

BOARD OF ARBITRATION.

MEN'S CLOTHING INDUSTRY - CHICAGO MARKET.

February 25, 1920.

The committee appointed in the decision of December 22, 1919, to investigate the subject of relative disparities in rates, has reported this day to the Board of Arbitration through James Mullenbach, Chairman.

The recommendations of that committee as shown by the records and schedules to be filed with this Board are hereby approved, and are declared by this Board to be effective as of December 15, 1919, the same date as that on which the general award of December 22, 1919 became effective.

JAMES H. TUFTS,

Chairman.

BOARD OF ARBITRATION.

MEMO: CLOTHING INDUSTRY - CHICAGO MARKET.

February 22, 1930.

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JAMES H. TUTTLE.

Chairman.

Chicago, Ill.

February 26, 1920.

TO THE LABOR MANAGERS:

At the meeting of the Commission for adjusting piece work rates, it was decided that four copies of the prices to be effective this season should be prepared by each clothing house under the agreement.

These four copies are to be distributed as follows:

One to the Board of Arbitration.
One to Labor Managers.
One to the Amalgamated Clothing Workers.
One to be retained by the Company.

These copies of the rates should show:

1. The piece work rate with the percentage of increase included of the award of December 15th.

2. The adjustments that were made by the Adjustment Commission. These rates should appear in parallel columns as for example:

JONES SMITH & CO.,

SACK COATS.		
OPERATION	Present Rate with % of Inc.	Rate as adjusted by Commission.
Armhole Btg!		

The record of the rates should be complete, showing not only the base rates but also all differentials computed from the base rate. In the case of adjustments by the commission, the same percentage of increase is to apply to differentials as was applied to the base rate, except in those instances where some SPECIAL arrangement was made; as for example in pocket making where in certain houses the .40 rate applies only to the plain pocket, and the percentage is not to be applied to fancy pockets.

February 26, 1950

TO THE LABOR MANAGERS:

At the meeting of the Commission for adjusting piece work rates, it was decided that four copies of the piece rates should be prepared by each clothing house under the agreement.

These four copies are to be distributed as follows:

One to be retained by the Company.
One to the Amalgamated Clothing Workers.
One to Labor Managers,
One to the Board of Arbitration.

These copies of the rates should show:

1. The piece work rate with the percentage of in-

grasses included of the award of December 15th.

2. The adjustments that were made by the Adjustment

Commissioner. These rates should appear in parallel columns as for

JONES SMITH & CO.

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[illegible]

The record of the rates should be complete, show-

2.

If the timekeeping department is uncertain about any rate, consult the labor manager of the company before entering the rate.

The record should be tabulated under Sack Coats, Overcoats, Vests and Trousers, and it should be made up with the operations in alphabetical order.

The record is to be returned to the office of the labor manager of the house not later than ten days from the date of this letter.

JAMES MULLENBACH.

Chairman of the Commission.

If the timekeeping department is uncertain about any rate,
consult the labor manager of the company before entering the rate.
 The record should be tabulated under Back Costs, Overcosts,
 Waste and Wastage, and it should be made up with the operations
 in alphabetical order.
 The record is to be returned to the office of the labor
 manager of the house not later than ten days from the date of this
 letter.

JAMES MULLENBACH,
 Chairman of the Commission.

BOARD OF ARBITRATION.

MEN^S CLOTHING INDUSTRY - CHICAGO MARKET.

Feb. 25, 1920.

The committee appointed in the decision of December 22, 1919, to investigate the subject of relative disparities in rates, has reported this day to the Board of Arbitration through James Mullenbach, Chairman.

The recommendations of that committee has shown by the records and schedules to be filed with this Board are hereby approved, and are declared by this Board to be affective as of December 15, 1919. The same date as that on which the general award of December 22, 1919 was put into effect.

James H. Tufts.

Chairman.

BOARD OF ARBITRATION.

NEW CLOTHING INDUSTRY - CHICAGO MARKET.

Feb. 22, 1920.

The committee appointed in the decision of December 22, 1919, to investigate the subject of relative departure in rates, has reported this day to the Board of Arbitration through James Mulholland, Chairman.

The recommendations of that committee has shown by the records and schedules to be filed with this Board are hereby approved, and are declared by this Board to be effective as of December 15, 1919. The same date as that on which the General Award of December 22, 1919 was put into effect.

James H. Tulce.

Chairman.

MEN'S CLOTHING INDUSTRY, CHICAGO MARKET

BOARD OF ARBITRATION

April 14, 1920

On the classification of week workers, and standards of wages. Supplementary to award of December 22.

At the hearing of December 15, 1919, one of the matters for consideration was the proposal of the union for adjustments of the wages of certain week workers. A minimum scale was suggested as follows:

Tailors, \$40.00	All around operators \$45.00
Bushelmen 40.00	Bushel Girls 30.00
Examiners 40.00	
Misc. Operators \$40.00	

This involved two points. (1) the setting of a minimum (2) the determination as to what the minimum should be if one were set. The objection was made that certain of these occupations were not definitely classified, and hence that it would be very difficult to determine at present precisely who should receive these rates if granted. It was further objected that any minimum rate ought to be matched by a definite standard of production in both quality and quantity. The questions were referred to a commission. But owing to the demands upon the time of Mr. Hullenbach, the chairman, the chairman of the Board of Arbitration has met with the other members of the commission. Delay in the finding has been due chiefly to delay in securing complete figures as to the present wages paid to these workers in the various firms.

1. Classification. The Board has been fortunate in securing an expert classification of the week workers in question. This was prepared by Messrs Gillie and Péano, representing manufacturers, and Mr. Marimpietri, representing the union. This classification is hereby attached and approved as a part of the general award.

2. Minimum scales. On behalf of minimum scales for the above groups of workers, it is urged that such scales have been fixed in certain other markets and that they tend to stability in the market and to prevent constant irritation and dissatisfaction on the part of workers who believe that they are being paid less than other workers of similar ability in other shops, or in the same shop. Against such "scales" it is objected that since they represent not merely an increase in wages but a change in the basis of payment, they should be introduced only by agreement between the parties. Other objections have already been stated above.

In doubtful cases, the Board desires as far as possible to proceed by mediation rather than by a decision which is strongly opposed. In this case, in view of the very complex features

BOARD OF ASSISTANCE

April 11, 1900

To the all members of the Board of Assistance

At the meeting of the Board of Assistance held on the 11th day of April, 1900, the following resolutions were adopted:

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| 1. To receive the report of the Board of Assistance for the year 1899, and to recommend the same to the General Assembly. | 2. To receive the report of the Board of Assistance for the year 1900, and to recommend the same to the General Assembly. |
| 3. To receive the report of the Board of Assistance for the year 1901, and to recommend the same to the General Assembly. | 4. To receive the report of the Board of Assistance for the year 1902, and to recommend the same to the General Assembly. |

Resolved, That the Board of Assistance be authorized to receive the report of the Board of Assistance for the year 1899, and to recommend the same to the General Assembly. Resolved, That the Board of Assistance be authorized to receive the report of the Board of Assistance for the year 1900, and to recommend the same to the General Assembly. Resolved, That the Board of Assistance be authorized to receive the report of the Board of Assistance for the year 1901, and to recommend the same to the General Assembly. Resolved, That the Board of Assistance be authorized to receive the report of the Board of Assistance for the year 1902, and to recommend the same to the General Assembly.

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April 14, 1930

which make it difficult to balance the advantages and disadvantages of the plan, the Board is unwilling to take the responsibility of fixing a minimum since there is no standard of production that seems feasible of application. There is, indeed, a standard for classification as stated in the preceding paragraphs and this it is believed will lead to gradual improvement in the classification and adjustment of wages of week workers. But the Board is not at present prepared to introduce a new basis. A minimum rate for cutters was introduced by mutual agreement last summer. This has scarcely had a fair trial as yet because it is only very recently that standards have been set in certain of the houses. If the results of this prove satisfactory, there will then be additional reasons for considering a similar plan in other occupations.

3. Standards of wages. In so far as the wages paid to workers are below those paid to other workers of similar ability in other shops, or in the shop, there is bound to be dissatisfaction. A discontented worker is not usually a good investment for a firm. The figures submitted by various houses show that there is a considerable difference which can scarcely be credited entirely to the respective efficiency of the different workmen. Standards will naturally be expected to consider to some extent the relative rates in different markets, in different houses in Chicago, between different groups of workers, and finally between different workers of the same sort. The Board believes that the general effort to do justice to these various considerations by leveling up the lower-paid houses, which has already been carried out to a considerable degree in the case of certain piece-work sections, may properly be directed to secure greater uniformity in the case of certain at least of these week workers. It will not fix a flat rate, as a minimum for every week worker, but it will fix a market average rate. It will permit the firms latitude in their present practice of making a distinction between the more and the less efficient. In case that the average of a given firm needs to be raised in order to bring it to the market rate as herein after fixed, it is suggested that the labor managers look carefully at first into the wages paid to some of the lowest-paid workers. In view of the fact that present wages are in general only of about half their former purchasing power, it seems to the Board that among the tailors and bushelers, particularly, there are some who are paid too low-- certainly too low if these persons have any responsibilities for others than themselves.

Tailors. The standard average for tailors (classification to be determined by the standard set by the Board and herewith presented) shall be forty dollars. (\$40.00). It would be possible to set a considerably higher level for the Class A tailors if these were separated.

Bushel Men. The standard average for bushel men shall be ~~thirty~~ thirty nine (\$39) dollars. This would be about the level of class B tailors if the separate classification were made.

Bushel Girls. The average standard shall be twenty-nine dollars. (\$29.00).

April 11, 1930

which make it difficult to believe the advantages and disadvantages of this plan. The Board is unwilling to take the responsibility of fixing a minimum since there is no standard of comparison that seems reasonable of application. There is, indeed, a standard for classification as stated in the preceding paragraph and this it is believed will lead to gradual improvement in the classification and adjustment of wages of work workers. But the Board is not at present prepared to introduce a new basis. A minimum rate for overtime was introduced by mutual agreement last summer. This has generally had a fair trial as yet however. It is only very recently that standards have been set in certain of the houses. If the results of this prove satisfactory, there will then be additional reasons for considering a similar plan in other occupations.

2. Standards of wages. In so far as the wages paid to workers are being fixed by other workers of similar ability in other shops, or in the shop, there is bound to be classification. A standardized worker is not usually a good investment for a firm. The difference submitted by various houses when there is a general difference which can scarcely be credited with any to the respective efficiency of the different workers. Standards will naturally be expected to consider to some extent the relative rates in different shops, in different houses in Chicago, between different groups of workers, and finally between different workers of the same sort. The Board believes that the general effort to be justified to these various considerations by leveling up the least-paid house, which has already been carried out to a considerable degree in the case of certain plant-workers, may properly be directed to secure greater uniformity in the case of workers at least of those work workers. It will fix a fixed rate, as a minimum for every work worker, but it will fix a higher average rate. It will permit the houses to fix their own rates of workers of similar ability in the same and the same efficiency. It is also the average of a given time needs to be raised in order to bring it to the present rate or better effort than. It is suggested that the least-paid workers be fixed at the level of the least-paid workers in general only of about half their former percentage. It seems to the Board that even the balance and balance, particularly those who are paid for less - certainly for less it seems persons have any responsibility for other than themselves.

3. The standard average for all workers (all workers) is to be fixed by the standard set by the Board and (possibly presented) shall be forty dollars (\$40.00). It seems to be possible to set a considerably higher level for the least-paid workers if these were required.

4. The standard average for hotel and hotel to be fixed by the Board and (possibly presented) shall be fifty dollars (\$50.00). This would be about the level of class B workers in the various classification areas made.

5. The average standard shall be twenty-five dollars (\$25.00).

Examiners or Inspector Tailors. The average for Examiners or Inspector Tailors shall be thirty nine dollars (\$39.00).

The Board will not at this time attempt to fix any standard for miscellaneous operators or all around operators.

JAMES H. TUFTS
Chairman.

Examiners or Inspector Tutors. The average for Examiners or Inspector Tutors shall be thirty nine dollars (\$39.00).

The Board will not at this time attempt to fix any standard for miscellaneous operators or all around operators.

JAMES H. TUTT
President.

MEN'S CLOTHING INDUSTRY, CHICAGO MARKET
Board of Arbitration

April 8, 1920

On the minimum wage for learners in the tailor shops.

The question of a minimum wage for learners was one of the matters submitted to the Board in connection with the formal hearing of December 13, 1919. It was deferred, along with other questions concerning week workers, to a commission of which Mr. Mullenbach was chairman, for consideration and report to this Board. Owing to the demand upon Mr. Mullenbach's time by other duties, the chairman of the Board of Arbitration met with the commission and considered the proposals of the Union and of the Labor Managers. The chairman has also considered the wages offered in various other similar industries in Chicago.

The Board has previously fixed a wage for apprentices in the cutting room at \$16 a week for beginners. It appears that the cutter apprentice is likely to be of a somewhat more mature age and rather more carefully selected than the ordinary learner in the tailor shops. Furthermore, the cutter apprentice has to purchase his own shears. Labor managers stated that some of the shops were now offering \$14 to beginners in order to attract a better type of worker than had formerly been secured by the lower rates. The Union asked for a xx \$20 rate for all apprentices and learners. The Board is informed that the learner does not remain for a long time upon the week work but is soon able to pass to a piece rate, in which a higher wage is earned.

The Board believes that in view of these various considerations, \$15 is a fair minimum for learners in the tailor's shops and hereby directs that this be the standard minimum on and after April 12.

JAMES H. TUFTS

Chairman.

NEW'S CLOTHING INDUSTRY, CHICAGO MARKET
Board of Arbitration

April 8, 1933

On the minimum wage for learners in the tailors

shops.

The question of a minimum wage for learners was one of the matters submitted to the Board in connection with the formal hearing of December 18, 1932. It was referred, along with other questions concerning work hours, to a committee of which Mr. William H. Miller was chairman. The committee's report to this Board, dated in the second week of Mr. Miller's term by other bodies, the chairman of the Board of Arbitration met with the committee and considered the proposals of the Union and of the Labor Managers. The chairman has also considered the wages offered in various other similar industries in Chicago.

The Board has previously fixed a wage for apprentices in the cutting room at \$12 a week for beginners. It appears that the entire committee is likely to be of a somewhat more nature and rather more carefully selected than the ordinary learner in the tailor shop. Furthermore, the committee has to purchase his own shoes. Labor managers stated that some of the shops were now offering \$12 to beginners in order to attract a better type of worker than had formerly been secured by the lower rates. The Union asked for a \$20 rate for all apprentices and learners. The Board is informed that the learner does not remain for a long time upon the work but is soon able to pass to a piece rate, in which a higher wage is earned.

The Board believes that in view of these various considerations, \$12 is a fair minimum for learners in the tailor's shops and hereby directs that this be the standard minimum on and after April 1.

JAMES H. TUTT

Chairman

MEN'S CLOTHING INDUSTRY, CHICAGO MARKET
BOARD OF ARBITRATION

April 8, 1930

On Overtime

The Labor Managers asked for an interpretation of the section of the agreement which reads "Overtime: For work done in excess of the regular hours per day, overtime shall be paid to piece workers of fifty per cent. in addition to their piece work rates; to the week workers at the rate of time and a half." The question at issue is whether the words "Regular hours per day" shall be interpreted to mean "Eight hours per day" or "the hours at which regular work for the day closes." i. e. under the present working arrangement work after 4:30 P. M. On the one hand, it is claimed by the firms that the natural interpretation should follow from Section A. of the article in question, which reads: "Hours ~~work~~ of work shall be forty-four per week, to be worked eight hours on week days." The Union argues, on the other hand, that for years the practice at Hart Shaffner and Marx has been that all work after the regular closing hour shall be regarded as overtime, and that when making the agreement with the other Chicago firms last summer, it was assumed of course that the same meaning would be attached to the words in question.

This case presents another instance of an alternative between strict construction on the one hand and usage on the other. Strict construction favors the interpretation proposed by the firms, because the words "in excess of the regular hours per day" do not naturally mean "in excess of 4:30 O'clock." On the other hand, it is obvious that the Union in making its agreement would have in mind the usage to which they had been accustomed.

The Chairman brought this question before a conference of the impartial chairman in New York City March 20. It was the consensus of opinion among those present that it was desirable to have a regular closing hour and that work after this closing hour should be regarded as overtime work, and that tardiness should be regarded as a matter for discipline rather than as an optional matter for the worker which could be made up by remaining overtime at his regular rate. This ruling is not intended to prejudice at all the matter of requiring work after regular hours at regular (not overtime) pay as a matter of discipline.

JAMES H. TUTTS

Chairman

U.S. ELECTRIC INDUSTRY, CHICAGO MARKET
BOARD OF REGISTRATION

April 1, 1933

On Question

The Labor Managers asked for an interpretation of the
action of the agreement which reads "Overseas: For each hour in
excess of the regular hours per day, overtime shall be paid
at a rate of fifty per cent. in addition to the
regular rate of pay." The question is whether the words
"regular hours per day" shall be interpreted to mean "the
hours per day" or "the hours as which regular work for the
day is done." If the latter, it is stated by the Labor
Managers that the normal interpretation should follow from the fact
that the words "regular hours per day" are used in the
agreement in question, which reads: "Overseas: For each hour in
excess of the regular hours per day, overtime shall be paid
at a rate of fifty per cent. in addition to the
regular rate of pay." The Labor Managers ask that all work after the
regular hours per day be considered as overtime, and that
when making the agreement with the other Laborers there is no
it was intended to mean that the words "regular hours per day"
is the words in question.

This case presents another question of an interpretation
between stated conditions on the one hand and words on the
other. The Labor Managers ask that the words "regular hours per day"
be interpreted to mean "the hours as which regular work for the
day is done." It is stated by the Labor Managers that the
words "regular hours per day" are used in the agreement in question,
which reads: "Overseas: For each hour in excess of the regular
hours per day, overtime shall be paid at a rate of fifty per cent.
in addition to the regular rate of pay." The Labor Managers ask
that all work after the regular hours per day be considered as
overtime, and that when making the agreement with the other Laborers
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be interpreted to mean "the hours as which regular work for the
day is done." It is stated by the Labor Managers that the
words "regular hours per day" are used in the agreement in question,
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hours per day, overtime shall be paid at a rate of fifty per cent.
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that all work after the regular hours per day be considered as
overtime, and that when making the agreement with the other Laborers
there is no intention to mean that the words "regular hours per day"
is the words in question.

JAMES H. WHITE

Chicago