

# AGREEMENT



This Agreement, entered into by and between the firm of **Mid-Western Tailoring Co.**, Special Order, 26 S. Jefferson St., Chicago, Ill. party of the first part, and the **United Garment Workers of America**, party of the second part,

**WITNESSETH**, That in consideration of the use of the Trade Union Label of the party of the second part, the party of the first part agrees to abide by the rules and conditions governing the party of the second part as prescribed by their International Constitution, and this agreement.

- 1.—All employees engaged in the manufacture of garments for the party of the first part must be good-standing members of the party of the second part. The party of the first part further agrees that during the slack season the work will be so divided that each employee will receive approximately an equal amount of work.
- 2.—All proper sanitary conditions shall be observed in all shops manufacturing goods for the party of the first part, who especially agrees to comply with all the requirements of the State laws relating to workshops.
- 3.—Said shops shall not be operated longer than **54** hours in any one week, to end Saturday at 12 o'clock noon. **Cutters, Examiners & Bushelmen 48 hours.**
- 4.—The party of the first part shall manufacture only in shops owned and operated by said party, and equipped with mechanical power.
- 5.—The party of the first part further agrees that they will not use any of said labels after notification that the privilege to use same has been withdrawn, or when said party of the first part abrogates this agreement.
- 6.—The said Label shall be in charge of a member designated by the party of the second part, employed in said shop, who shall keep an account of same. The Label shall at all times be considered the property of the party of the second part, and all labels on hand shall be returned to said party immediately upon notification that the privilege to use the same has been withdrawn.
- 7.—The party of the first part agrees to pay for the use of labels that have been sewed in garments in the process of manufacture only, at the rate of **\$1.10** per thousand labels; **payment to be made to the local label secretary, exclusively by check made payable to the order of B. A. Langer, General Secretary until further notice.**
- 8.—The party of the first part shall abide by the union conditions observed in the respective branches of the trade.
- 9.—Should any differences arise between the firm and the employees, and which cannot be settled between them, the said differences shall be submitted to the General Officers of the U. G. W. of A. for adjustment. Should this not prove satisfactory, the subject in dispute shall be submitted to an umpire to be mutually selected for final decision.
- 10.—Party of the first part agrees to abide by the conditions further specified in the supplementary agreement hereto attached. This agreement is not valid unless approved of by the General Executive Board of the United Garment Workers of America.
- 11.—The party of the first part shall forfeit for one year the privilege of said label if proven that said party has aided or abetted in the violation of Article 10 of the Constitution relative to the rules governing the use of the Union Label.

The party of the second part agrees to do all in its province as a labor organization to advertise the goods and otherwise benefit the business of the party of the first part.

This agreement to go into effect on the **23rd** day of **March**, 191**2** and terminate ~~one year from said date~~ **March 15, 1913.**



Signed by the party of the first part:

**THE MIDWESTERN TAILORING CO.**

*John Chlebauer*

Signed by the party of the second part **United Garment Workers of America**

*D. C. H. G. J. S. P. W. S. S.*

Executed at **Chicago, Ill.**

on the **23rd** day of **March**, 191**2**



# A G R E E M E N T



This Agreement entered into by and between the firm of Mid-Western Tailoring

Co., Special Order, 26 S. Jefferson St., Chicago, Ill.

party of the first part

and the United Garment Workers of America, party of the second part.

WITNESSETH That in consideration of the use of the Trade Union label of the second part, the party of the first part agrees to abide by the rules and conditions governing the party of the second part as prescribed by their International Constitution, and this agreement.

1.—All employees engaged in the manufacture of garments for the party of the first part must be good standing members of the party of the second part. The party of the first part further agrees that during the slack season the work will be so divided that each employee will receive approximately an equal amount of work.

2.—All proper sanitary conditions shall be observed in all shops manufacturing goods for the party of the first part, who especially agrees to comply with all the requirements of the State laws relating to workshops.

3.—Said shops shall not be operated longer than 54 hours in any one week, to end Saturday at 12 o'clock noon. Outlets, Examiners & Washermen 48 hours.

4.—The party of the first part shall manufacture only in shops owned and operated by said party, and equipped with mechanical power.

5.—The party of the first part further agrees that they will not use any of said labels after notification that the privilege to use same has been withdrawn, or when said party of the first part advocates this agreement.

6.—The said label shall be in charge of a member designated by the party of the second part, employed in said shop, who shall keep an account of same. The label shall at all times be considered the property of the party of the second part, and all labels on hand shall be returned to said party immediately upon notification that the privilege to use the same has been withdrawn.

7.—The party of the first part agrees to pay for the use of labels that have been used in garments in the process of manufacture only, at the rate of \$1.10 per thousand labels, payment to be made to the local label secretary, exclusively, by check made payable to the order of H. A. Langer, General Secretary, until further notice.

8.—The party of the first part shall abide by the union conditions observed in the respective branches of the trade.

9.—Should any differences arise between the firm and the employees, and which cannot be settled between them, the said differences shall be submitted to the General Officers of the U. G. W. of A. for adjustment. Should this not prove satisfactory, the subject in dispute shall be submitted to an umpire to be mutually selected for final decision.

10.—Party of the first part agrees to abide by the conditions further specified in the supplementary agreement hereto attached. This agreement is not valid unless approved of by the General Executive Board of the United Garment Workers of America.

11.—The party of the first part shall forfeit for one year the privilege of said label if proven that said party has aided or abetted in the violation of Article 10 of the Constitution relative to the rules governing the use of the Union Label.

The party of the second part agrees to do all in its province as a labor organization to advertise the goods and otherwise benefit the business of the party of the first part.

This agreement to go into effect on the 23rd day of March, 1913, and terminate ~~on the 23rd day of March, 1913.~~

THE MID-WESTERN TAILORING CO.

Signed by the party of the first part:

Signed by the party of the second part: United Garment Workers of America



Executed at Chicago, Ill. on the 23rd day of March, 1913.

THIS IS AN AGREEMENT

BETWEEN

*The Mid-Western Tailoring Co.*

AND THE

BROTHERHOOD OF CUSTOM CUTTERS AND TRIMMERS

LOCAL UNION NO. 21, OF THE UNITED GARMENT WORKERS OF AMERICA

This Agreement made and entered into this *15th of March* 19*12* by and between

*The Mid-Western Tailoring Co.* OF THE CITY OF CHICAGO, party of the first part; and the BROTHERHOOD OF CUSTOM CUTTERS AND TRIMMERS, LOCAL UNION NO. 21 OF THE UNITED GARMENT WORKERS OF AMERICA, party of the second part:

WITNESSETH, That

WHEREAS, the party of the first part is in the tailoring business in the city of Chicago, and the party of the second part is employed by the party of the first part; and

WHEREAS, the parties hereto are desirous of forming a working agreement for the purpose of insuring peace and harmony and benefiting equally both of the parties hereto.

NOW THEREFORE, it is mutually covenanted and agreed by and between the parties hereto as follows, to-wit:—

FIRST: Party of the first part recognizes the BROTHERHOOD OF CUSTOM CUTTERS AND TRIMMERS, LOCAL UNION No. 21, OF THE UNITED GARMENT WORKERS OF AMERICA, and covenants and agrees to employ in their cutting and trimming departments only members of the said Local Union.

SECOND: It is agreed by the parties hereto that a week's work shall consist of forty-eight (48) hours, ending twelve (12) o'clock Noon Saturday.

THIRD: It is agreed that the following holidays shall be observed: Decoration Day, Fourth of July, Labor Day, Thanksgiving, Christmas and New Year's, and not to work on Labor Day. Members of said Local No. 21 receiving regular pay for each and all of them.

FOURTH: IT IS AGREED that members of Local No. 21 shall be paid time and one-half (1½) for all over-time and double pay for Sunday and Holiday work. Meaning and intending hereby that members of said Local Union No. 21 working on a Sunday or a Holiday, shall receive a double day's pay for such Sunday or Holiday work.

FIFTH: It is agreed that the salaries shall be paid to the members of Local Union No. 21 weekly on every Saturday.

SIXTH: Party of the first part shall not discharge any member of Local Union No. 21 who has been in his employ two successive seasons of sixty days each, without first giving such member one week's notice or one week's pay, meaning and intending that the week's notice must be given the employe before twelve (12) M. o'clock of the Saturday preceding the week said employe is to be discharged, and to pro rate the lay-off each dull season equally between such members of Local No. 21 as shall be retained in his employ.

SEVENTH: It is agreed that the wage scale shall be as follows:

Suit Cutters shall receive not less than Twenty Dollars (\$20.00) per week. Pants Cutters not less than Eighteen Dollars (\$18.00) per week. Trimmers not less than Fourteen Dollars (\$14.00) per week. No cutter or Trimmer shall receive less than his present salary while with his present employer during the term of this contract. Nothing herein mentioned, however, shall prevent any member of Local No. 21 from exercising his privilege of asking an advance in salary. All members of said Local Union No. 21 employed under the terms of this contract agree to devote themselves conscientiously and diligently to the discharge of their duties to the best of their ability, the amount of work not to be governed by any rules or regulations that Local No. 21 has adopted, or may adopt, at any time during the period of this contract. It is agreed and understood by and between parties hereto that in case of unavoidable casualties or labor troubles, salaries of the members of Local No. 21 shall cease immediately until such trouble is settled.

EIGHTH: IT IS AGREED that in the event of a misunderstanding or any dispute arising as to the construction of this working agreement, or any misunderstanding in regard to the operation or enforcement of this contract between the parties hereto, or as to all differences of opinion in regard to any section of this contract, between the party of the first part and the party of the second part, no house shall lock out any member of said Local Union No. 21, and no Executive Board or Business Agent shall declare a strike and said Local No. 21 shall not declare a strike, but such misunderstanding, dispute or difference of opinion shall be referred within twenty-four (24) hours to the Representatives of the parties to this contract for settlement, and in case such Representatives fail to settle such controversy within twenty-four (24) hours after the same shall have been submitted to them, it is agreed that each Representative shall, within said second twenty-four (24) hours name an arbitrator, and the two arbitrators so selected shall as speedily as possible name one disinterested person who shall not be a manufacturer or a member of any labor organization, and the three so selected shall within ten days' time settle the difficulty and the decision so rendered shall be binding on all parties to this agreement.

NINTH: It is further agreed by the party of the second part that no further or other demands shall be made upon the party of the first part, until the expiration of this contract, or engage in any sympathetic strike except for Union principles. The question as to whether or not a union principle is involved shall be submitted to arbitration, as provided in the eighth section of this contract, before a strike is called.

This contract shall be in effect from *March 15th* 19*12* until *March 15th*, A. D. 19*13*.

Signed in duplicate, ... *R.D. Schuetz*

The Brotherhood of Custom Cutters and Trimmers, Local Union No. 21, United Garment Workers of America.

By

*The Midwestern Tailoring Co.* *George H. Alexander.*

*R.D. Schuetz*

*See Ref.*

THIS IS AN AGREEMENT

BETWEEN

BROTHERHOOD OF CUSTOM CUTTERS AND TRIMMERS

LOCAL UNION NO. 21 OF THE UNITED GARMENT WORKERS OF AMERICA

AND THE

*Chicago Dress Mfg. Co.*

This Agreement made and entered into this 15th day of March 1935 and between

THE CITY OF CHICAGO, party of the first part and the BROTHERHOOD OF CUSTOM CUTTERS AND TRIMMERS LOCAL UNION NO. 21 OF THE UNITED GARMENT WORKERS OF AMERICA, party of the second part.

WHEREAS the party of the first part is in the tailoring business in the city of Chicago, and the party of the second part is employed by the party of the first part; and

WHEREAS the parties hereto are desirous of forming a working agreement for the purpose of insuring peace and harmony and settling equally both of the parties hereto.

NOW THEREFORE it is mutually consented and agreed by and between the parties hereto as follows:

Article I. The party of the first part recognizes the Brotherhood of Custom Cutters and Trimmers Local Union No. 21 of the United Garment Workers of America, and consents and agrees to employ in their own shop and tailoring department only members of the said local union.

Article II. It is agreed by the parties hereto that a week's work shall consist of forty-eight (48) hours, ending twelve (12) o'clock noon Saturday.

Article III. It is agreed that the following holidays shall be observed: New Year's Day, Fourth of July, Labor Day, Thanksgiving, Christmas and New Year's and not to work on either day. Members of said local union No. 21 shall receive pay for such holidays as follows:

Article IV. It is agreed that the salaries shall be paid to the members of Local Union No. 21 weekly on every Saturday. The party of the first part shall not discharge any member of Local Union No. 21 who has been in the shop a year and a day without giving the member notice in writing at least ten (10) days in advance.

Article V. It is agreed that the wage scale shall be as follows: Senior Cutters shall receive not less than Twenty Dollars (\$20.00) per week. Junior Cutters not less than Eighteen Dollars (\$18.00) per week. Trimmers not less than Fourteen Dollars (\$14.00) per week. No senior or junior shall receive less than the general salary with the present employees during the term of this contract. Nothing herein mentioned, however, shall prevent any member of Local Union No. 21 from receiving the privilege of a wage in advance in cash. All members of said Local Union No. 21 shall be subject to the terms of their contract as to discipline and otherwise in the absence of their union. Local Union No. 21 has assumed of their ability the amount of work not to be governed by any rule or regulation of the party of the first part. It is further agreed that the party of the first part shall not discharge any member of Local Union No. 21 without giving the member notice in writing at least ten (10) days in advance.

Article VI. It is agreed that in the event of a misunderstanding or any dispute arising as to the interpretation of this working agreement or any misunderstanding in regard to the operation or enforcement of this contract between the parties hereto, or as to all differences of opinion in regard to any section of this contract, between the party of the first part and the party of the second part, no member of said local union No. 21 shall declare a strike, but such misunderstanding, dispute or difference of opinion shall be referred within twenty-four (24) hours to the representatives of the parties to this contract for settlement, and in case such representatives fail to settle such controversy within twenty-four (24) hours after the same shall have been referred to them, it is agreed that each representative shall within said twenty-four (24) hours name an arbitrator and the two arbitrators so selected shall as soon as possible make a final award which shall not be a resolute or a member of any labor organization, and the time so selected shall within ten days settle the difficulty, and the decision so rendered shall be binding on all parties to this agreement.

Article VII. It is further agreed by the party of the second part that no further or other demands shall be made upon the party of the first part, until the expiration of this contract or engage in any sympathetic strike except for Union purposes. The question as to whether or not a union is involved shall be submitted to a disinterested arbitrator.

This contract shall be in full force from this 15th day of March 1935 to the 15th day of March 1936.

Witness my hand and seal of said City of Chicago this 15th day of March 1935.

*Mayor*

Witness my hand and seal of said Local Union No. 21 of the United Garment Workers of America this 15th day of March 1935.

*Local Union No. 21*

# THIS IS AN AGREEMENT

BETWEEN

Midwestern Tailoring Co.

AND THE

## Brotherhood of Custom Cutters and Trimmers

LOCAL UNION NO. 21, OF THE UNITED GARMENT WORKERS OF AMERICA

**This Agreement** made and entered into this 15th day of March 1913, by and between

Midwestern Tailoring Co. OF THE CITY OF CHICAGO, party of the first part; and the *BROTHERHOOD OF CUSTOM CUTTERS AND TRIMMERS, LOCAL UNION NO. 21 OF THE UNITED GARMENT WORKERS OF AMERICA*, party of the second part:

WITNESSETH, That

WHEREAS, the party of the first part is in the tailoring business in the city of Chicago, and the party of the second part is employed by the party of the first part; and

WHEREAS, the parties are desirous of forming a working agreement for the purpose of insuring peace and harmony and benefiting equally both of the parties hereto.

NOW, THEREFORE, it is mutually covenanted and agreed by and between the parties hereto as follows, to-wit:—

FIRST: Party of the first part recognizes the BROTHERHOOD OF CUSTOM CUTTERS AND TRIMMERS, LOCAL UNION NO. 21, OF THE UNITED GARMENT WORKERS OF AMERICA, and covenants and agrees to employ in their cutting and trimming departments only members of the said Local Union.

SECOND: It is agreed by the parties hereto that a week's work shall consist of forty-eight (48) hours, ending twelve (12) o'clock Noon Saturday.

THIRD: It is agreed that the following holidays shall be observed: Decoration Day, Fourth of July, Labor Day, Thanksgiving, Christmas and New Year's, and not to work on Labor Day. Members of said Local No. 21 receiving regular pay for each and all of them.

FOURTH: IT IS AGREED that members of Local No. 21 shall be paid time and one-half (1½) for all overtime and double pay for Sunday and Holiday work. Meaning and intending hereby that members of said Local Union No. 21 working on a Sunday or a Holiday, shall receive a double day's pay for such Sunday or Holiday work.

FIFTH: It is agreed that the salaries shall be paid to the members of Local Union No. 21 weekly on every Saturday.

SIXTH: Party of the first part shall not discharge any member of Local Union No. 21 who has been in his employ two successive seasons of sixty days each, without first giving such member one week's notice or one week's pay, meaning and intending that the week's notice must be given the employe before twelve (12) M. o'clock of the Saturday preceding the week said employe is to be discharged, and to pro rate the lay-off each dull season equally between such members of Local No. 21 as shall be retained in his employ.

SEVENTH: It is agreed that the wage scale shall be as follows:

Suit Cutters shall receive not less than Twenty-four Dollars (\$24.00) per week. Pants Cutters not less than Eighteen Dollars (\$18.00) per week. Trimmers not less than Sixteen Dollars (\$16.00) per week. No cutter or Trimmer shall receive less than his present salary while with his present employer during the term of this contract. Nothing herein mentioned, however, shall prevent any member of Local No. 21 from exercising his privilege of asking an advance in salary. All members of said Local No. 21 employed under the terms of this contract agree to devote themselves conscientiously and diligently to the discharge of their duties to the best of their ability, the amount of work not to be governed by any rules or regulations that Local No. 21 has adopted, or may adopt, at any time during the period of this contract. It is agreed and understood by and between parties hereto that in case of unavoidable casualties or labor troubles, salaries of the members of Local No. 21 shall cease immediately until such trouble is settled.

EIGHTH: IT IS AGREED that in the event of a misunderstanding or any dispute arising as to the construction of this working agreement, or any misunderstanding in regard to the operation or enforcement of this contract between the parties hereto, or as to all differences of opinion in regard to any section of this contract between the party of the first part and the party of the second part, no house shall lock out any member of said Local Union No. 21, and no Executive Board or Business Agent shall declare a strike and said Local No. 21 shall not declare a strike, but such misunderstanding, dispute or difference of opinion shall be referred within twenty-four (24) hours to the Representatives of the parties of this contract for settlement, and in case such Representatives fail to settle such controversy within twenty-four (24) hours after the same shall have been submitted to them, it is agreed that each Representative shall, within said second twenty-four (24) hours name an arbitrator, and the two arbitrators so selected shall as speedily as possible name one disinterested person who shall not be a manufacturer or a member of any labor organization, and three so selected shall within ten days' time settle the difficulty and the decision so rendered shall be binding on all parties to this agreement.

NINTH: It is further agreed by the party of the second part that no further or other demands shall be made upon the party of the first part, until the expiration of this contract, or engage in any sympathetic strike except for Union principles. The question as to whether or not a union principle is involved shall be submitted to arbitration, as provided in the eighth section of this contract, before strike is called.

This contract shall be in effect from March 15th, 1913 until March 15th, A. D. 1914.

Signed in duplicate, 4/16/13.

The Brotherhood of Custom Cutters and Trimmers,  
Local Union No. 21, United Garment Workers of America.

By

George H. Alexander  
Sec. R. J.

The Midwestern Tailoring Co.

Not Inc.

Per R. D. Schuettge  
Managing Partner



# Articles of Agreement



THIS AGREEMENT made and entered into this.....  
day of ..... A. D. 191 , by and between .....

.....  
of the City of Chicago, parties of the first part, and the **Special Order Coat Makers' Local Union 197, U. G. W. of A.** and all the members, parties of the second part.

WITNESS, WHEREAS: The parties of the first part are in the Coat Making Business in the City of Chicago, Cook County, State of Illinois, and the parties of the second part are employed in the making of coats for the party of the first part, and

WHEREAS: All the parties hereto are desirous of forming a working agreement, and formulating a written policy for the purpose of insuring peace and harmony in the industry herein involved, and benefiting equally all the members hereto, now

THEREFORE: It is mutually covenanted and agreed by and between the parties as follows, to wit:

**First:** The party of the first part recognizes the **Special Order Coat Makers' Local Union 197, U. G. W. of A.** and agrees to employ in their Coat Making Shops only members of said Local Union in good standing, and in the event that the party of the second part cannot supply sufficient Union Help to produce the output, the said parties of the first part shall be permitted to employ any they can procure, but it is agreed that such help, upon being employed one week shall make application to become members of the **above Local Union.**

**Second:** The parties of the first part agree to notify the business agent of the party of the second part when in need of help.

**Third:** It is further agreed by and between the parties hereto that a week's work shall consist of fifty-four hours, commencing not earlier than 7 o'clock A. M. Monday, and ending not later than 1 o'clock Saturday.

**Fourth:** Party of the first part hereby agrees to pay the members of the party of the second part time and one-half for all overtime and double time for Sundays and Holidays, when work is done. Overtime means all work which is done after 6 P. M. and Saturdays after 1 P. M.

**Fifth:** It is expressly agreed that under no circumstances shall the members of the second part be required to work on Labor Day.

**Sixth:** The party of the first part further agrees to pay the salaries of the members of the second party weekly, on Tuesday.

**Seventh:** It is further agreed by the party of the first part that they shall not discharge any members belonging to the party of the second part for Union Activity, or without sufficient cause, and the cause be submitted to the party of the second part and accepted.

**Eighth:** The Business Agent of the party of the second party shall have the right to enter the shop of the party of the first part at any time on legitimate business.

**Ninth:** The parties of the first part agree to pay the parties of the second part the prices now enforced. This clause, however, does not prevent any member belonging to the party of the second part from exercising his or her individual privilege of asking for an increase.

**Tenth:** During the dull season it is agreed that the party of the first part shall prorate the work equally among the members of the party of the second part employed in their coat shop, and no special favors to be shown to anyone in their shop.

**Eleventh:** It is agreed by the party of the first part that the system of work shall be as follows:

All pressing, under-pressing, trimming, operating, shaping, under-basting, canvas basting and basting the linings, edge basting by men shall be on the piece-work system, and all finishing, felling, armhole basting, button sewing, and lapel padders sleeve making by women shall be on the week work system. Hand buttonhole makers shall be agreed between the employer and employees.

**Twelfth:** Shops where only about one hundred coats is the output, the system of work shall be arranged, but women must work by the week.

**Thirteenth:** It is further agreed by the party of the first part and the party of the second part that this agreement shall be exercised in good faith, and the violating of one clause of this agreement shall be the violation of the whole agreement.

**Fourteenth:** It is further agreed that no misuse of the Union Label shall occur under any circumstances. The label must be sewed in by machine, and not otherwise.



Fifteenth: It is further agreed that all sanitary conditions shall be observed in the shops by the party of the first part, who especially agrees to comply with all the requirements of the State Laws relating to work shops. Same shops should be open for inspection to the Union.

Sixteenth: It is agreed that in the event of misunderstanding, or any dispute arising in regard to the operation or enforcement of this contract, or as to the construction of this agreement, or as to the settlement of any wage controversy between the parties hereto, that no employer shall lock out any members of the party of the second part and no Executive Board, Business Agent or Committee of the party of the second part, or the Local Union herein above mentioned, shall declare a strike, but such misunderstanding, differences, controversies or disputes, shall be referred within twenty-four hours to the Executive Board of the party of the second part for settlement, and in case the Executive Board shall fail to settle such controversies within twenty-four hours after the same has been submitted, it is agreed that the matter shall be referred to District Council No. 6, U. G. W. of A. for settlement.

Seventeenth: This contract shall go into effect on the ..... day of .....

191 ..., and shall terminate on the ..... day of .....191 ., and

it is further agreed that a new contract or any change that may be desired in the foregoing contract shall be submitted by either of the parties hereto in writing not later than .....

191 .., and such new contract shall be signed not later than the day of .....191.. to take effect at the expiration of this contract.

SIGNED

.....

Party of the First Part.

LOCAL UNION NO. 197, U. G. W. OF A.,

.....Business Agent, ..

Party of the Second Part.

It is further agreed that all arbitrary conditions shall be observed in the shops by the party of the first part who especially agrees to comply with all the requirements of the State Law relating to work shops. Same shops should be open for inspection to the Union.

It is agreed that in the event of misunderstanding or any dispute arising in regard to the operation or enforcement of this contract or as to the construction of this agreement or as to the settlement of any wage controversy between the parties hereto, that no employer shall lock out any members of the party of the second part and no Executive Board, Business Agent or Committee of the party of the second part of the Local Union herein above mentioned, shall declare a strike, but such misunderstanding, difference, controversy or dispute, shall be referred within twenty-four hours to the Executive Board of the party of the second part for settlement, and in case the Executive Board shall fail to settle such controversies within twenty-four hours after the same has been submitted, it is agreed that the matter shall be referred to District Council No. 6, I. C. W. of A.

Seventeenth: This contract shall go into effect on the ..... day of ..... 1911 and shall terminate on the ..... day of ..... 1911 and it is further agreed that a new contract or any change that may be desired in the foregoing contract shall be submitted by either of the parties hereto in writing not later than ..... 1911 and such new contract shall be signed not later than the day of ..... 1911 to take effect at the expiration of this contract.

.....  
Party of the First Part

SIGNED LOCAL UNION NO. 101, I. C. W. OF A.

.....  
Business Agent  
Party of the Second Part

# Articles of Agreement

This Agreement, made and entered into this 15<sup>th</sup>  
day of Feb A. D., 1911, by and between  
Midwestern Ply Co., 285 Madison St  
of the City of Chicago, parties of the first part, and the Special Order Coat Locals 150, 197, 229, U. G. W. of A.  
and all the members parties of the second part.

**Witness Thereas:** The parties of the first part are in the Coat Making Business in the City of Chicago, Cook County, of the State of Illinois, and the parties of the second part are employed in the making of coats for the party of the first part, and

**Whereas:** All the parties hereto are desirous of forming a working agreement and formulating a written policy for the purpose of insuring peace and harmony in the industry herein involved, and benefitting equally all the members hereto; now

**Therefore:** It is mutually covenant and agreed by and between the parties as follows, to-wit:

**FIRST.** The party of the first part recognizes the Special Order Coat Makers Local Unions 150, 197, 229, U. G. W. of A., and agrees to employ in their Coat Making Shops only members in said Local Unions in good standing, and in the event that the parties of the second part cannot supply sufficient Union help to produce the output, the said parties of the first part shall be permitted to employ any they can procure, but it is agreed that such help upon being employed one week shall make application to become members of the U. G. W. of A.

**SECOND.** The parties of the first part agrees to notify the Business Agent of the party of the second part when in need of help.

**THIRD.** **It is Further Agreed,** by and between the parties hereto, that a week's work shall consist of 54 hours, commencing not earlier than 7 o'clock A. M. Monday and ending 12 o'clock Saturday.

**FOURTH.** The party of the first part hereby agrees to pay the members of the party of the second part time and one-half for all over-time and double-time for Sundays and holidays when work is done.

**FIFTH.** Over-time means all work which is done after 6 P. M., and Saturdays after 1 P. M.

**SIXTH.** It is expressly agreed that under no circumstances shall the members of the second part be required to work on Labor Day.

**SEVENTH.** The party of the first part further agrees to pay the salaries of the members of the second part weekly on wednesday

**EIGHTH.** **It is Further Agreed,** by the party of the first part, that they shall not discharge any members belonging to the party of the second part for union activity or without sufficient cause, and the cause be submitted to the party of the second part and accepted.

**NINTH.** The Business Agent of the party of the second part shall have the right to enter the shop of the party of the first part at any time on legitimate business.

**TENTH.** The parties of the first part further agree to pay the parties of the second part the price now enforced. This clause, however, does not prevent any member belonging to the party of the second part from exercising his or her individual privilege asking for an increase.

**ELEVENTH.** During the dull season it is agreed that the party of the first part shall pro-rate the work equally among the members of the party of the second part employed in their coat shop, and no special favors to be shown to any one in their shop.

**TWELFTH.** It is agreed by the party of the first part that the system of work shall be as follows:

All pressing, under-pressing, trimming, operating, shaping, under-basting, canvas basting, and basting the linings, edge basting by man shall be on the piece work system; and all finishing, felling, hand button-holes, arm-holes, basting by women shall be on the week-work system. Stitching and making the canvas shall be to the understanding to the employer and employees is mutually agreed on piece or week-work system. The same shall be on the sleeve basting and all round tailoring.

# Articles of Agreement

This Agreement was entered into this \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_, by and between \_\_\_\_\_ of the County of \_\_\_\_\_ State of \_\_\_\_\_ and \_\_\_\_\_ of the County of \_\_\_\_\_ State of \_\_\_\_\_ and all the members of the second party.

Witnesseth, that the parties hereto do hereby certify that they have read and understand the contents of the foregoing articles and have agreed to be bound by the same.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals at the place and date first above written.

\_\_\_\_\_

\_\_\_\_\_

Section 1. The purpose of this Agreement is to provide for the orderly and efficient operation of the \_\_\_\_\_ and to provide for the protection of the interests of the members of the second party.

Section 2. The members of the second party shall be those persons who are named in the list attached hereto as the members of the second party.

Section 3. The members of the second party shall be bound by the rules and regulations of the \_\_\_\_\_ and shall be subject to the discipline of the \_\_\_\_\_.

Section 4. The members of the second party shall be entitled to the same rights and privileges as the members of the first party.

Section 5. The members of the second party shall be entitled to the same benefits as the members of the first party.

Section 6. The members of the second party shall be entitled to the same protection as the members of the first party.

Section 7. The members of the second party shall be entitled to the same representation as the members of the first party.

Section 8. The members of the second party shall be entitled to the same participation as the members of the first party.

Section 9. The members of the second party shall be entitled to the same information as the members of the first party.

Section 10. The members of the second party shall be entitled to the same consultation as the members of the first party.

Section 11. The members of the second party shall be entitled to the same cooperation as the members of the first party.

Section 12. The members of the second party shall be entitled to the same assistance as the members of the first party.

Section 13. The members of the second party shall be entitled to the same support as the members of the first party.

Section 14. The members of the second party shall be entitled to the same encouragement as the members of the first party.

Section 15. The members of the second party shall be entitled to the same recognition as the members of the first party.

Section 16. The members of the second party shall be entitled to the same respect as the members of the first party.

Section 17. The members of the second party shall be entitled to the same consideration as the members of the first party.

Section 18. The members of the second party shall be entitled to the same regard as the members of the first party.

Section 19. The members of the second party shall be entitled to the same attention as the members of the first party.

Section 20. The members of the second party shall be entitled to the same care as the members of the first party.

Section 21. The members of the second party shall be entitled to the same protection as the members of the first party.

Section 22. The members of the second party shall be entitled to the same security as the members of the first party.

Section 23. The members of the second party shall be entitled to the same safety as the members of the first party.

Section 24. The members of the second party shall be entitled to the same health as the members of the first party.

Section 25. The members of the second party shall be entitled to the same well-being as the members of the first party.

Section 26. The members of the second party shall be entitled to the same happiness as the members of the first party.

Section 27. The members of the second party shall be entitled to the same peace as the members of the first party.

Section 28. The members of the second party shall be entitled to the same quiet as the members of the first party.

Section 29. The members of the second party shall be entitled to the same rest as the members of the first party.

Section 30. The members of the second party shall be entitled to the same sleep as the members of the first party.

Section 31. The members of the second party shall be entitled to the same relaxation as the members of the first party.

Section 32. The members of the second party shall be entitled to the same recreation as the members of the first party.

Section 33. The members of the second party shall be entitled to the same amusement as the members of the first party.

Section 34. The members of the second party shall be entitled to the same entertainment as the members of the first party.

Section 35. The members of the second party shall be entitled to the same enjoyment as the members of the first party.

Section 36. The members of the second party shall be entitled to the same pleasure as the members of the first party.

Section 37. The members of the second party shall be entitled to the same satisfaction as the members of the first party.

Section 38. The members of the second party shall be entitled to the same fulfillment as the members of the first party.

Section 39. The members of the second party shall be entitled to the same completion as the members of the first party.

Section 40. The members of the second party shall be entitled to the same perfection as the members of the first party.



...shall be entered in good faith and in the presence of the class of this agreement...  
...is a further agreement that no part of the Local Label shall ever be...  
...shall be observed in the days by the party...  
...shall be allowed to work for less than a week...

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...shall be observed in the days by the party...  
...shall be allowed to work for less than a week...

# AGREEMENT



**This Agreement**, entered into by and between the firm of

party of the first part,  
and the *United Garment Workers of America*, party of the second part,

**WITNESSETH**, That in consideration of the use of the Trade Union Label of the party of the second part, the party of the first part agrees to abide by the rules and conditions governing the party of the second part as prescribed by their International Constitution, and this agreement.

- 1.—All employees engaged in the manufacture of garments for the party of the first part must be good-standing members of the party of the second part. The party of the first part further agrees that during the slack season the work will be so divided that each employee will receive approximately an equal amount of work.
- 2.—All proper sanitary conditions shall be observed in all shops manufacturing goods for the party of the first part, who especially agrees to comply with all the requirements of the State laws relating to workshops.
- 3.—Said shops shall not be operated longer than \_\_\_\_\_ hours in any one week, to end Saturday at 12 o'clock noon.
- 4.—The party of the first part shall manufacture only in shops owned and operated by said party, and equipped with mechanical power.
- 5.—The party of the first part further agrees that they will not use any of said labels after notification that the privilege to use same has been withdrawn, or when said party of the first part abrogates this agreement.
- 6.—The said Label shall be in charge of a member designated by the party of the second part, employed in said shop, who shall keep an account of same. The Label shall at all times be considered the property of the party of the second part, and all labels on hand shall be returned to said party immediately upon notification that the privilege to use the same has been withdrawn.
- 7.—The party of the first part agrees to pay for the use of labels that have been sewed in garments in the process of manufacture only, at the rate of \_\_\_\_\_ per thousand labels; **payment to be made to the local label secretary, exclusively by check made payable to the order of B. A. Larger, General Secretary** until further notice
- 8.—The party of the first part shall abide by the union conditions observed in the respective branches of the trade.
- 9.—Should any differences arise between the firm and the employees, and which cannot be settled between them, the said differences shall be submitted to the General Officers of the U. G. W. of A. for adjustment. Should this not prove satisfactory, the subject in dispute shall be submitted to an umpire to be mutually selected for final decision.
- 10.—Party of the first part agrees to abide by the conditions further specified in the supplementary agreement hereto attached. This agreement is not valid unless approved of by the General Executive Board of the United Garment Workers of America.
- 11.—The party of the first part shall forfeit for one year the privilege of said label if proven that said party has aided or abetted in the violation of Article 10 of the Constitution relative to the rules governing the use of the Union Label.

The party of the second part agrees to do all in its province as a labor organization to advertise the goods and otherwise benefit the business of the party of the first part.

This agreement to go into effect on the \_\_\_\_\_ day of \_\_\_\_\_, 191\_\_\_\_  
and terminate one year from said date.



Signed by the party of the first part :

Signed by the party of the second part

Executed at

on the

day of

191\_\_\_\_



# A G R E E M E N T



This Agreement, entered into by and between the firm of

party of the first part,

and the United Garment Workers of America, party of the second part,

WITNESSETH, That in consideration of the use of the Trade Union Label of the party of the second part, the party of the first part agrees to abide by the rules and conditions governing the party of the second part as prescribed by their International Constitution, and this agreement.

1- All employees engaged in the manufacture of garments for the party of the first part must be good-standing members of the party of the second part. The party of the first part further agrees that during the slack season the work will be so divided that each employee will receive approximately an equal amount of work.

2- All proper sanitary conditions shall be observed in all shops manufacturing goods for the party of the first part, who especially agrees to comply with all the requirements of the State laws relating to workshops.

3- Said shops shall not be operated longer than 13 o'clock noon.

4- The party of the first part shall manufacture only in shops owned and operated by said party, and equipped with mechanical power.

5- The party of the first part further agrees that they will not use any of said labels after notification that the privilege to use same has been withdrawn, or when said party of the first part abandons this agreement.

6- The said Label shall be in charge of a member designated by the party of the second part, employed in said shop, who shall keep an account of same. The Label shall at all times be considered the property of the party of the second part, and all labels on hand shall be returned to said party immediately upon notification that the privilege to use the same has been withdrawn.

7- The party of the first part agrees to pay for the use of labels that have been used in garments in the process of manufacture only, at the rate of per thousand labels, payment to be made to the local label secretary, exclusive of check made payable to the order of B. A. Largent, General Secretary, until further notice.

8- The party of the first part shall abide by the union conditions observed in the respective branches of the trade.

9- Should any differences arise between the firm and the employees, and which cannot be settled between them, the said differences shall be submitted to the General Officers of the U. G. W. of A. for adjustment. Should this not prove satisfactory, the subject in dispute shall be submitted to an umpire to be mutually selected for final decision.

10- The party of the first part agrees to abide by the conditions further specified in the supplementary agreement hereto attached. This agreement is not valid unless approved of by the General Executive Board of the United Garment Workers of America.

11- The party of the first part shall forfeit for one year the privilege of said label if proven that said party has aided or abetted in the violation of Article 10 of the Constitution relative to the rules governing the use of the Union Label.

The party of the second part agrees to do all in its province as a labor organization to advertise the goods and otherwise benefit the business of the party of the first part.

This agreement to go into effect on the day of 191 and terminate one year from said date.

Signed by the party of the first part:

Signed by the party of the second part



Executed at on the day of 191

# AGREEMENT



**This Agreement**, entered into by and between the firm of

party of the first part,  
and the *United Garment Workers of America*, party of the second part,

**WITNESSETH**, That in consideration of the use of the Trade Union Label of the party of the second part, the party of the first part agrees to abide by the rules and conditions governing the party of the second part as prescribed by their International Constitution, and this agreement.

- 1.—All employees engaged in the manufacture of garments for the party of the first part must be good-standing members of the party of the second part. The party of the first part further agrees that during the slack season the work will be so divided that each employee will receive approximately an equal amount of work.
- 2.—All proper sanitary conditions shall be observed in all shops manufacturing goods for the party of the first part, who especially agrees to comply with all the requirements of the State laws relating to workshops.
- 3.—Said shops shall not be operated longer than \_\_\_\_\_ hours in any one week, to end Saturday at 12 o'clock noon.
- 4.—The party of the first part shall manufacture only in shops owned and operated by said party, and equipped with mechanical power.
- 5.—The party of the first part further agrees that they will not use any of said labels after notification that the privilege to use same has been withdrawn, or when said party of the first part abrogates this agreement.
- 6.—The said Label shall be in charge of a member designated by the party of the second part, employed in said shop, who shall keep an account of same. The Label shall at all times be considered the property of the party of the second part, and all labels on hand shall be returned to said party immediately upon notification that the privilege to use the same has been withdrawn.
- 7.—The party of the first part agrees to pay for the use of labels that have been sewed in garments in the process of manufacture only, at the rate of \_\_\_\_\_ per thousand labels; **payment to be made to the local label secretary, exclusively by check made payable to the order of B. A. Larger, General Secretary** until further notice.
- 8.—The party of the first part shall abide by the union conditions observed in the respective branches of the trade.
- 9.—Should any differences arise between the firm and the employees, and which cannot be settled between them, the said differences shall be submitted to the General Officers of the U. G. W. of A. for adjustment. Should this not prove satisfactory, the subject in dispute shall be submitted to an umpire to be mutually selected for final decision.
- 10.—Party of the first part agrees to abide by the conditions further specified in the supplementary agreement hereto attached. This agreement is not valid unless approved of by the General Executive Board of the United Garment Workers of America.
- 11.—The party of the first part shall forfeit for one year the privilege of said label if proven that said party has aided or abetted in the violation of Article 10 of the Constitution relative to the rules governing the use of the Union Label.

The party of the second part agrees to do all in its province as a labor organization to advertise the goods and otherwise benefit the business of the party of the first part.

This agreement to go into effect on the \_\_\_\_\_ day of \_\_\_\_\_, 191\_\_\_\_  
and terminate one year from said date.



Signed by the party of the first part :

Signed by the party of the second part

Executed at \_\_\_\_\_ on the \_\_\_\_\_ day of \_\_\_\_\_, 191\_\_\_\_



# AGREEMENT



This Agreement, entered into by and between the firm of

and the United Garment Workers of America, party of the second part,

WITNESSETH that in consideration of the use of the Trade Union Label of the party of the second part, the party of the first part agrees to abide by the rules and conditions governing the party of the second part as prescribed by their International Constitution, and this agreement.

1. All employees engaged in the manufacture of garments for the party of the first part must be good-standing members of the party of the second part. The party of the first part further agrees that during the slack season the work will be so divided that each employee will receive approximately an equal amount of work.

2. All proper sanitary conditions shall be observed in all shops manufacturing goods for the party of the first part, who especially agrees to comply with all the requirements of the State laws relating to workshops.

3. Said shops shall not be operated longer than 12 o'clock noon.

4. The party of the first part shall manufacture only in shops owned and operated by said party, and equipped with mechanical power.

5. The party of the first part further agrees that they will not use any of said labels after notification that the privilege to use same has been withdrawn, or when said party of the first part abrogates this agreement.

6. The said Label shall be in charge of a member designated by the party of the second part, employed in said shop, who shall keep an account of same. The Label shall at all times be considered the property of the party of the second part, and all labels on hand shall be returned to said party immediately upon notification that the privilege to use the same has been withdrawn.

7. The party of the first part agrees to pay for the use of labels that have been sewed in garments in the process of manufacture only, at the rate of per thousand labels; payment to be made to the local label secretary, exclusively by check made payable to the order of B. A. Largent, General Secretary, until further notice.

8. The party of the first part shall abide by the union conditions observed in the respective branches of the trade.

9. Should any differences arise between the firm and the employees, and which cannot be settled between them, the said differences shall be submitted to the General Officers of the U. G. W. of A. for adjustment. Should this not prove satisfactory, the subject in dispute shall be submitted to an umpire to be mutually selected for final decision.

10. Party of the first part agrees to abide by the conditions further specified in the supplementary agreement hereto attached. This agreement is not valid unless approved of by the General Executive Board of the United Garment Workers of America.

11. The party of the first part shall forfeit for one year the privilege of said label if proven that said party has aided or abetted in the violation of Article 10 of the Constitution relative to the rules governing the use of the Union Label.

The party of the second part agrees to do all in its province as a labor organization to advertise the goods and otherwise benefit the business of the party of the first part.

This agreement to go into effect on the day of 1911 and terminate one year from said date.

Signed by the party of the first part:

Signed by the party of the second part



Executed at on the day of 1911

# WAGE SCALE

— FOR —

## SPECIAL ORDER WORKERS

ON COATS, OPEN WORK

— FOR —  
**LOCAL UNIONS 197 AND 253,**  
**U. G. W. of A.**

*open*

### SACK COATS.

Making plain piped pockets.....	.15	coat
Trimming consists of fitting up linings for the entire coat, matching pockets, flaps, cuffs, collars, etc. ....	\$.10	coat
Trimming: Norfolks, sacks and frocks, with same operations and including all extra trimming pertaining to same garment.....	.14	coat
Trimming: Full dress coats, Prince Alberts. Same operations, including the extras pertaining to same garment.....	.16	coat
Pocket making: Consists of making welt <del>sack</del> piped pockets, making of flaps, sewing on flaps, one cash pocket, sewing up V, seaming sides and center, including lap or cord.....	.19	coat
Pocket making: Norfolks, sacks. Same operations as in regular sacks and including all the extra operations pertaining to a Norfolk coat.....	.30	coat
Pocket making: Prince Albert and full dress coats, including all operations as above mentioned .....	.30	coat
Pocket making: Frocks, English walking coats, including all operations mentioned above.....	.25	coat
Pocket making: Skeleton, sack coats, consisting of same operations as above mentioned, including piping, seams and making ballast inside pockets .....	.25	coat
Lining making: Sack coats, Norfolks and frocks, consists of making the entire lining, including one welt breast pocket, sewing linings on facings .....	.06	<del>.06</del> coat
Extra welt breast pocket on linings.....	.01 1/2	pkt.
Extra cash pocket on linings.....	.01	pkt.
Lining making: Full dress, Prince Alberts coats, including all said operations.....	.08	coat
Sleeve making: Consists of making sleeves and linings in sleeves, plain, no cuffs.....	.03	pr.
Blind buttonholes on sleeves, no more than three buttonholes to a sleeve.....	.01	pr. sl'ves
Cuffs on sleeves, sewed on the sleeves.....	.03 1/2	pr.
Turned-over cuffs, lined.....	.01	each
Stitching stand on under-collar by machine.....	.05 1/2	<del>.05</del> per pr.
Sewing in sleeves .....	.02	per coat
Raising armholes .....	.01 1/2	<del>.01</del> per coat
Joining shoulders .....	.01	per coat
Raising shoulders .....	.02 1/2	coat
Taping edges, sacks or frocks.....	.03 1/2	coat
Taping full dress coats and Prince Alberts.....	.02 1/2	<del>.02</del> coat
Stitching sacks .....	.03 1/2	coat
Stitching Prince Alberts, full dress coats.....	.02	per coat
Padding lapels and collars by machine.....	.02	per coat
<del>Stitching around the collar by machine.....</del>	<del>.02</del>	<del>per coat</del>

Fancy flaps on pockets are to be paid for extra.

### BASTING.

Canvas basting: Consisting of basting the canvas to the front with two rows of basting two inches to each baste, including basting the tape to lapels .....	\$.05	per coat
Canvas basting: Prince Alberts, full dress coats, consisting of same operations and including the extras pertaining to the above garment.....	.10	per coat
Canvas basting: With 1-inch baste stitching.....	.06	per coat
Shaping: Consisting of shaping lapels and cutting away canvas from edge, shaping fronts and bottoms .....	.04 1/2	coat
Shaping collars and basting on upper collars.....	.02 1/2	coat
Shaping Prince Alberts and full dress coats is of high-grade work. Price for that work shall be agreed as extra pay.		
Under-basting: Consists of basting facings.....	.03	
Under-basting Prince Alberts and full dress coats shall be extra <del>only</del>		
Edge basting sack coats and Norfolks, consisting of basting edges and tacking bottoms....	.07	<del>.07</del>
Edge basting Prince Alberts and full dress coats should be considered extra pay.		
Second basters should consist of tacking the facings to canvas, tacking inside breast pockets, basting lining around armhole, basting in the lining, inserting in shoulder padding with slit in center .....	.09	<del>.09</del> per coat
Extra slits .....	.01	each
Second bastings on Prince Alberts and full dress coats shall be extra pay.		
Armhole basting: Consists of basting around the armholes, connecting the pads, basting shoulder lining and overcasting the sleeve pads.....	.08	per coat



Making collars: Consists of basting the edge of collar and basting near the stand, connecting the upper collar with facing and felling the bottom of the upper collar and sewing on hangers ..... .10 coat  
 Basting on the under-collar..... .01½ each

PRESSING.

Under-pressing: Consists of pressing all seams, pressing fronts ~~and canvas~~ <sup>shapes</sup> and under-pressing all pockets ..... \$ .11 ..... \$ .12 coat  
 Off-pressing: Consists of pressing-off the entire coat, including shapes, edges and collars..... .25 coat  
 Pressing-off Prince Alberts and full dress coats shall be extra pay.

OVERCOATS.

**Piped pockets**  
 All operations on overcoats consist of same as designated on sacks, with the following prices: **.18**  
 Trimming all overcoats..... \$ .16 coat  
 Pocket making on all overcoats, with exception of skeleton overcoats ... (**Welt. pkts.**) . . . . .25 coat  
 Pocket making on skeleton overcoats..... .30 coat  
 Lining making ..... .09 coat  
 Sleeve making ..... .04 coat  
 Cuffs ..... .03 per pr.  
 Lined cuffs ..... .05 per pr.  
 Stitching stand on under-collar by machine..... .01½ each  
 Sewing in sleeves..... .07 per pr.  
 Raising sleeves ..... (**Armholes and shoulders.**) ..... .04 per pr.  
 Joining shoulder ..... **.02** ..... ~~.02½~~ coat  
~~Raising shoulder~~ ..... ~~.01½~~ coat  
 Taping edges ..... .03 coat  
 Sewing around the edge of collar..... .01 per coat  
 Making flies by machine..... .03½ coat  
 Stitching edges ..... .05 coat  
 Padding lapels and collars by machine..... .03 coat  
 Canvas basting ..... .07 coat  
 Shaping lapels and fronts..... .06½ coat  
 Shaping collars ..... .03½ coat  
 Under-basting ..... .07 coat  
 Basting flies ..... .01½ coat  
 Basting edges ..... **.11 1/2** ..... ~~.12~~ coat  
 Second baster ..... **.14 1/2** ..... ~~.15~~ coat  
 Armhole basting ..... .10 coat  
 Putting on velvet collars by hand, finished with cross-stitches only ..... .18 coat  
 Under-pressing ..... .16 coat  
 Off-pressing ..... .35 coat  
 Buttonholes made by hand..... .04 each

*Open*

Finishing, button sewing, buttonholes and button marking, busheling, brushing, basting pulling, basting buckram on sleeve, cutting buttonholes, general handling of garments shall be week work, prices of same shall be paid as follows:

All felling hands, armhole basters, all-around tailors, brushers, bushelmen and examiners shall be week work with the following as minimum:

Armhole basters ..... \$12.00 week minimum  
 Felling hands ..... 11.00 week minimum  
 Hand padders ..... 8.00 week minimum  
 Button sewers ..... 10.00 week minimum  
 Bushelmen ..... 14.00 week minimum  
 All-around tailors, who look after the work, mark buttons, punch buttonholes..... 22.00 week minimum  
 Small hands—those who baste around bottom of sleeves, tacking of sleeves and linings, basting in buckram and linings..... \$8.00 week minimum

All fine and particular work on all garments shall be made by week workers.

It shall be optional with the employer in cases of producing high-grade work. He can employ all workers by week, prices of week workers shall be arranged between employer and employes through their respective organizations, or can employ certain portion of workers by week, which are as follows, with the following prices of wages:

Canvas basters ..... \$14.00 per week  
 Shapers, head basters ..... 24.00 per week  
 Edge basters ..... 16.00 per week  
 Collar makers ..... 18.00 per week  
 Under-pressers who press under canvas, pockets and fronts shall receive..... 16.00 per week

In case of absolute necessity finishers can also be employed on piece work, with the following prices:

Felling under-collars, shoulder linings, armholes, bottoms and slits, ~~with the stand and bright stitches to~~  
~~xxx in the x holes, x shoulder and slits and x stitches to x in x on bottoms of under collar~~ ..... \$00.18



# WAGE SCALE

— FOR —

## SPECIAL ORDER COAT MAKERS

ON CLOSED COATS, PIECE AND WEEK WORK

— FOR —

### LOCAL UNIONS 197 AND 253,

U. G. W. of A.

*Closed*

SACK COATS.

**Fancy flaps on pkts. are to be paid for extra.**

Trimming consists of fitting up linings for the entire coat, match the pocket flaps, cuffs, collars, etc. ....	.11 - 12	<del>xxxx</del> coat	11
Trimming Norfolk coats, frocks, full dress coats, Prince Alberts, consisting of same operations as mentioned in sacks, including all the extra trimmings pertaining to said garments. ....		.14 each	
Pocket making consists of piping the bottom pockets, making and sewing on flaps, one cash pocket, top breast pocket either flap or welt, sewing up the V, plain seaming of side and center seams, including lap or cord seams. ....	.15	<del>x16</del> each	17
Pocket making, with welts under flaps, seams raised, lapped or plain, the rest same operations as mentioned above .....		.19 each	
Pocket making: Norfolks, same operations as above mentioned, but including making of belts and pleats .....		.25 each	
Pocket making: Frocks, English walking coats, Prince Alberts, full dress coats. Same operations .....		.25 each	
Pocket making: Skeleton, sack coats, consisting of same operations as in sack coats, including piping seams, ballast inside pockets .....		.24 each	
Lining making: Sack coats and all coats except overcoats, consisting of making and seaming the entire lining, sewing on upper collar, including one breast pocket, welt or piped. ....		.07 each	03
Sleeve making: Consists of sewing sleeve and lining, plain, no cuffs .....		.03 coat	
Blind buttonholes on sleeves. ....		.01 ex.	
Cuffs on sleeves, any style. ....		.02 ex.	
Stitching by machine, stand-off under collar. ....		.01 each	
Sewing in sleeves. ....		.05 coat	-05
Raising armholes .....	.02	<del>xxx</del> coat	-012
Joining shoulders, plain seams. ....		.01 1/2 coat	-022
Raising shoulders .....		.01 coat	
Taping edges, sacks or walking coats. ....		.02 1/2 coat	.022
Taping edges, full dress coats or Prince Alberts. ....		.03 1/2 coat	.022
Stitching on sack coat, Norfolks, frocks, including collars .....	.02 1/2	<del>x03</del> coat	
Lapels and collar padding by machine. ....		.02 coat	
Canvas basting, consisting of basting the canvas to the fronts with two rows of basting and basting two inches to the baste and tacking on the padding .....		.05 coat	✓
Shaping: Consists of shaping lapels, collar and bottoms, cutting away the canvas from edges and shaping fronts .....	.11 1/2 to 12 1/2	<del>xxx</del> coat	11
Under basting: Consisting of basting facings and collars .....		<del>xxxxxx</del>	
Shaping: Prince Alberts, full dress coats, frocks, consisting of same operations as mentioned above .....		.10 coat	
Under basting: Prince Alberts, full dress coats and frocks .....		.07 coat	
Edge basting sack coats, Norfolks: Consists of basting edges <i>including two rows of basting on coats with open neck and shoulder</i> .....		.17 coat	
Making collars: Consists of basting the edges of collars, also basting collar near the stand, felling outside edge of collar, sewing on hanger. ....		.10 coat	
Edge basting Prince Alberts and full dress coats. Same operations as in sack coats. ....		.26	
<b>Edge basting sacks and norfolks on coats with closed neck and shoulder.....</b>	<b>.15</b>	<b>PRESSING.</b>	
		<b>shapes</b>	
Under-pressing consists of pressing all seams, pressing fronts and <del>sacks</del> , pressing pockets. ....		.10 coat	
Off-pressing consists of pressing off coats, with exception of edges and shapes and collar. ....		.20 1/2 coat	
Edge pressing: Consists of pressing edges, shapes and collars .....		.04 1/2 coat	
Basting on under collars and basting shoulders. ....		.03 1/2 coat	
Making raw try-ons on sacks without pockets, all basted .....		.35 each	
Under-pressing try-ons .....		.05 each	

#### OVERCOATS.

All operations on overcoats consist of same operations as mentioned in sack coats with the following prices:

Trimming: All overcoats ..	<b>Extra above sack coat price .05</b>	<del>xxxx</del> coat	
Pocket making .....	<b>(Welt)</b>	.25 coat	
Pocket making in skeleton overcoats. ....		.30 coat	
Lining making .....		.09 coat	
Sleeve making .....		.04 pr.	
Fancy cuffs .....		.03 ex.	
<b>Plain piped pockets</b>		<b>.18 coat</b>	

WAGG BOWLING

STANDARD ORDER OF PLAY

ON ALL DAY AND NIGHT GAMES

WAGG BOWLING

1901

Faded text, likely the main body of the bowling order or rules, including sections for "WAGG BOWLING" and "STANDARD ORDER OF PLAY".

Stitching stand on under collar.....	.01½ each
Sewing in sleeves.....	.07 pr.
Raising sleeves.....	.04 ex.
Joining shoulders, plain.....	.02 coat
Raising shoulders.....	.01½ ex.
Taping edges.....	.03½ coat
Making flies by machine.....	.03½ coat
Stitching edges.....	.05 coat
Padding lapels and collars by machine.....	.03 coat
Canvas basting and basting padding.....	.07 coat
Shaping.....	.10 coat
Under-basting.....	.07 coat
Basting flies.....	.01½ coat
Edge basting.....	.26 coat
Putting on velvet collars by hand, cross-stitched, turned.....	.18 coat
Basting under-collar on and basting shoulders.....	.05 coat
Under-pressing.....	.16 coat
Off-pressing.....	.28 coat
Edge pressing.....	.07 coat
Buttonholes by hand, sacks.....	.03 each
Top fancy buttonholes.....	.03½ each
Buttonholes for overcoats.....	.03½ each
Fancy buttonholes, overcoats.....	.04 each

Finishing, button sewing, buttonholes, and button marking, busheling, brushing, basting buckram on sleeves, cutting buttonholes, general handling of garments shall be week work, prices of same shall be paid as follows:  
 All felling hands, armhole basters, all around tailors, brushers, bushelmen and examiners, shall be week work with the following as minimum:

*Closed*

Armhole basters	\$12.00
Felling hands	11.00
Hand padders	8.00
Button sewers	10.00
Bushelmen	14.00
All around tailors who look after the work, mark buttons, punch buttonholes	22.00
Small hands, those who baste around the bottom of sleeves, tacking of sleeves and linings, basting in buckram and linings	8.00
Padding lapels and collars by machine	11.00



1911

## Wage Scale for Operators.

Coats not less than \$1.75 and not to exceed \$2.00.

Pocket Maker, Plain.....14c	Sleeves.....2c	Closing shoulders and collar....2c
With Welts.....19c	Collars.....1c	Sewing around edge tapes.....2½
Skeleton Coats.....5c extra	Sewing in sleeves.....5c	Stitching.....2½
Lining.....7c		

Overcoats valued not less than \$3.00.

Pocket Maker.....17c	Closing shoulder and collar.....3c
Sleeves.....3c	Edge tapes.....3½
Collars.....1½	Stitching.....5c
Sewing sleeves.....7c	Lining.....9c

### Prince Alberts

Pocket Maker.....20c	Lining.....9c
Sleeves.....3c	Collars.....1½
Closing shoulders and collars.....2½	Sewing in sleeves.....7c
Edge tapes.....4c	Stitching.....5c

All extra work to be done in the operating part, the operators shall be entitled to extra pay for extra work.

Fancy cuffs are considered as extra work and the price is to be agreed on between the employer and the employees.

### Wage Scale for Pressing and Seam Pressing.

Garments values not less than \$1.75, the price for seam-pressing, canvas, forepart-seams, pockets one side, edge lining, sleeve seams and plain shape armholes shall be.....9c  
Try on.....5c Off pressing the whole coat.....22c

Garments valued at \$2.00, the price for seam-pressing, canvas, forepart-seams, pockets one side, linings, edges shapes, sleeves, armholes.....10c Pressing & Shaping Sleeves extra 2c  
Off-pressing the whole coat.....25c

Garments values above \$2.00, the price for off-pressing Five cents extra, and for seam-pressing One cent extra for each Fifty cents.

Overcoats valued not to exceed \$3.00, the price for seam-pressing, canvas, forepart-seam, pockets both sides, sleeve seams, lining, plain shapes, armholes and edges.....15c  
Off-pressing the whole coat.....30c Velvet collars, extra.....5c  
Try on.....8c

Five cents extra for Off-pressing, and one cent extra for seam-pressing for each fifty cents above \$3.00.

Prince Albert not to exceed \$3.00, Seam pressing.....15c  
Off-pressing.....35c Try on.....8c

Five cents extra for pressing, One cent extra for seam-pressing for every fifty cents above \$3.00.

### Price for Garments not less than \$1.50

Trimmer.....11c	Edge baster, man.....
Canvas baster.....3½	Second baster.....5c
Shaper and under baster.....11c	Try on maker.....30c

### Coats valued at \$2.00

Trimming.....12c	Canvas baster.....5c
Shaper and baster.....12½	Second baster.....6c
Edge baster.....17c	With two slits.....18c

All coats valued above \$2.00, when there is extra work to be done, the people shall receive One cent extra each fifty cents above \$2.00 each. Try on maker.....35c

### Overcoats valued not to exceed \$3.00

Trimmer.....16c	Canvas baster.....6c
Shaper and baster.....17c	Second baster.....9c
Edge baster.....26c	Try on maker.....50c

Overcoats above \$3.00, One cent extra for each fifty cents when there is extra work to be done to each of the each of she employees.

and up per week	and up per week
All around tailor.....\$18.00	Arm hole basters.....11.00
Sleeve baster.....20.00	Paddings, shape and collars.....8.00
Finishers, edge basters.....12.00	Button sewer.....8.00
Finishers.....10.00	Hand button hole makers.....15.00

For small work.....\$6.00 and up per week.



HART, SCHAFFNER & MARX LABOR AGREEMENT

Sept. 20, 1919.

Messrs. Sidney Hillman, representing the Amalgamated Clothing Workers of America, and  
E. D. Howard, representing Hart, Schaffner & Marx.

Gentlemen:

The Board of Arbitration has been called upon to interpret the meaning of several successive agreements signed by you which, according to your statement, were not understood by you in the same sense. These agreements provided increases for certain persons "on the payroll" on a certain day. Mr. Hillman stated before the Board that he understood that he was bargaining for a scale according to which all workers in a given section would be paid. Mr. Howard stated that he understood the words to mean that only such persons as were actually on the payroll were entitled to the increase under the agreement, and that the Company was at liberty to make any bargain it pleased with persons not on the payroll.

On page 19 of the printed agreement, a provision is made for fixing the salaries of experienced cutters, and on page 21, a similar statement is made with regard to experienced trimmers; but I do not find that these provisions are repeated in the most recent agreement, and there seems to be no provision in the wording of the agreement of July 9 for certain difficult cases that have arisen under former agreements--notably the cases of individuals who may have been in the employ of the Company but who were not on the payroll on the particular day in which the increase was granted.

I should like to inquire with reference first to the week workers in tailor shops. The agreement specifies that all week workers on the payroll July 9, 1919 (with certain exceptions) shall receive an increase of \$5.00 per week. Suppose that an experienced worker is hired at any date subsequent to July 9. Is it the understanding of the parties to the agreement that no bargain whatever has been made with reference to the wages of such a worker and therefore that the wage of such a worker is entirely subject to individual bargaining between the Company and the worker? Or suppose that a piece worker should now be transferred to week work. Was it the intention of the agreement of July 9 that no increase should be applied to this worker's wage, or that the wage was left entirely to the Company?

Second, with reference to the cutters. Suppose a cutter not on the payroll of July 9 to be engaged by the Company subsequent to that date. He may have been previously in the employ of the Company or may not. Is it the understanding of the parties that no provision whatever has been made for his scale except that it must reach a

HART, SCHWARTZ & WALK LABOR AGREEMENT

Sept. 20, 1919.

Wm. H. Hines, representing the Amalgamated Clothing Workers  
and of America, and  
H. D. Brown, representing Hart, Schwartz & Walk.

Witness:

The Board of Arbitration has been called upon to interpret  
the meaning of several successive agreements entered into by you which,  
applying to your statement, were not understood by you in the same  
sense. These agreements provided insurance for certain persons  
"on the payroll" on a certain day. Mr. Hines stated before the  
Board that he understood that he was bargaining for a scale accord-  
ing to which all workers in a given section would be paid. Mr.  
Brown stated that he understood the words to mean that only such  
persons as were actually on the payroll were entitled to the insurance  
under the agreement, and that the Company was at liberty to make  
any change it pleased with respect to the payroll.

On page 10 of the third agreement, a provision is made for  
the payment of insurance to certain persons, and on page 11, a similar  
provision is made with respect to certain persons. In the most recent agreement,  
it is stated that the persons who are entitled to the insurance are  
those who are on the payroll on the date of the agreement. It  
is further stated that the persons who are on the payroll on the date  
of the agreement are those who are on the payroll on the date of the  
agreement. It is further stated that the persons who are on the payroll  
on the date of the agreement are those who are on the payroll on the date  
of the agreement.

I would like to inquire with reference to the work  
done by the workers. The agreement provides that all work  
done by the workers (with certain exceptions) shall be done  
at a rate of \$2.00 per week. It is further provided that the  
rate of pay for any work done by the workers shall be ascertained  
by reference to the schedule of rates for the work done by the  
workers. It is further provided that the rate of pay for any work  
done by the workers shall be ascertained by reference to the  
schedule of rates for the work done by the workers. It is further  
provided that the rate of pay for any work done by the workers  
shall be ascertained by reference to the schedule of rates for the  
work done by the workers.

Second, with reference to the matter. Suppose a worker not on  
the payroll of July 9 to be engaged by the Company subsequent to  
that date. It may have been provided in the terms of the Company  
or may not. It is the understanding of the parties that no provision  
whatsoever has been made for his scale except that it must reach a

minimum of \$37.00 per week? Or (2) is it the understanding that the salary after two weeks shall be fixed by the Cutters' Commission as provided on page 19 of the printed agreement? Or (3), as was apparently held by the Company in certain cases before the Board arising under previous agreements, is it the intention that the Company may itself determine the wage of such cutters not on the payroll July 9?

The same questions arise as to the statement regarding trimmers. Is it intended that there should be no collective bargaining with regard to any persons placed on the trimmers' payroll subsequent to July 9, but that such persons shall be paid on the basis of individual bargaining between the Company and the trimmer? Or is something still different intended?

THE same question applies to the paragraph relating to spongers, helpers, etc.

The Board was obliged to make a decision with regard to certain individuals whose cases arose under former agreements, and it was very embarrassing because of the fact that the two parties to the agreement gave diametrically opposite interpretations. In reaffirming a decision rendered with reference to those cases, the chairman of the Board stated that he would take an early opportunity to inquire as to the meaning of the agreement of July 9 of this year. In view of the fact that the ambiguity in previous agreements had been already discussed, the chairman regrets that the agreement of July 9 followed the same wording as previous agreements.

If it is intended in the agreement of July 9 that no provision or arrangement whatever shall be made for persons not on the payroll July 9, I should like to have this explicitly stated. If any arrangement is made, I should like to have it stated what this arrangement is.

Very truly yours,

amount of \$27.00 per week? Or (2) is it the understanding that the salary after two weeks shall be fixed by the Officers' Committee as provided on page 19 of the proposed agreement? Or (3), as was suggested by the Company in certain cases before the Board relating under previous agreements, is it the intention that the Company may itself determine the wage of each officer not on the payroll July 31?

The same question arises as to the statement regarding this item. It is intended that there should be no collective bargaining with regard to any persons placed on the firm's payroll subsequent to July 31, but that such persons shall be paid on the basis of individual bargaining between the Company and the persons? Or is something different intended?

The same question applies to the paragraph relating to officers, partners, etc.

The Board was obliged to make a decision with regard to certain individuals whose cases were under review, and it was very unfortunate because of the fact that the two parties to the agreement gave diametrically opposite interpretations. In realizing that the Board was faced with a choice to make, the Board decided that it would take an early opportunity to clarify as to the meaning of the agreement of July 31 of this year. In view of the fact that the ambiguity in previous agreements had been already discussed, the Board hopes that the agreement of July 31 followed the same meaning as previous agreements.

It is intended in the agreement of July 31 that no provision of agreement heretofore shall be made for persons not on the payroll July 31. I should like to have this explicitly stated. If any person not on the payroll July 31 should like to have it stated that this agreement

Very truly yours,

AGREEMENT PROVIDING FOR ADJUSTMENT OF WAGES  
CHICAGO, ILLINOIS, JULY 9, 1919

This agreement is entered into between the Amalgamated Clothing Workers of America and Hart, Schaffner & Marx for an adjustment of wages under the agreement of May, 1919.

All the piece work sections (taking overcoats, sack coats, trousers and vests separately) shall be classified according to the average weekly earnings of each section, taking all the workers of each section in all the shops as a unit. For the purpose of this classification the average earnings for each complete section for the latest four full weeks (eliminating overtime) shall be taken.

To the piece-rates of all sections, the average earnings in which are \$28.00 or under, an increase of 20% shall be added.

To the piece-rates of all sections, the average earnings in which are from \$28.01 to \$37, an increase of 15% shall be added.

To the piece-rates of all sections, the average earnings in which are over \$37.01, an increase of 10% shall be added.

WEEK WORKERS IN TAILOR SHOPS

All week workers in tailor shops on the pay roll July 9, 1919, whose work is directly productive, not including foremen, section hands, examiners, or attendents, nor any inexperienced persons employed less than three months, shall receive an increase in addition to their wage rates of \$5.00 per week. Persons who are working on piece rate operations on a weekly minimum guarantee shall be considered piece workers and not week workers.

CUTTERS

All cutters, excluding apprentices of less than three months service, receiving on July 9, 1919, a wage of \$31.00 per week or less, shall receive an increase of \$5.00 per week, and all who are receiving more than \$31.00 shall receive an increase of \$4.00 per week.

All experienced clothing cutters, excluding apprentices, shall receive a wage of \$37.00 per week. All regular cutters, excluding apprentices, whose wages after having received the increase as herein provided, shall be less than \$37.00, shall receive a further increase of \$1.00 per month until his wages equal \$37.00 per week.

TRIMMERS

All trimmers on the trimmers' pay roll July 9th, 1919, shall receive an increase of five dollars per week.

AGREEMENT PROVIDED FOR ADJUSTMENT OF WAGES  
CHICAGO, ILLINOIS, JULY 9, 1919

This agreement is entered into between the Amalgamated Clothing Workers of America and Hart, Schaffner & Marx for an adjustment of wages under the agreement of May, 1919.

All the piece work sections (taking overcoats, sack coats, trousers and vests separately) shall be classified according to the average weekly earnings of each section, taking all the workers of each section in all the shops as a unit. For the purpose of this classification the average earnings for each complete section for the latest four full weeks (eliminating overtime) shall be taken.

To the piece-rates of all sections, the average earnings in which are \$28.00 or under, an increase of 30% shall be added.

To the piece-rates of all sections, the average earnings in which are from \$28.01 to \$37, an increase of 15% shall be added.

To the piece-rates of all sections, the average earnings in which are over \$37.01, an increase of 10% shall be added.

WEEK WORKERS IN TAILOR SHOPS

All week workers in tailor shops on the pay roll July 9, 1919, whose work is directly productive, not including foreman, section hands, examiners or attendants, nor any inexperienced persons employed less than three months, shall receive an increase in addition to their wage rates of \$8.00 per week. Persons who are working on piece rate operations or a weekly minimum guarantee shall be considered piece workers and not week workers.

OUTTERS

All outters, excluding apprentices of less than three months service, receiving on July 9, 1919, a wage of \$31.00 per week or less, shall receive an increase of \$8.00 per week, and all who are receiving more than \$31.00 shall receive an increase of \$4.00 per week.

All experienced clothing outters, excluding apprentices, shall receive a wage of \$37.00 per week. All regular outters, excluding apprentices, whose wages after having received the increase as herein provided, shall be less than \$37.00, shall receive a further increase of \$1.00 per month until his wages equal \$37.00 per week.

TRIMMERS

All trimmers on the trimmers' pay roll July 9th, 1919, shall receive an increase of five dollars per week.

July 9, 1919

-2-

SPONGING

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All spongers, helpers (employes who take goods to and from sponging room), cloth examiners, measurers, cold water shrinkers, and hangers on the pay roll of July 9th, 1919, shall receive an increase of five dollars per week.

The increases granted herein shall be paid from the first day of the pay roll week immediately following July 1st, 1919.

SIDNEY HILLMAN

E. D. HOWARD

July 9, 1919

SPONGING

All spongers, helpers (employers who take goods to and from  
sponging room), cloth examiners, messengers, cold water spongers,  
and hangers on the pay roll of July 9th, 1919, shall receive an  
increase of five dollars per week.

The increases granted herein shall be paid from the first  
day of the pay roll week immediately following July 1st, 1919.

SIDNEY HILLMAN

E. D. HOWARD