

Protocol of Sept 1910
for agreement
of Clark, Went
and Hunt Clarke
Sturte



New York, September 2, 1910.

Louis Marshall, Esq.,

Louis Marshall, Esq.,

37 Wall Street,

Dear Sir: New York City.

Dear Sir: The undersigned, constituting the General Strike Committee of At a meeting of the Executive Committee of the Cloak, Suit and Skirt Manufacturers Protective Association this day held, the revised Protocol agreed upon between Meyer London, Esq., yourself and myself, was presented and was adopted, and was directed to be delivered to you with the signature of the Chairman of said Committee, to be promulgated, on condition, however, that you shall simultaneously receive from the General Strike Committee of the Unions a like authorization, coupled with a resolution that the strike heretofore existing shall be declared off.

Very truly yours,

Julius H. Cohen

Handwritten notes and signatures:
Alfred Bloch
John A. Dyckman
Joseph S. Krenberger
S. Dean Koff
Jacob Zimmerman

abolished.

of the negligence or wrongful act of the employee resulting in loss or injury to the employer.

THIRD: A uniform deposit system, with uniform deposit receipts, shall be adopted by the Manufacturers, and the

New York, September 1, 1910.

Louis Marshall, Esq.,
37 Wal Street,
New York City.

Dear Sir:

The undersigned, constituting the General Strike Committee of the Cloak, Suit and Skirt Makers Unions, herewith inform you that at a meeting this day held, the revised Protocol agreed upon between Meyer London, Esq., Julius Henry Cohen, Esq. and yourself, was submitted ~~to~~ and was adopted, and the strike heretofore ordered is herewith declared off; provided, however, that before this announcement is to be made and this declaration is to be effective, you shall have received from the Cloak, Suit and Skirt Manufacturers Protective Association a communication directed to you, accepting the terms of said revised Protocol.

Very truly yours,

Alex Bloch Abraham Rosenberg President
John A. Dyckin Gen. Secy - Treas.
Jesse S. Greenberger 1st Vice President
S. Decker
H. Weisman
Jacob Zimmerman Secy

I approve it with all my heart, as an honorable settlement. My wife is in.

of the negligence or wrongful act of the employee resulting in loss or injury to the employer.

THIRD: A uniform deposit system, with uniform deposit receipts, shall be adopted by the Manufacturers, and the

A. Axelrod
Samuel M. W. Meyer
Wm. Summers
Salvatore Ninfo
Bonnie Bassotto

Alb. Mitchell

Enrico Santulli

Sebastiano Musillo

J. Wolf

S. Rabinowitz

Morris Goldowsky

Andrea Mirabelli

Ferd. Stepiw

Isadore Epstein

Louis Prossack

Morris Lignin

a. michigan
Antonio Chieffari

Manufacturers will adopt rules and regulations for enforcing the prompt PROTOCOL of an arrangement entered into this day of September, 1910, between the CLOAK, SUIT AND SKIRT MANUFACTURERS' PROTECTIVE ASSOCIATION, hereinafter called the Manufacturers, and the following Locals of the INTERNATIONAL LADIES' GARMENT WORKERS' UNION, namely: Cloak Operators Union No. 1; Cloak and Suit Tailors, No. 9; Amalgamated Ladies Garment Cutters Association, No. 10; Cloak and Skirt Makers Union of Brownsville, No. 11; New York Reefer Makers Union, No. 17; Skirt Makers Union, No. 23; Cloak and Skirt Pressers Union, No. 35; Button-Hole Makers Union, of New York, Local No. 64; Cloak and Suit Pressers of Brownsville, No. 68, hereinafter called the Unions;

SEVENTH: Employees shall not be required to work during the ten (10) legal holidays established by the State of New York, and no employee shall be permitted to work more than six (6) days in each week, and Saturday to be permitted to work Sunday in lieu thereof, and week workers to receive pay for legal holidays.

WHEREAS, differences have arisen between the Manufacturers and their employees who are members of the Unions with regard to various matters, which have resulted in a strike, and it is now desired by the parties hereto to terminate said strike and to arrive at an understanding with regard to the future relations between the Manufacturers and their employees, it is therefore stipulated as follows:

EIGHTH: The Manufacturers will establish a regular weekly pay.

FIRST: So far as practicable, and by December 31, 1910, electric power be installed for the operation of machines, and that no charge for power be made against any of the employees of the Manufacturers.

SECOND: No charge shall be made against any employee of the Manufacturers for materials except in the event of the negligence or wrongful act of the employee resulting in loss or injury to the employer.

THIRD: A uniform deposit system, with uniform deposit receipts, shall be adopted by the Manufacturers, and the

Manufacturers will adopt rules and regulations for enforcing the prompt return of all deposits to employees entitled thereto. The amount of deposit shall be One Dollar.

weekly scale of wages shall be observed:

FOURTH: No work shall be given to or taken to employees to be performed at their homes.

FIFTH: In the future there shall be no time contracts with individual shop employees, except foreman, designers and pattern graders.

SIXTH: The Manufacturers will discipline any member thereof proven guilty of unfair discrimination among his employees.

SEVENTH: Employees shall not be required to work during the ten (10) legal holidays established by the laws of the State of New York; and no employee shall be permitted to work more than six (6) days in each week, those observing Saturday to be permitted to work Sunday in lieu thereof; all week workers to receive pay for legal holidays.

The weekly hours of labor shall consist of fifty (50) hours in all.
EIGHTH: The Manufacturers will establish a regular weekly pay-day and they will pay for labor in cash, and each piece worker will be paid for all work delivered as soon as his work is inspected and approved, which shall be within a reasonable time.

eleventh: No overtime work shall be permitted between the 15th day of November and the 15th day of January, or during the months of June and July, except upon samples.

TWELFTH: NINTH: All subcontracting within shops shall be abolished. No work shall be given to workers not working on Saturdays, nor on any day for more than two and one-half hours, nor before 8 A.M. nor after 8.30 P. M.

THIRTEENTH: For overtime work all week workers shall receive double the usual pay.

TENTH: The following schedule of the standard minimum weekly scale of wages shall be observed:

Machine Cutters	\$25.00
Regular Cutters	25.00
Canvas Cutters	12.00
Skirt Cutters	21.00
Jacket Pressers	21.00
Under Pressers	18.00
Skirt Pressers	19.00
Skirt Under Pressers	15.00
Part Pressers	13.00
Reefer Pressers	18.00
Reefer Under Pressers	14.00
Sample Makers	22.00
Sample Skirt Makers	22.00
Skirt Basters	14.00
Skirt Finishers	10.00
Button-hole Makers, Class A, a minimum of \$1.20 per 100 button-holes;	
Class B, a minimum of 80¢ per 100 button holes.	

As to piece-work, the price to be paid is to be agreed upon by a committee of the employees in each shop, and their employer. The chairman of said price committee of the employees shall act as the representative of the employees in their dealings with the employer.

The weekly hours of labor shall consist of ~~forty~~ fifty (50) hours in six (6) working days, to wit, nine hours on all days except the sixth day, which shall consist of five hours only.

ELEVENTH: No overtime work shall be permitted between the 15th day of November and the 15th day of January, or during the months of June and July, except upon samples.

TWELFTH: No overtime work shall be permitted on Saturdays except to workers not working on Saturdays, nor on any day for more than two and one-half hours, nor before 8 A.M. nor after 8.30 P. M.

THIRTEENTH: For overtime work all week workers shall receive double the usual pay.

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FOURTEENTH: Each member of the Manufacturers is to maintain a union shop; a "union shop" being understood to refer to a shop where union standards as to working conditions, hours of labor and rates of wages as herein stipulated prevail, and where, when hiring help, union men are preferred; it being recognized that, since there are differences in degrees of skill among those employed in the trade, employers shall have freedom of selection as between one union man and another, and shall not be confined to any list, nor bound to follow any prescribed order whatever.

It is further understood that all existing agreements and obligations of the employer, including those to present employees, shall be respected; the Manufacturers, however, declare their belief in the Union, and that all who desire its benefits should share in its burdens.

FIFTEENTH: The parties hereby establish a joint Board of Sanitary Control, to consist of seven (7) members, composed of two nominees of the Manufacturers, two nominees of the Unions, and three who are to represent the public; the latter to be named by Meyer London, Esq. and Julius Henry Cohen, Esq., and in the event of their inability to agree by Louis Marshall, Esq.

Said Board is empowered to establish standards of sanitary conditions, to which the Manufacturers and the Unions shall be committed, and the Manufacturers and the Unions obligate themselves to maintain such standards to the best of their ability and to the full extent of their power.

tween the Manufacturers and their employees.

NINETEENTH: In the event of any vacancy in the aforesaid

boards, or in the aforesaid committee, by reason of death, resignation, or otherwise. SIXTEENTH: The parties hereby establish a Board of Arbitration, to consist of three (3) members, composed of one nominee of the Manufacturers, one nominee of the Unions, and one representative of the public, the latter to be named by Meyer London, Esq. and Julius Henry Cohen, Esq. and in the event of their inability to agree, by Louis Marshall, Esq. such vacancy

shall. To such Board shall be submitted any differences hereafter arising between the parties hereto, or between any of the members of the Manufacturers and any of the members of the Unions, and the decision of such Board of Arbitration shall be accepted as final and conclusive between the parties to such controversy.

Approved
Louis Marshall
Meyer London
Julius Henry Cohen
SEVENTEENTH: In the event of any dispute arising between the Manufacturers and the Unions, or between any members of the Manufacturers and any members of the Unions, the parties to this protocol agree that there shall be no strike or lockout concerning such matters in controversy until full opportunity shall have been given for the submission of such matters to said Board of Arbitration, and in the event of a determination of said controversies by said Board of Arbitration, only in the event of a failure to accede to the determination of said Board.

EIGHTEENTH: The parties hereby establish a committee on grievances, consisting of four (4) members, composed as follows: two to be named by the Manufacturers, and two by the Unions. To said committee shall be submitted all minor grievances arising in connection with the business relations between the Manufacturers and their employees.

NINETEENTH: In the event of any vacancy in the aforesaid

boards, or in the aforesaid committee, by reason of death, resignation or disability of any of the members thereof, such vacancy in respect to any appointee by the Manufacturers and Unions, respectively, shall be filled by the body originally designating the person with respect to whom such vacancy shall occur. In the event that such vacancy shall occur among the representatives of the public on such boards, such vacancy shall be filled by the remaining members representing the public in the case of the board of sanitary control, and in the case of the board of arbitration both parties shall agree on a third arbitrator, and in case of their inability to agree, said arbitrator shall be selected by the Governor of the State of New York.

Approved

Louis Marshall

Weyn Gordon

Julius H. Cohen