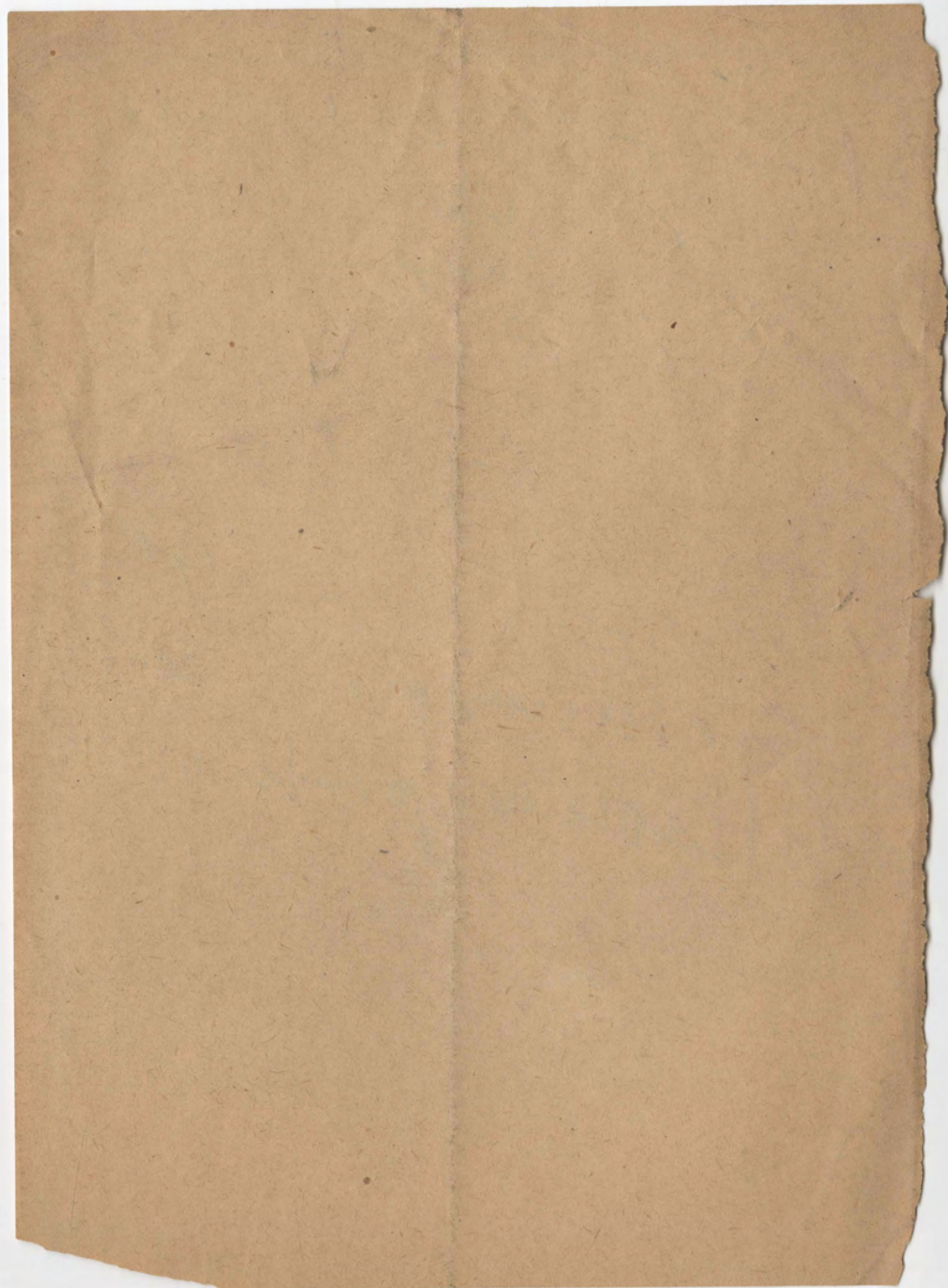


But Muller's
rules they must
~~give~~ ^{give} him a
trial.

In Cal.
Every worker after
probationary period
becomes permanent.



Probation

N. Y. 2 weeks

13 day for 4 times

In Balt

2 weeks in Org

3 days in other

55000 in N. Y.

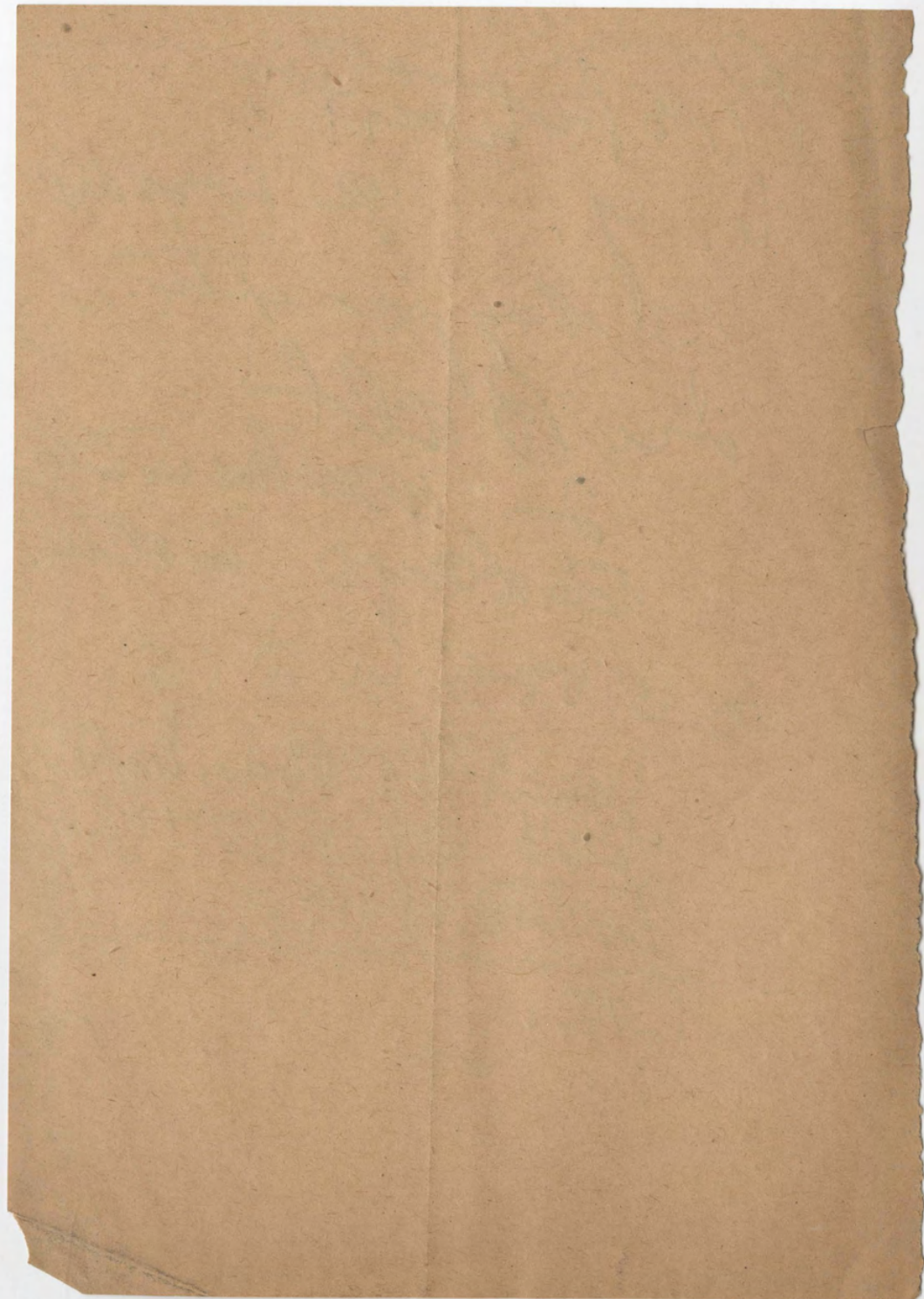
Mens 65 Bus. rights

Club 39 " "

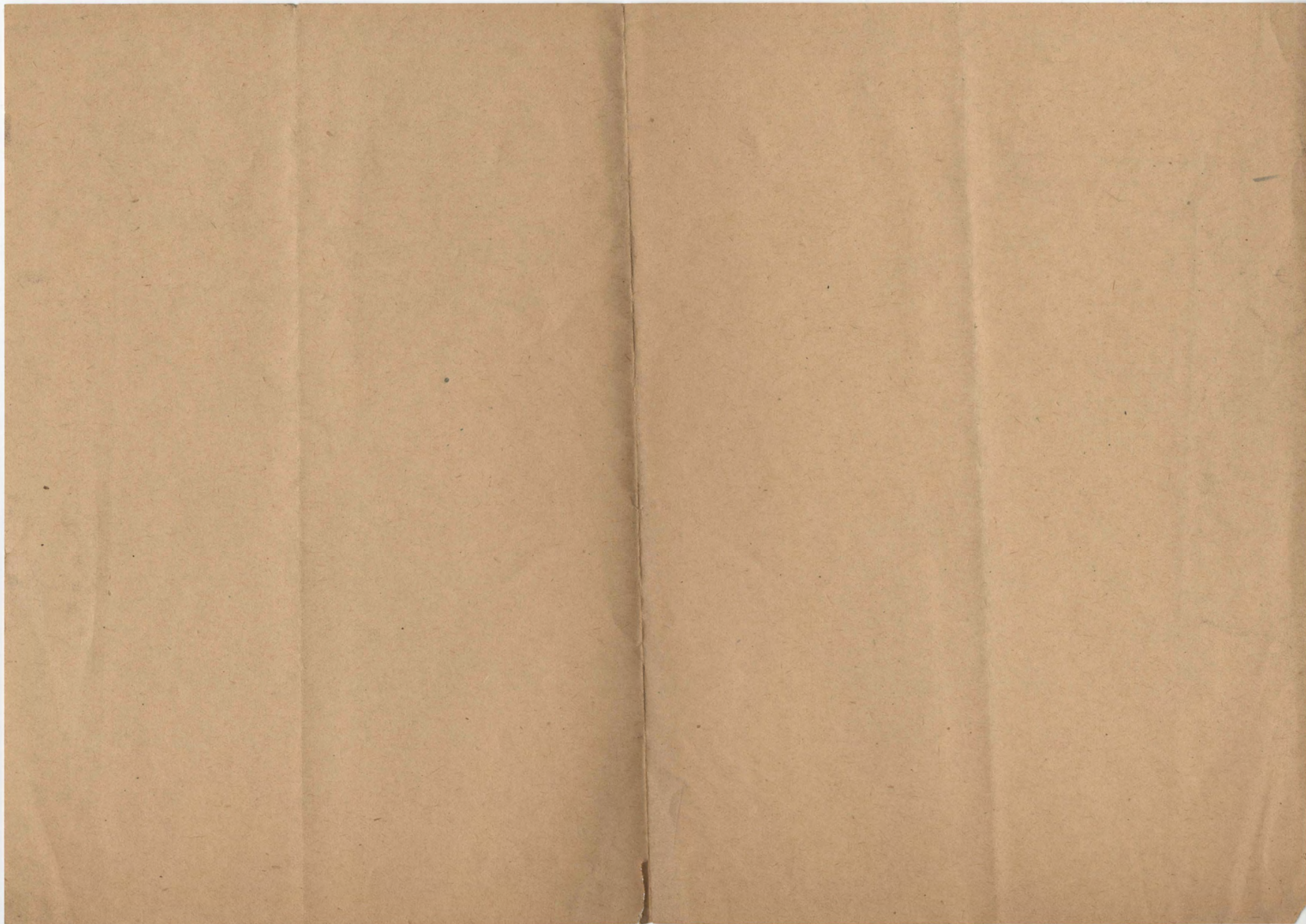
Cutter 8019.

Probation.

nooses rule that firm
had right to refuse
to try a man whose
look they did not like.



men's jobs
if equal pay
then not discrim-
inate.



A. Problems of the harmonious relation.

1. Unilateral spirit. a) Hard to get back
b) suspicious.

2. Bargaining not cooperation. It runs in part to secure as much as possible. Not to strengthen both, ~~and~~ I do not see much disposition to help the company or help the union.

B. Problems of carrying out the bargain.

1. Balance of power may shift.

2. Adv. of collection vs. indid. bargaining may shift. Statistic vs. anarchy. Illus. from ~~Miller~~ socks making.

3. Can the representatives control their people?

4. Human factor easier to measure whether firms do what they agree.

C. Problems of the arbitrator

1. It is a reason. ^{polil vs judicial} arbitrator asked to legislate & vote. ^{decision} strain on arbit.

2. It is a road vs. street inter.

[Faint, illegible handwriting on aged, stained paper]

1. How many occ² 5 - 25

2 what

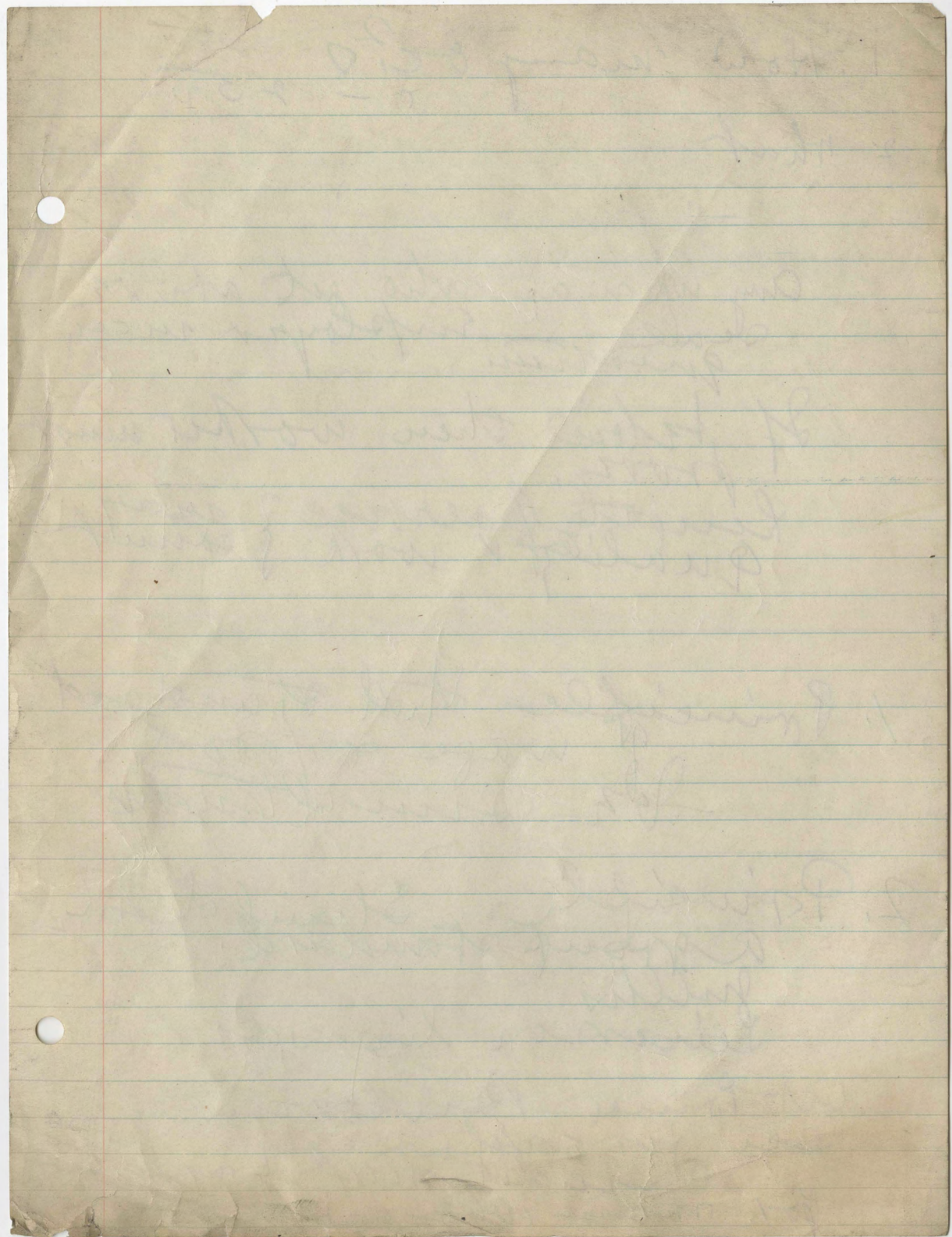
Any wk man who get above
scale Employer may
question

If below then worker must
prove,
length of service } may
Quality of work } count

1. Principle that standard
of wage & food
for simultaneous

2. Principle should be
a group standard.
Mills
Leiserson houses

At Prince Bidderman
Sci for each
conditional bargain
for man who



Tailors 40 everyone
except Boston
which will be raised

N.Y. 03 and 50-

In Rochester ~~the~~ top men
are

Cutters
Pressers
Pocket

Sleeve sewers

Tailors

41 and 40

Desire to raise

1st Boston
shapers
Guit Tails

Cutters & Pressers to 40
because cutters do
more than Chicago

Miss Lisenor

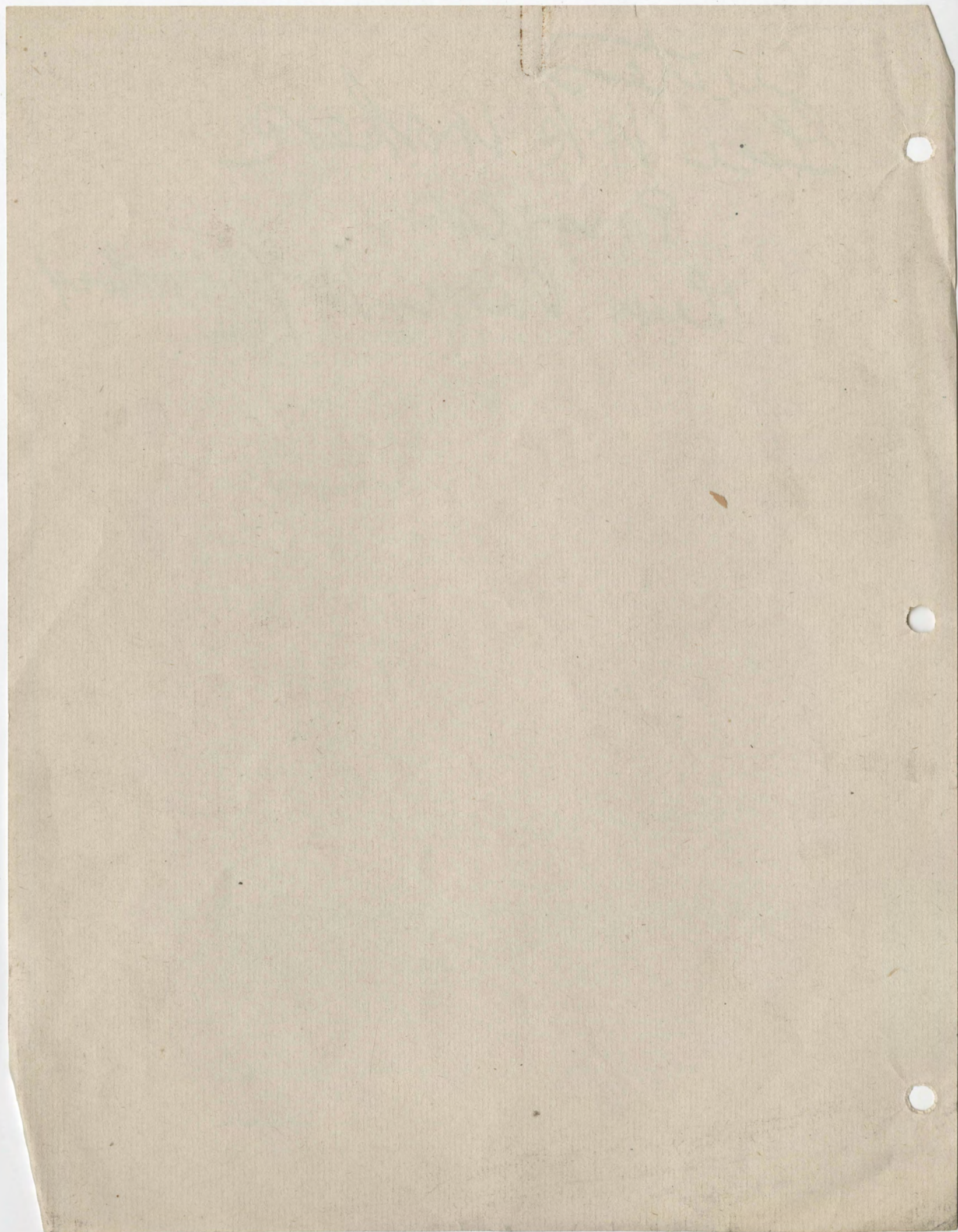
112 19 7 4
~~Beckly~~ Beckly Bldg Rochester
Finsler Piece in Rock
112 22, 2 1/2 1/2 15 30

Tailors in Balt
raised from about 26-34
to \$40 Dec 1.

Cutters
Gen Wk Workers

Pressers

Less than 10% involved.



would that for the best
interests of the industry
prices should be kept
as low as possible

SUGGESTION OR COMPLAINT

Filed by _____ 19 _____

Received from _____ Pay Roll Number _____

Occupation _____ Shop _____

Statement:

Disposition:-

~~the~~ ~~presented~~ ~~of~~
~~the~~ represented that the
attitude of the public
made it necessary to ~~keep~~
~~prices~~ keep prices as low
as possible. ~~and above~~

The Board holds
that ~~the~~ conditions in
the industry ~~make~~
~~it unwise~~ are not such
as to justify ~~any~~ ~~gen.~~
a change in wages at
the present time.

Presented

Occasion

Received from

Filed by

Shop

Pay Roll Number

10

SUCCESSION OF COMPLAINT

SUGGESTION OR COMPLAINT

Filed by _____ 19

Received from _____ Pay Roll Number _____

Occupation _____ Shop _____

Statement:

Disposition:-

At Board of Arb

Aug 17.

~~On July 1 and 2~~

The Board of Arb. for the
Chicago market met
July 1 and 2 to consider
requests of the Union
for a readjustment of
wages under the over-
seas clause of the
Agreement.

The Union ~~presented~~
claimed that the cost
of living had increased
since the Dec 1st
and is still increasing.
The manufacturers

SUGGESTION OR COMPLAINT

Filed by _____ 19

Received from _____ Pay Roll Number _____

Occupation _____ Shop _____

Statement _____

Disposition:- _____

I brog d. rather than
technical interpretation
should be used.
~~It is better to~~
In any case of doubt
it is better to invest
than to refuse
to invest at all.

Statement

Occupation

Shop

Received from

Pay Roll Number

Filed by

10

SUCCESSION OF COMPLAINT

SUGGESTION OR COMPLAINT

Filed by _____
Received from _____
Pay Roll Number _____
Occupation _____
Shop _____
Statement: _____

Disposition:-

The question was first raised as to whether the present situation justified action by the Board under the emergency clause. The Union ~~class~~ showed that charges were under consideration in other markets. The manufacturers ~~were~~ claimed that no emergency existed in the soft provided for in the clause. The Board ruled that the purpose of the clause was to provide a safety valve, and that in construing the clause the principle

SUGGESTION OR COMPLAINT

Filed by _____ 19 _____

Received from _____ Pay Roll Number _____

Occupation _____ Shop _____

Statement:

Disposition:-

Meizer Page 1.

Change in wages
1. Only where there is a
real emergency *

other questions counterbalance
the H.C.L. viz:

- a) Conditions in market would mean that workers would be thrown out of employment.
- b) Increased cost due to the increase has not been passed on to the consumer.
Public stopped buying as soon as increases started about to go into effect.

Change in water
level measurement is
x

other question
the $K+C+L$ x
a) condition in market would
be that workers would
be there but I cannot say
b) because of all this it has
increased but it is not
on the other hand
this is a big thing
soon as we have
about 1000

Mr Cross ap.

July 2,

Stopping of buying Returns,
Cancellation of

Contracts not kept
Amer. M. Co close down

July 10

Sum and large up to Easter
All over N. S. people stopped
buying. Repetition of paper helped.

No goods sold since then.
I kept at a cut price.
Cause of public action
Fall of 1919 at \$28.80

\$3.

Spring

Wage in July
my animals

July inc hit public about Easter.
50%

Av. for fall 46.60

Wholesalers cannot stand
still Net = final 24c
cost labor

I add profit goods
work sold at least

July 20

Mr. C. W. A. of

Staple of
Cotton

Went to
Cotton

Went to
Cotton

Went to
Cotton

Went to
Cotton

Went to
Cotton

Went to
Cotton

Went to
Cotton

Went to
Cotton

Went to
Cotton

Went to
Cotton

Crossed, of age 2

Retailer launched into an
avalanche of cancellations,
no request.

Remount letter

Portland

Large customers. Cancel
50 of order of half million

1907 No comparison
How reduce price of clothing?
closest possible

Kuppenheim's - Kahn.
represent 24 houses also
cut prices do not sell
phases on strike. So shows

Decker ditto

Rissman / Cohn Rissman & Co
check for 12,000 in net for 40,000
Sale for cut in 222
Aside from woollens
psychics labor & trimmings
style motor built in this

July 2 1870.
Lennan, E. V. Price
In January took in order for
46 000 extra suits
dealers 4500 Merchants
a clothing company.

Bussing struck 52 5/8
In June only about 1/2
cutters logged to other houses
rotated layers to
Have made the parts
in order to keep organs
together & keep in each layer
Invested 250 000.

Joe Benson store
take care of unemployment
Benson can give
suits at less than price
can cut make clothes
even if woollens were free.
took in 25 yrs.

Sixty days ago several
discussions of the dealers: —

Q7. To Leeman
1. As to orders for future
2. As to present short time.

Russman

25%

clothing for cost
for style.

75%

Mayer Bros less orders

40%

30%

orders cancell
during June 88 to return

children's store
garments only
3000
300 sold

Brown, cut 1 mm & make
about 33% decrease
this spring

Kahn 28 to 5 1/2% loss of
orders (Price)

July 1
2. 30

Hillman
Readjustment called
for under Emergency
clause.

Rule 1 First as to

Jurisdiction

1) Safety value

2) R. C. L.

3) Request made

by other markets, the
not decided there.

July 1

Willow
Pond
for water
to grow.

Placed first into
furrows
1) 2) 3) 4) 5) 6) 7) 8) 9) 10)

the other
the
the
the
the
the
the
the
the
the
the

Hillman

1. Increased cost of living
(except some sections)
which are underpaid
as compared with others.
Other industries or trade
Transportation

Memorandum from Federal Reserve
Board wholesale 160%

Nov. '19 to Apr 1920
Nat'l Ind Conf 8 %
Mass 9 %

Largely on
wholesale prices. 4 % cost of living

Ques. as to cost of living.
But how about sales price
of clothing. If this is
held down, how can
Wages increase
Textile mfg 13 %
Transportation demands will

William

I have received your letter of the 12th inst. and am glad to hear that you are well. I am also well and hope this finds you the same.

I am, dear friend, very truly yours,
Wm. Lloyd Garrison

Ms. A. 9.2.10
Box 113
New York

I have just received your letter of the 12th inst. and am glad to hear that you are well. I am also well and hope this finds you the same.

I am, dear friend, very truly yours,
Wm. Lloyd Garrison

Hillman, ~~page~~ page
not asking for increased
standards of living, but
for maintenance

Williamson, page 6 of 10
first section for 4 weeks
afterwards of 10 weeks
for 10 weeks

Hotch Kiss.

Page 1.

1. Chicago market not in same case as Baltimore.
2. Conditions ought to be developed as to find work for people, rather than to put people out of work.
- 3.

Hotchkiss. July 2, adj'd 10³⁰
Page 1.

1. C. L. up to May 1. not same as since
June 1 things were different
things in retail prices since
May 1. had not reacted up on
wholesale prices so that
changes are not indicated by
wholesale
2. Decrease in increase was
grade partly in, article of 100
me cost still 500 ml.
3. Ch. workers now better
paid than other workers
4. More trust is a general
condition of industry
to keep it going. Public is
on strike
5. Danger pointed out at Dea.
hearing that people wd
not pay chance unemployment
payment
6. A second danger is a
strain on Government involved

July 2
Howard Page 1
Underconsumption is =
to overproduce which makes
failures & keep up a idea
of buying for style.

28

200

1

How and
Page 1
to be prepared
the book of a
writing for style.

July 2
Hillman's concluding statement
1. General affect is important.
Board vs union is in a position
to judge.

2. Unemployment
not so complicated that we
can do nothing.
Cloak & Suit 40 weeks emp
in Cleveland. 1 wk vacation

Eliot

Hollman
uncertain whether prices
depend on Q_u of money
or Q_u of goods

Ques. 1. Not with Emp. but 2
public

2. H.C. L. has risen. 2
workers have lost 2 ques
is whether we must have
all for patent.

Green. Left with Conf. but
public
The L. has again
working hours: 10:30 - 3:00
is substituted
all employees

fall 19

2850

spring 20 = 45.00

fall 20 = 52.00

Jan 19 1880

Spent 10 - 18 00

Feb 20 - 21 00

Business of B. Ruppelheimer & Co.
for fall 1920 15500.000

Cancellation received
and estimated $33\frac{1}{3}\%$ 5000.000

% of cancellations in
fall 1919 about 1%

Returns for Spring 1920 40000
Wool Garments manufactured 270000

Business of B. H. Phillips
for fall 1920 12500.00

Consolidated
and estimate 23 1/3% 25000.00

1/2
of consolidation
for fall 1919 about

Return for spring 1920 40000
Consolidated estimate 270000

about H. S. M. April 15, 1920.
On transfer of Finances to
Cutting room.

Present force of cutters 625x

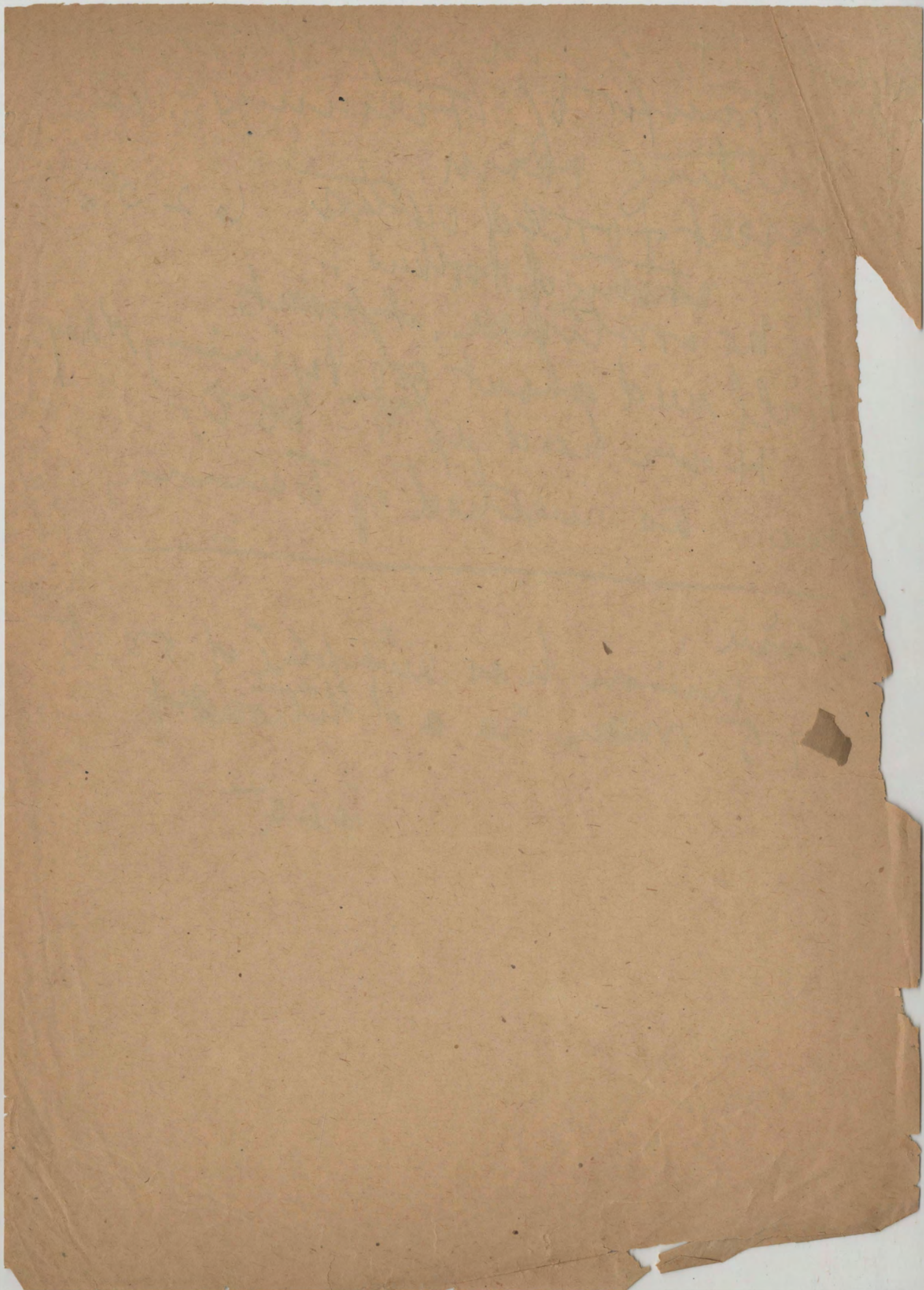
status of workers.

" no overtime at present.
Will need about 800 beginning of May.
Have had up to 600.

Also as method of training

Levin.
Union has supplied 50 to
75 men in addition.

565-



June 15,

on petition of Union
as to consolidation
of M. & X.

Should not discharge 300
to make space.

So many clothing
non-union contractors making

work, stopped work (firm says)
Have stopped a no. ago but

stopped a no. ago but
Kaminsky old firm to keep
on with Contractor and
will stop next week

380

570

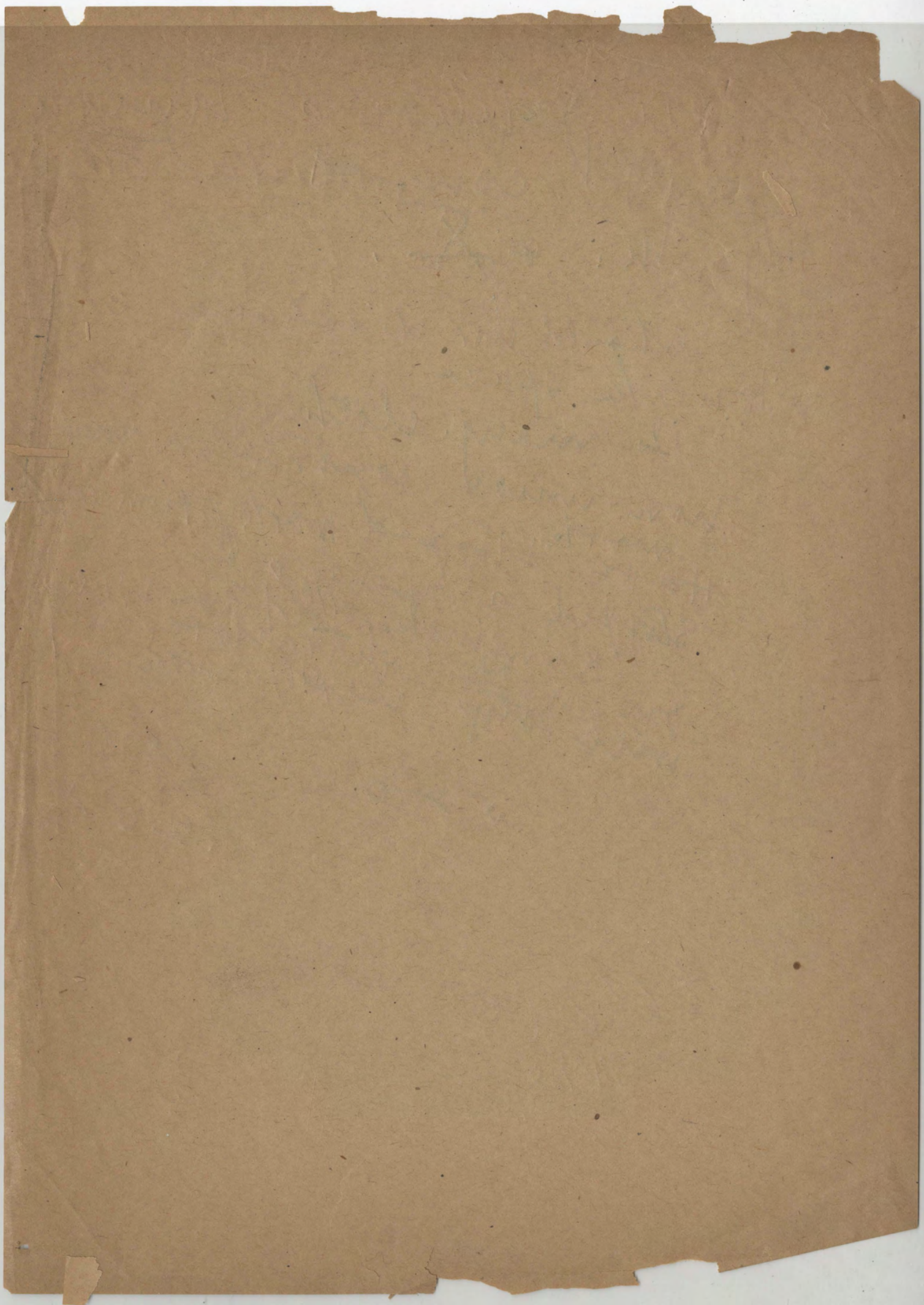
250

520
3
2667
5170

347

449

460



June 8.

1. On case from Hurlenbach
as to what makes an "experienced
cutter". Is it for "experienced" in
H.S. or experienced in general
clause put in in 1916, for
special reasons.
Seyar: Firm loses nothing because
it can discharge if he does
not do his job properly.
Howard: It produces injustice & lowers
production.
How many involved?

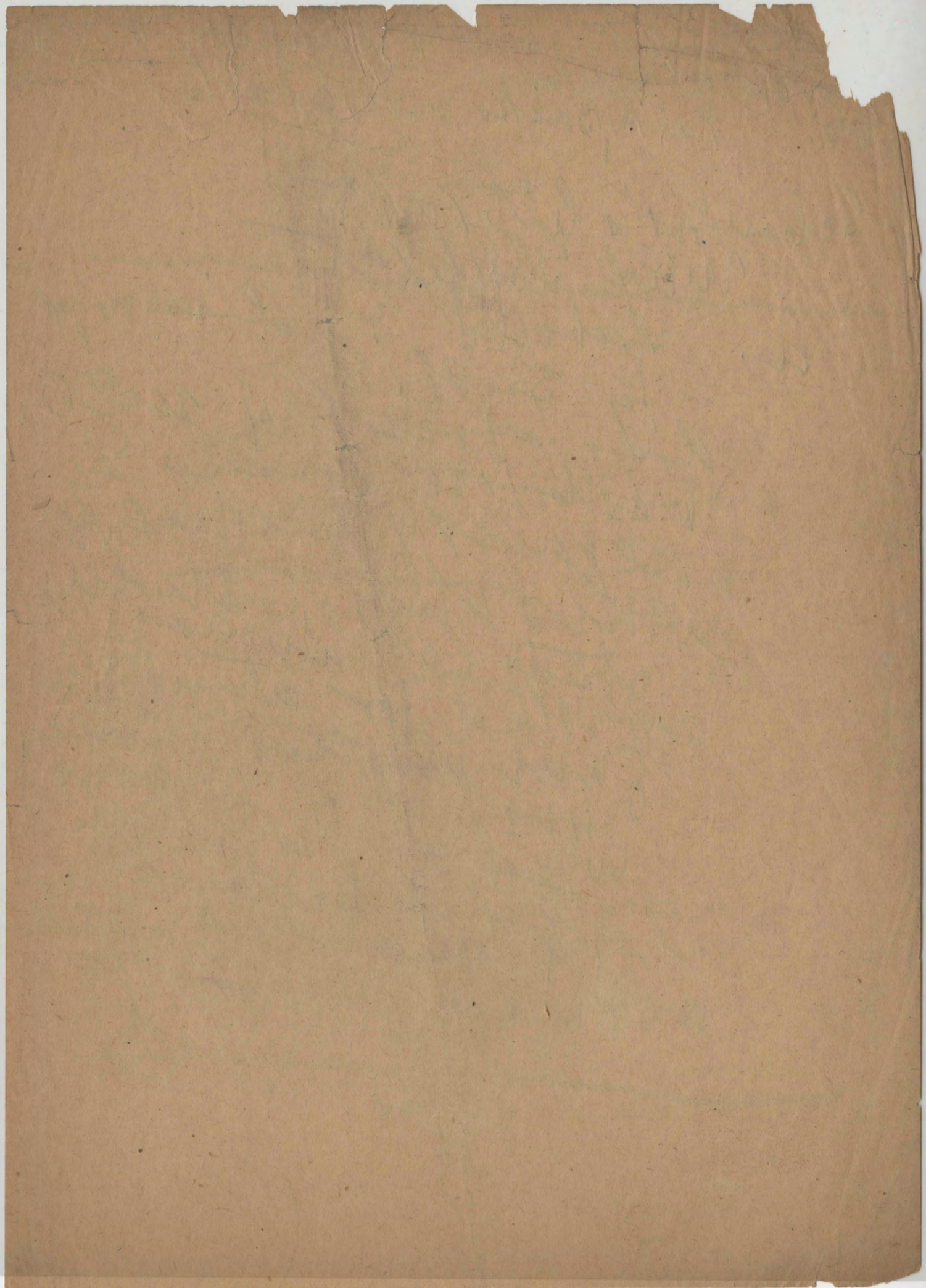
Cutter's commission has never
functioned in setting rate after
2 weeks.

But firm may specify what class
it wants x

wine Behr
 cc. Pains Backs & fore parts.

Schouler's letter to
 Max Shufeldt.

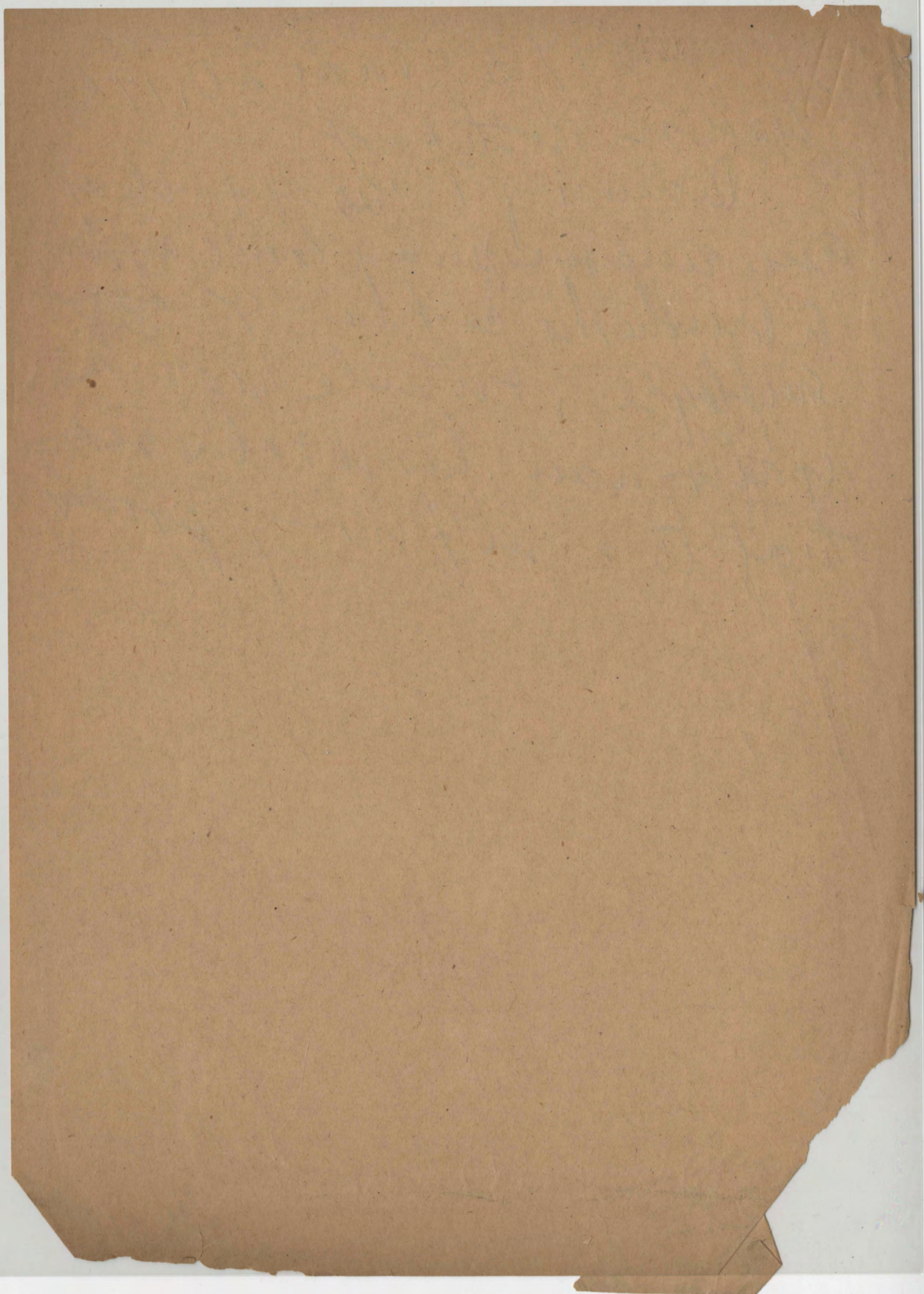
a. Labella ? discharged
 by Sept.
 died. about 4. MDD.
 was hired again by
 request of father to
 mother then
 stayed in an
 automobile
 gave another chance
 worked 4 weeks,
 went out with
 him keeper
 19 married man
 worked a gain.



No 173. Mar 20, 1913

Isadore Rothbart.

Decision of T. Board that
"any employee may bring a grievance
A trustee is certainly ~~an~~
employee, while not a
craftsman, his work is essen-
tial to a manufacturing process



~~July~~ Nov. #103.

Case was heard on its
merits of fraud-boy.

But not brought before

1913.

By Rothbart, rush boy
reinstated on ground
of discrimination.

When checking functions
must protect in ds
But draw sharp lines.

Levin Admins. shd
be supervisory
foremen, all fore
but assistants to foremen.

Labor man
Quality
Procedure

checkers not claimed

Shotage is claimed
to be taken away.

June 3rd

H. S. M.

On stoppage, of May 28.
Height Bldg about 200.

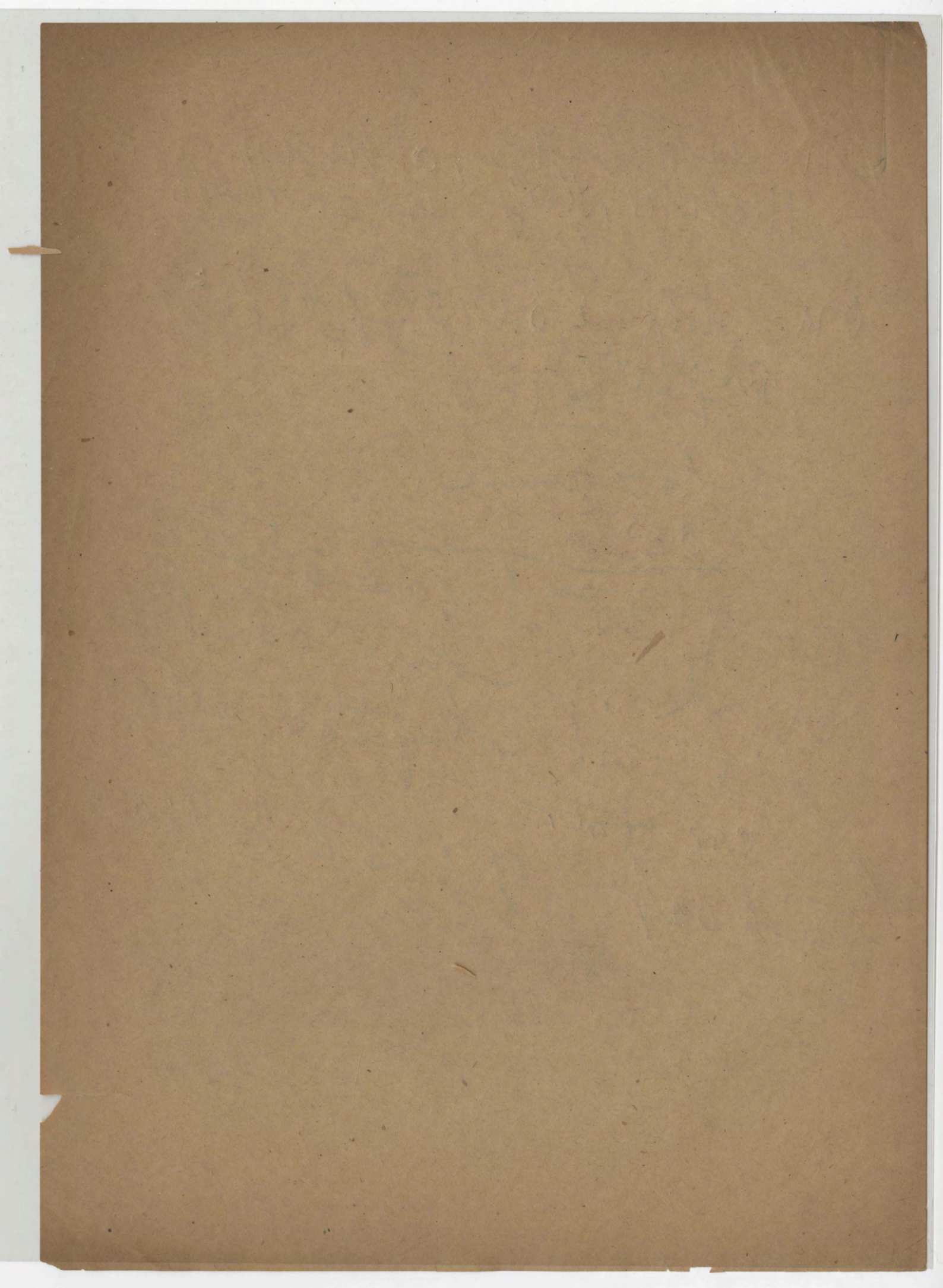
on stoppage on 10th floor
about half the floor
75 to 100.

37 min.

#45

at 9:35 began to look at
clock. Some said they
did not why they stopped

Mr. Hor
about 9:50 to 9:53



me 9. 1920
aring on pay to approach
cutters *

on stoppage in Hecht
Building on May 28.
Leyer claims he got to
the shop about 3:00
and that the men started
back soon after

