have at a number of different time prior to 1919 work the force 3/4 time that is 36 hours per week

5. (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 lay off in rotation the balance

(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)

would retain the most effecient men and lay off balance

NAME OF FIRM A E Anderson & Co

I. 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, i.e.:

(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, selling etc?

We employ them for cutting samples, patterns, trimmings, examining sample line and rolling trimmings. Dont 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 layoff, we gave it to all of them.

NAME OF FIRM Chicago Tailoring Co.

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

(a) the Fall season 1907 ? About 35

(b) " Spring " 1912 ? " 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, i.e.:

(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, selling etc?

We employ them for cutting samples, patterns, trimmings, examining samples [illegible] and selling trimmings. Don't know whether we [illegible] the [illegible] this [illegible]

(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) ? " " " "

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 Tailoring Co.

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

   (a) the Fall season 1907? not in business

   (b) " Spring " 1913? ______ 50% laid off permanently

   (c) "~~Fall~~ 8 " 1914? ______

2. How man 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 trimming and patterns

   inventories, samples

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

   (~~[illegible]~~ jobs were not kept open.

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

   " " " " 3 (b) ? ______

5. (a) Do you made 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?

   2 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 m n to be laid off. (not Exchanged)

   retained the best men

six weeks strike 1919

Banner Tail Co

NAME OF FIRM ______

Past 4 years (not this year) Saturdays off without pay July and August - worked that late in over time.

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 ease 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 aworld 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 ~~xf~~ against unemployment" in this industry. What the Unin 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 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 ~~and~~, 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 standartds of production been maintained.

Sugar Price

Promised men 2 weeks - lay off ea.

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

Krieger

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."

Barney

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

In this same clause 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 impartial machinery

than 2 weeks

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 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 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, 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.

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

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

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.

HART SCHAFFNER & MARX

EARNINGS STATEMENT

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

EARNINGS	EMPLOYEES	EARNINGS	EMPLOYEES
$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	
	3773	100%

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

HART SCHAFFNER & MARX

EARNINGS STATEMENT

SHOWING NUMBER OF MALE EMPLOYEES IN ALL SHOPS, GROUPED.

ACCORDING TO THEIR EARNINGS BASED ON A 44 HOUR WEEK.

EARNINGS	EMPLOYEES	EARNINGS	EMPLOYEES
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	-
	2283	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

Grouping of Earnings in Tailor Shops without regard to occupation.

MALE EMPLOYES

	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

Grouping of earnings in Tailor Shops without regard to occupation.

FEMALE EMPLOYES

	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	47	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

COMPARISON OF EARNINGS IN TAILOR SHOPS

SHOWING PERCENTAGE OF INCREASE IN

AUGUST 1919 OVER THE SAME MONTH IN 1914

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

	1919		1914			
	Avg. Earngs Per Hr.	Avg. Earngs. Per 44 Hours	Avg. Earngs Per Hr.	Avg. Earngs 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.

HART SCHAFFNER & MARX

COMPARATIVE STATEMENT OF TRIMMERS' RATES

NO.	1915 RATE	PRESENT RATE
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
	927.60	1773.00

December 13, 1919.

HART SCHAFFNER & MARX

COMPARATIVE STATEMENT OF PATTERN CUTTERS' RATES

NO.	1915 RATE	PRESENT RATE
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
345	6.50	32.00
47	13.00	37.00
	274.55	498.35

December 13, 1919.

COMPARATIVE STATEMENT OF CUTTERS' RATES

NO.		1915 RATE	PRESENT RATE
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

CUTTERS' RATES CONT'D

NO.		1915 RATE	PRESENT RATE
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.		1915 RATE	PRESENT RATE
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.		1915 RATE	PRESENT RATE
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.	1915 RATE	PRESENT RATE
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
	5311.85	8604.00

62% increase
when $1.00 is added
= 86% of 1915

The employes listed herein are those who were working at this date and also worked in 1915, we have not included new employes 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.

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
Finshing	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
Lap el padding (Mach)	35.000
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

* * * * *

Backing	40.00
B.H.Making	36.00
Brushing	40.00
Button ma rking	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
Cleaning (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 (Top leg & Bottom)	52.00

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 applicatinns 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~~ secure 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.

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 with 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,

E D Howard

FORM 13-8-19

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.

35.00 6/30 35.11 [illegible]

800 [illegible]

ADDITIONAL LIST OF APPRENTICES IN CUTTING AND TRIMMING DEPARTMENTS (B. Kuppenheimer & Co.)

No.	Name	Began	Rate	Increases with Dates											
225	Lepkowski	1918 11/2	10.00	1919 2/1	11.00	1919 6/7	16.00	1919 7/12	21.00	1919 8/16	22.00	1919 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	1920 1/31	23.40		
355	Reynolds	6/22	9.00	1918 9/21	10.00	1918 9/28	11.00	3/22	12.00	6/7	17.00	1919 7/12	22.00	1919 12/15	26.40
384	Qualey	1919 5/31	13.00	1919 6/7	18.00	1919 7/12	23.00	11/1	25.00	12/15	30.00		cut		
386	Felski	1918 7/6	9.00	1918 9/21	10.00	1918 10/5	11.00	4/12	12.00	6/7	17.00	7/12	22.00	12/15	26.40
358	Lukrytz	12/14	10.00	1919 3/22	11.00	1919 6/7	16.00	7/12	21.00	9/6	22.60	12/15	26.40		
466	Schaufel	10/5	10.00	1918 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	1919 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	1918 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	1919 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	1916 10/21	5.00	to 12/15/19		26.40									
464	Novak	1918 12/14	10.00	1919 3/15	11.00	1919 6/7	16.00	8/16	21.00	9/13	22.00	12/15	26.40		
391	Jaukauer	1919 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	1920 1/10	16.60	1920 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 '18

20

(B. Kuppenheimer & Co.)

ADDITIONAL LIST OF APPRENTICES IN CUTTING AND TRIMMING DEPARTMENTS

No.	Name	Began	Rate	Increases with Dates											
225	Lepkowski	1918 11/2	10.00	1919 2/1	11.00	1919 6/7	16.00	1919 7/12	21.00	1919 8/16	22.00	1919 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	1920 1/31	23.40		
355	Reynolds	6/22	9.00	1918 9/21	10.00	1918 9/28	11.00	3/22	12.00	6/7	17.00	1919 7/12	22.00	1919 12/15	26.40
384	Qualey	1919 5/31	13.00	1919 6/7	18.00	1919 7/12	23.00	11/1	25.00	12/15	30.00	cut			
386	Felski	1918 7/6	9.00	1918 9/21	10.00	1918 10/5	11.00	4/12	12.00	6/7	17.00	7/12	22.00	12/15	26.40
358	Lukryts	12/14	10.00	1919 3/22	11.00	1919 6/7	16.00	7/12	21.00	9/6	22.00	12/15	26.40		
466	Schaufel	10/5	10.00	1918 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	1919 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	Haake	9/28	10.00	1918 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	1919 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	Matis	1916 10/21	5.00	to 12/15/19	26.40										
464	Novak	1918 12/14	10.00	1919 3/15	11.00	1919 6/7	16.00	8/16	21.00	9/13	22.00	12/15	26.40		
391	Jankauer	1919 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	1920 1/10	16.60	1920 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								

APPRENTICES IN CUTTING AND TRIMMING DEPARTMENTS.

No.	Name	Began	Rate	Increases with Dates							
367	Rudolph	6/21/19	12.00	1919 9/6	13.00	1919 12/13	14.00	1919 12/15	16.80		
369	L'Hotka	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	1920 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	1919 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	1920 1/17	13.00						
373	Maday	6/28/19	12.00	1919 9/6	13.00	11/29	14.00	12/15	16.80		
359	Smith	10/11/19	12.00	1920 1/17	13.00						
409	Fritz	11/8/19	11.00	1919 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	1920 1/17	13.00						
453	Stich	12/27/19	12.00								
463	Jamisz	6/7/19	14.00	1919 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							

2-3

six since Oct 1
two from June 19 to Sep 20
" [illegible] steel " "

321 C. & T. 191 cutt

$\frac{27 \text{ ap}}{294}$ jour 13

15

$\frac{211}{110}$

321.

15 8/8

44
27
17 new ones allowed

On June

Reserving
Farr 8-16-19
Nadany 6-27
Smith
Saffia
Podgorski
Olson
Rebert

Rowntree
Thomasas
Sasso
Brooks 7 June '19
Rolldz 14 " '19

Jackie Brooke for
40 3 1 double
9.16

11. ~~Max [illegible]~~ Kuppenheimer

about 1/2 of trimmers go on into cutting room

Rissman would agree that an ap. in [illegible] room wd on av. take 2 yrs time to learn all parts

Then if he wants to go on to cutting ~~room~~ could learn cutting in about 6 mo.

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 ys.	43.00
P. Fisher	2/11/18	Over 2 yrs.	38.00
Mayer out 7 Mo.	3/2/17	" "	36.85
Stallman out 14 Mo.	3/5/17	May 5th will be 2 yrs.	36.35

The above 24 apprentices may be regarded as graduates

4/17/20.

	Start	Time here	Salary	2 yrs.	2 yrs. 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
J. Novak start - 5/27/18) left 9/28/18) Back-1/14/19 -		= 4 Mo. 1yr.3mo. Total 1yr. 7mo.	28.80	9/14/20	12/14/20	3/14/21
Ray Henry	7/2/19	9 Mo.	27.20			
Harbeck	3/14/18	2 yrs. 1 Mo.	31.00		6/14/20	9/14/20

A. Humecki - 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 commisssion, 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 commis sion. 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 wasplaced 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 subj ect of relative disparities in rates now existing", which clause is the authority for leveling.

Yours truly,

Robert K Fast

Labor Manager

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.

Dear 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 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 - 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,

Labor Manager

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,

H. A. Millis
so.a.

...EEMAN, Chairman
...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 bushelling 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. N. FISHER
President

LEWIS SCHULTZ
Vice-Pres.

CHAS. H. BURR
Sec'y-Treas.

MAURICE C. FISCH
Rec. Sec'y

SAMUEL LEVIN, Manager

CHICACO 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 then 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 haring to remedy this very serious situation.

Respectfully yours,

Samuel Rissman

Local 61

Mgr.

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 6320

NORTH WEST SIDE OFFICE
1564 N. Robey St.
Telephone
HUMBOLDT 182-3860

SOUTH WEST SIDE OFFICE
3343 S. Kedzie Ave.
TEL. ROCKWELL 386

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,

Local 51

Mgr.

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

~ 10

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.

Name of firm Banner Tailoring Company

Present number of cutters 28

" " " Apprentices 6

APPRENTICES

NAME	DATED HIRED	PRESENT WAGES
Walter Sturmer		$25.00 per week
Charles Ryngalio		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.