

CONVENTION PROCEEDINGS

**FOURTEENTH BIENNIAL
CONVENTION
—
FUR DIVISION
—**

**International
Fur & Leather Workers Union**

of United States and Canada

Affiliated with the CIO



MAY 10-16, 1942
CHICAGO, ILLINOIS

SOCIAL SCIENCES

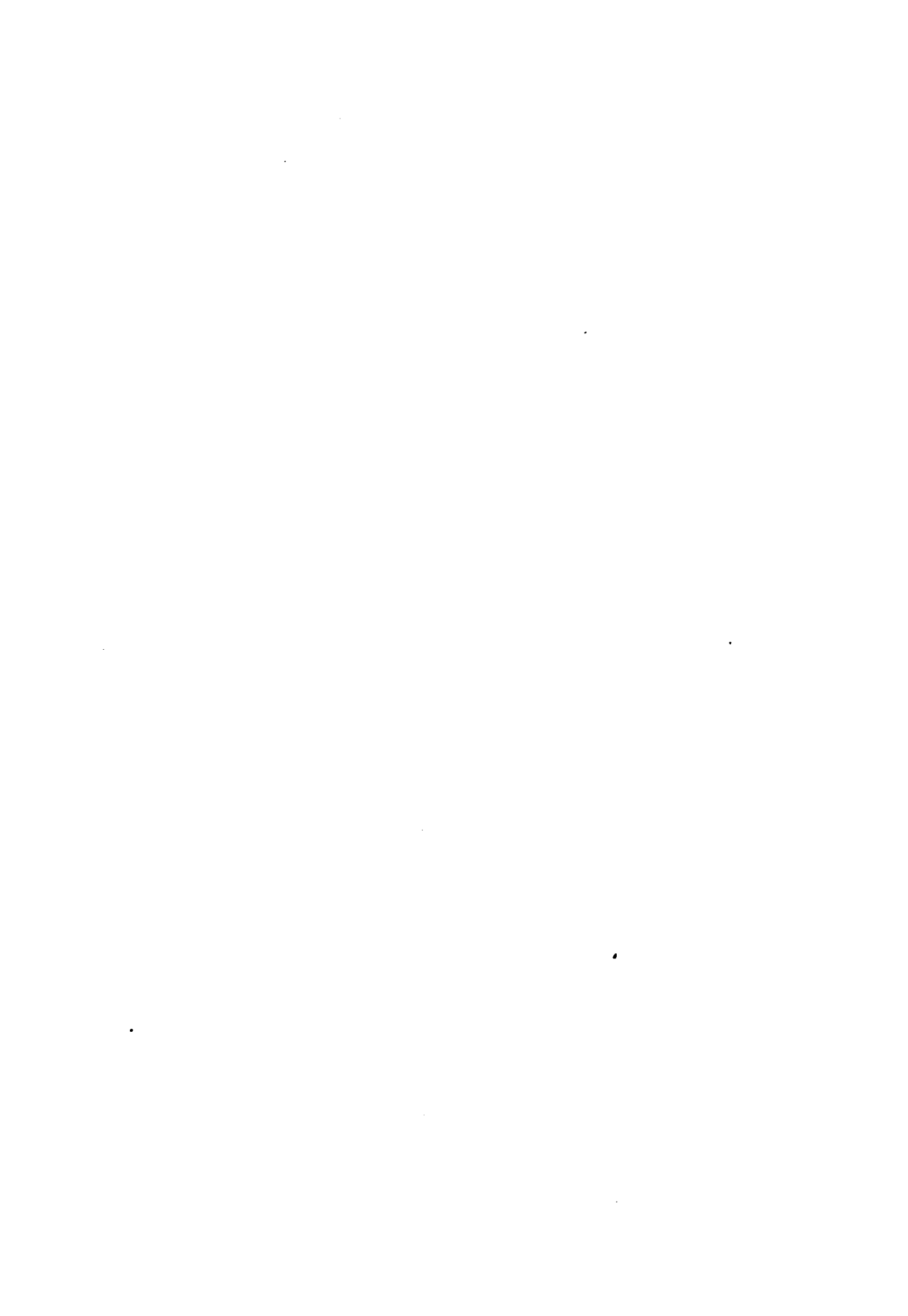
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Sunday Evening Session

SUNDAY EVENING SESSION

MAY 10, 1942

The opening session of the Fourteenth Biennial Convention of the International Fur and Leather Workers Union of the United States and Canada, held at the Stevens Hotel, Chicago, Illinois, May 10-16, 1942, convened at eight-ten o'clock, Max Markus, President of Chicago Local No. 45, presiding.

CHAIRMAN MARKUS: This meeting will come to order. The Almanac Singers will lead us in singing the National Anthem.

. . . The audience sang "The Star-Spangled Banner". . .

CHAIRMAN MARKUS: In the name of the International Fur and Leather Workers Union, Local 45, I want to extend heartiest greetings of welcome to all guests and delegates and distinguished leaders of our International. Chicago is proud and feels privileged today to be the host to a group of our International fellow workers and leaders.

In going on with this program, I am going to ask the Ladies Auxiliary to take over for a few minutes. Just a word about this Auxiliary. This Auxiliary was organized at the beginning of Pearl Harbor, and has done some wonderful work. They want to demonstrate some of that work today. Is the Women's Auxiliary ready? Let's give them a minute, because there will be a lot of children in their presentation.

. . . Announcements . . .

CHAIRMAN MARKUS: While we are waiting for the Ladies Auxiliary, we will have Sonny Vale play a military march while the Colors are presented.

. . . Presentation of Colors . . .

CHAIRMAN MARKUS: This Flag was presented by soldiers of nearby Fort Sheridan. This Flag shall wave forever and ever, and we will pledge ourselves to defend it forever. (Applause)

Winn Strachey, our distinguished singer for the evening, will sing "Joe Hill."

. . . Mr. Strachey sang "Joe Hill". . . (Applause)

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CHAIRMAN MARKUS: I think that after the singing of "Joe Hill," it is only fitting to present some of our own Joe Hills in our Union, who have fortunately not been killed, but who have been unjustifiably suffering prison sentences for a long, long time. In the name of Local 45, I want to extend greetings and welcome to Brother Potash, Brother Pietro Lucchi, Brother Hatchios, Brother Vafiades, and Brother Joe Winogradsky. (Applause) We certainly will hope and fight for another distinguished brother who is suffering in jail right now, Brother Jack Schneider. (Applause) I think there will be no objections if I ask this Convention to go on record to extend heartiest greetings to Brother Jack Schneider. Are there any such objections? (Applause)

And now, the Ladies Auxiliary.

. . . There was a beautiful procession, consisting of little children carrying small flags, and members of the Auxiliary carrying large banners and baskets of flowers. The audience arose and applauded as they marched into the room . . .

CHAIRMAN MARKUS: Beatrice Feinglass, President of the Chicago Women's Auxiliary and Juniors, Local 45. (Applause)

SISTER BEATRICE FEINGLASS: Mr. Chairman, President Gold, General Secretary Lucchi, Delegates, Sisters and Brothers: It gives me great pleasure to extend our fraternal greetings to our President Gold, our Secretary Lucchi, and our Delegates, especially the delegates who have served a prison sentence for the work in our union, in getting those achievements which we now enjoy. The women are proud to be associated with a Union which is participating in our economic and national problems. We are following in the same footsteps.

. . . Sister Feinglass then enumerated important war activities of the Women's Auxiliary of Local 45 . . .

We pledge our work to our Union, and we hope that this Convention will be most successful and bring forth a broader program for the furtherance of our economic and war effort. (Applause)

. . . The children formed a column in front of the speaker's platform, and the audience arose and sang "God Bless America"; after which the procession from the Ladies Auxiliary left the convention hall . . . (Applause)

. . . Brother Markus then introduced the Manager of Local 45, Midwest Regional Director, and Vice-President of the International, Brother Abe Feinglass, who assumed the Chair . . . (Applause)

CHAIRMAN FEINGLASS: President Gold, Secretary-Treasurer, Lucchi, Members of the General Executive Board, Delegates, Guests,

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Sisters and Brothers: Tonight is a happy occasion for our Chicago fur and leather workers. Tonight climaxes a great historic moment that began in this city in 1937.

I want, on behalf of all the fur and leather workers of our city, to welcome the officers of our International Union and each and every one of you delegates, and wish that your deliberations may be most successful.

. . . Brother Feinglass spoke of the historic labor traditions of Chicago, the campaign for the 8-hour day in the 1880s, Parsons, Spies and Fisher, the Haymarket Square, the 1919 Steel Strike, the Memorial Day Massacre of 1937 and the first Unity Convention of our International in 1937. . . The Chairman then introduced as co-chairman, Brother Samuel Mindel, Manager of Fur Dressers Local 2, and Vice-President of the International.

CO-CHAIRMAN MINDEL: Mr. Chairman, President Gold, Colleagues and Friends: There are several reasons why we have cause for rejoicing. First of all, I am proud, and I am sure all the fur workers in the City of Chicago and the fur workers of New York and the fur workers of Pittsburgh and Detroit and San Francisco, all over the United States and in Canada, are proud to be affiliated with one of the finest organizations, one of the best, outstanding labor unions of this country, the International Fur and Leather Workers of the United States and Canada. (Applause) I am genuinely proud. I am aware, after attending conventions and conferences of other labor unions, that we truly have something to be proud of. So that is No. 1.

Then we came here to rejoice that some of our boys, who have done everything within their means to help bring the organization up to its present status, are with us. They had to pay very dearly for their work. They were snatched away from us and taken from their homes and families and their loved ones and sent to the prisons with all sorts of thugs and criminals. Nevertheless, we have cause to rejoice, because today we have again Potash, Winogradsky, Vafiades, Hatchios. (Applause) And since the last Convention, Secretary-Treasurer Pietro Lucchi. (Applause)

Then again, the last few days, in the development of the International situation, which I haven't got the time or the ability to discuss, we have had some good news. They are giving those sons-of-guns, the Japanese, something to think about. And we are proud that this place has been decorated, and I see in the back of me that valiant, that great, that marvelous leader of the Russian forces, Timoshenko (Applause), side by side with our MacArthur. (Applause) And now these Fascist bandits are beginning to understand that the legend of invincibility is nothing but nonsense. So that we have cause, for many reasons, to rejoice.

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The final thing is that we will report to you during the proceedings of the Convention the true and unadulterated accounts of the activities, the achievements, the accomplishments of our International under the guidance of our great leader, Ben Gold. (Applause)

. . . Brother Mindel briefly enumerated some outstanding gains of the International since the last convention and introduced Samuel Burt, Manager of the Joint Board, Fur Dressers and Dyers, Vice-President of the International . . . (Applause)

VICE-PRESIDENT SAMUEL BURT: Mr. Chairman, President Gold, Members of the General Executive Board, Delegates, Friends: Permit me first to extend to all of you the greetings of the Joint Board, Fur Dressers and Dyers Union. Beginning tomorrow, the delegates to our Convention will listen to a report of the work and accomplishments for the past three years. Embodied in that report is one achievement after another, one increase in wages after another. There isn't a local union that did not achieve, since the last Convention, conditions that sound almost unbelievable. The members of the Chicago Local who are present here speak the same of their conditions and their accomplishments.

This, Friends, was done for a number of reasons. Reason No. 1, our complete unity. Reason No. 2, the devotion of our leadership to the members of our union. And the most outstanding reason, the guidance and the leadership to our entire Union by the President of our International, Ben Gold. (Applause)

. . . Brother Burt discussed the outstanding war issues before the convention, the need for unity of all ranks and nationalities within the union to mobilize the entire membership to win the war . . .

. . . Co-Chairman Mindel introduced Albert Roy, Manager of the Montreal Fur Workers Union, Vice-President of the International . . .

VICE-PRESIDENT ALBERT ROY: Mr. General President, General Secretary, Members of the Board, Delegates, Sisters and Brothers: It is an honor for me and a great pleasure to have the opportunity tonight, in the name of the Canadian fur workers, to offer you our greetings. These workers, who are far away from us tonight, I can assure you are with us in spirit. Their great hope is that the deliberations of this Convention will be for the best interests of all.

Being the representative of Canada, I want to give some account of certain happenings which perhaps might have been wrongly interpreted in this country. I want to say, in the name of the French-Canadian workers of the Province of Quebec, that I can assure you that we have greatly appreciated the conduct of our general officers and the American workers regarding the war efforts. We in Quebec—and I can say the other parts of Canada—have followed the good example given to us. We have

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listened to all information. The fur workers of Montreal have granted one day's pay. We have been cooperating.

. . . Brother Roy enumerated the many activities of the Montreal and other Canadian fur workers in support of the war effort, a day's pay by Montreal fur workers, contributions to Red Cross of England and Soviet Russia, subscriptions to the Queen's Fund, blood donations, purchase of Victory Bonds, manufacture of fur-lined vests through volunteer work, etc. . . .

. . . Chairman Feinglass introduced Mr. David Gibson, President of the Dominion Council of the Navy League of Canada, who delivered a stirring address of appreciation on behalf of the Canadian seamen for the gifts of thousands of fur lined jerkins received from Chicago Local 45 and Montreal Locals 66 and 67 . . .

. . . Co-Chairman Mindel introduced Lyndon Henry, Organizer of Local 88 of the Joint Board, Dressers and Dyers. . . . The audience arose, applauded and cheered . . .

BROTHER LYNDON HENRY: President Gold, Members of the General Executive Board, Delegates to this Convention, and Guests: I bring to you the warmest fraternal greetings from the members of Local 88. We hope that all the things we desire to achieve at this Convention will be realized. I know they will be realized because I have had the experience of the things you set yourselves to do at previous conventions, and you have carried them out to the letter. I know that this Convention will not be any different than the others when it comes to achieving your goal.

Five years ago there was a Convention of the International Fur Workers Union held in Chicago. At that time there was only one Negro delegate at that Convention. Five years later we meet in the same city, and there are a great number of additional Negro delegates to this Convention.

What does that bespeak? That bespeaks rare progress, because our Union had foresight. They didn't have to wait until we were in a national crisis before they realized that there must be unity of workers, white and black. They didn't give it only lip service—no. They practiced it, as witness today not only the number of Negro delegates to the Convention, but also the number of Negro guests from other locals of the international present here.

. . . Brother Henry declared that "we have a war to win" and to do so, urged the necessity of extending the full benefits of democracy to the Negro people, abolition of discrimination and Jim-Crowism, dwelling on the great contributions of the Negro people in America to the struggle for freedom, from Crispus Attucks in 1775 to Dorie Miller at Pearl Harbor . . . (Prolonged applause)

. . . Co-Chairman Mindel introduced Harry Begoon, Secretary-Treasurer of the Furriers Joint Council, Vice-President of the International . . .

BROTHER HARRY BEGOON: Mr. Chairman, President Gold,

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Delegates and Friends: Our International Union has gone through many struggles in the past. We were at times faced with destruction and losing the standards of living and working that we have achieved through many years of struggle. However, today our International is stronger than ever before. The conditions that the membership of our local unions enjoy are, as you have heard said by previous speakers, in some instances incomparable to those of any other labor union in the country.

. . . Brother Begoon stated that the principal issue before our people is the war against the "Nazi, Fascist and Japanese Militarist gang of cannibals" and that we must sacrifice to destroy this gang if we are not to be destroyed ourselves . . . (Applause)

. . . Chairman Feinglass introduced Augustus J. Tomlinson, President of the Leather Division of the International . . . (Applause)

BROTHER GUS TOMLINSON: Mr. Chairman, President Gold, Officers, Delegates, and Guests: Some three years ago at your convention you took upon yourselves a task. This task was to take into your ranks some 4,000 to 5,000 leather workers, at that time in the ranks of the National Leather Workers Association. I am proud to state to you tonight that in these past three years, through the splendid cooperation, through the guidance and advice gained from the leaders in the Fur Division, I am happy and take great pleasure in bringing to you tonight the greetings and the best wishes for a successful convention from some 30,000 leather workers in the United States and Canada. (Applause)

Friends, the time is short. I would like to say that I am very happy that I will have this opportunity which I have been waiting for, for some time, to attend your convention.

Thank you. (Applause)

CHAIRMAN FEINGLASS: We are waiting just a minute until the broadcast to New York goes on. While we are waiting, I would like to present to you the members of the Board who will speak during the Convention, just to get up so you can become acquainted with them.

First, Brother Sam Butkovitz from Boston. (Applause) Brother Mike Hudyma from New York. (Applause) Brother Michael Mandl from St. Paul. (Applause) Brother Nathan Freiman from New York. (Applause) Brother Howard Bunting of the newly organized Hollander locals. (Applause) Brother Hyman Feigelman of Local 3 (Applause)

I would like to present to you some of the organizers who have done such excellent work: Vice-President and Organizer Myer Klig. (Applause) Organizer Frank Brownstone. (Applause) Organizer Herman Paul. (Applause) Secretary-Treasurer of the Leather Division, Brother Isador Pickman. (Applause) And the Regional Director of the CIO who will open our Convention tomorrow, Brother Fullerton Fulton. (Ap-

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plause) The Editor of our *Fur & Leather Worker*, Brother George Kleinman. (Applause)

CO-CHAIRMAN MINDEL: Friends, at this stage of the program, a telephone has been set up so that the remarks of the next speakers will be broadcast to New York City, where there are gathered hundreds and hundreds of fur workers celebrating their recent increase in wages, and generally setting aside a day for a holiday to express their appreciation to their business agents, their manager, the assistant manager, and all the officers for enabling them to record such unprecedented victories.

. . . Co-Chairman Mindel introduced Joseph Winogradsky, Assistant-Manager of the Furriers Joint Council, Vice-President of the International. . . . The audience arose and applauded . . .

BROTHER JOSEPH WINOGRADSKY: Mr. Chairman, Brother Gold, Members of the General Executive Board, Delegates, Sisters and Brothers, and the Members of my Union who listen at the present time in New York: I have the honor to greet you in the name of the second-largest local of our Union, Local 115, the Finishers Local, as their Manager, and as Assistant Manager of the Council.

. . . I am sorry that one of our outstanding leaders of the Council is still in jail, and I hope that this Convention, as the Chairman stated, will again go on record and do everything possible to see that in the very near future our beloved leader Jack Schneider is out with us to continue the good work he has always done. (Applause)

Five years ago we were present here at a Convention. In the last five years we went through many struggles to carry out the policies laid down in the Convention in Chicago in 1937. This report will prove that we carried out more than any optimist of us expected.

. . . Brother Winogradsky gave a brief picture of the gains of the New York fur workers since the Convention of 1937, increases in minimum wage scales of between 33% and 40%, minimum scales ranging from \$50 for finishers to \$70 for cutters, the recent new increase amounting to \$60,000 weekly, and the many contributions to the war effort and war relief . . . (Applause)

. . . Chairman Feinglass introduced Pietro Lucchi, General Secretary-Treasurer of the International . . . The audience arose and applauded . . .

SECRETARY-TREASURER PIETRO LUCCHI: Mr. Chairman, President Gold, Members of the General Executive Board, Delegates, Sisters and Brothers: We are meeting at a time when the entire world is in flames. As always, our organization is in the vanguard.

Our organization, prior to the attack on Pearl Harbor, did its job, and will continue to do so. Records are there to prove that our organization, today, has bought in excess of four million dollars in bonds. (Ap-

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plause) Thousands of members of the Fur Division are in the United States Army and Navy, and we played a role in every necessary thing that the war required. There is no doubt in my mind that the labor movement as a whole will follow the lead of the International Fur and Leather Workers Union in this case.

. . . Brother Lucchi discussed the gains of the fur workers, the assistance given to the leather workers, in spite of the huge expenses for court cases. The International is now "stronger and better" than ever . . .

Yes, Brothers and Sisters, this was accomplished. It is true that great credit is deserved by our great President. During the last three years, at times we were traveling on very thin ice. Because of his patience we were always able to overcome all the obstacles that were put in our way. And we were able to come out victorious.

I, for one, want to say at this moment that we, as a whole, that this Convention should greet our General MacArthur, leader of the United States armed forces in the Pacific (applause), and General Timoshenko, the leader of the Russian Army. (Applause). And there is no doubt in my mind that in the very near future not only will we be able to defeat Nazism and Fascism and Japanese militarism, but through the victory of the Allies we will be able once more to preach liberty and cheer to the workers of the entire world. (Applause)

. . . Song, "America, We Bring to Thee, Undying Love for Liberty," by Winn Strachey, accompanied by Sonny Vale, the composer. . . .

. . . Chairman Feinglass then warmly introduced Irving Potash, Manager of the Furriers Joint Council, Vice-President of the International. . . . The audience arose, applauded and cheered . . .

BROTHER IRVING POTASH: Friends, I didn't expect this kind of an introduction. For 19 months and six days I had been introduced as No. 10,241. (Laughter) Now, being the Second Vice-President, or Vice-President No. 2, I expected the Chairman to get up here and say "I have the pleasure to present to you No. 2." (Laughter)

Well, I know that I will be expressing the innermost sentiments of the thousands of fur workers in New York in bringing their greetings and solidarity to you who have gathered here—the seen or the visible audience. And I know that you will gladly agree with me if, in turn, I take advantage of the progress of science, and over this telephone connection convey your greetings and your solidarity to the fur workers of New York who are now gathered to listen to our remarks—or the unseen audience at this meeting. (Applause)

Let this be symbolic of the mighty bonds of friendship and brotherhood that will one day extend over all geographic and racial and national boundaries, uniting us all in peace and in common endeavor to advance

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human life and human dignity and human freedom. And as sure as day follows night, that day will come when the black night of Hitlerism, the Axis, and Japanese militarism and barbarism will be destroyed and driven from the face of the earth by democratic humanity. (Applause)

. . . Brother Potash briefly enumerated the tremendous strides made by the International during the last five years, the united membership and leadership, the higher wages, shorter hours, greater security, greater organization, growth from 25,000 fur workers to 75,000 fur and leather workers, the democratic organization, support of the rank and file, and devotion to the leadership, a powerful and progressive force in American life. . . .

. . . How fortunate it is that our Union is today a powerful weapon, because today laboring men and women, as union men and women, together with other workers and other unions and other peoples, are confronted with the greatest task, the greatest responsibility history has ever placed upon humanity—the task of freeing the world from the beastly scourge of medieval barbarism and the brutality of Hitlerism, Nazism, Fascism, and Japanese militarism. How fortunate it is that organized labor today is eleven million strong in this country to face that great responsibility—and make no mistake about it; it is primarily the responsibility of working men and working women, organized in trade unions—to show the way, to provide the leadership, the spirit, the enthusiasm, and the sacrifice, the all-out effort and the iron determination that are necessary in order to smash Hitlerism and win victory for democracy and humanity.

You turn and read this message that was sent by General MacArthur: “Labor has played its magnificent part in every great war our Republic has fought; and that it will do so again and prove the indestructible backbone that will determine the present vital struggle, is my firm conviction.”

That is right. Everybody stands to lose under Hitlerism, but labor stands to lose more than anybody else. To labor this is not a question of business or property. To labor it is a life and death struggle, a matter of existence, a matter of life itself, a matter of the faith of the Nation, the future of the children, and the future of humanity. Therefore, labor leads, as labor must lead. Therefore labor sets the pace in production, in blood donations, in purchase of bonds, in other sacrifices, and in giving their sons to man the guns and the tanks and the ships and the planes on the battlefields. Yes, and that is why today laboring men and women throughout this Nation and throughout the world raise the cry for an immediate second front in Europe against Hitlerism. (Applause and cheers)

Labor, more than anybody else, wants to defeat Hitlerism and Japanese Imperialism in 1942, because it is labor's sons who do most of the dying

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in this war, as they did in all wars. Labor knows that Hitler is the heart of the Axis powers. By plunging a knife into Hitlerism, the heart of these beasts, we will kill all of them by killing Hitlerism. This is the time to plunge that knife.

The great Red Army has shown the way. (Applause) The heroic men and brave people of the Soviet Union stopped Hitler, bogged down his armies, and beat them back. Now is the time to join with these heroic Soviet people and hurl the great armies of the United Nations on Hitler's back in Europe, where he is in mortal fear of meeting such armies today.

Men and women: Who doesn't see that this would crush Hitler, and with him all of the Axis gangsters that work with him? Who doesn't see that a second front now in Europe would stop Hitler from using and organizing the loot and the slaves of the conquered nations? Who doesn't see that the enslaved and bleeding millions in France and in Belgium and in Norway and in Yugoslavia and in the other conquered countries, all those beaten down by Hitler's bloody heel, would rise and revolt at the sight of a second front in Europe today? Who doesn't see that the great Red Army and the Soviet people on one side, and the heroic people and armies of Britain and the United States on the other side, can now smash and crush Hitler and all of his gangsters? Who doesn't see that today?

That is why it is the cry of the hour—because that is the need of the hour. What wouldn't you and I and all working men and all working women give and sacrifice to see that day? Our Convention will pledge, the same as all other conventions have pledged, that we will give everything towards this end—money and effort and sacrifice, blood, and our sons, and all the determination and enthusiasm that we possess, as we have already given before, and we will give again.

The common people all over the world see the opportunity to end the slaughter and crush Hitlerism in 1942—this year. It can be done by a second front in Europe now. Let us all work for that. Let us all sacrifice for that. Let us all, in our Union, give everything we have got to that end. Let us all work and fight until Hitlerism is crushed, and a new day will dawn for all of us, for our children and for all humanity.

Thank you. (Applause)

... Co-Chairman Mindel introduced the final speaker of the evening, Ben Gold, President of the International ...

... The audience arose and cheered, and there was prolonged applause ...

PRESIDENT BEN GOLD: Brother Chairman, Vice-Presidents, Members of the International General Executive Board, Brother Fulton, CIO Director of this great State of Illinois, Officers, Delegates, Members

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of the Chicago fur and leather locals, and the Members of the Joint Council who are gathered tonight in the Auditorium of the New York Union Headquarters:

This 14th Biennial Convention of the International Fur and Leather Workers Union was scheduled to have taken place in May of last year. It was postponed because several of our trained, tested, and reliable union leaders, flesh and bone and soul of our great organization, were in prison. It was postponed because our great membership in New York was confronted with a strike situation. Finally, it was postponed because the American labor movement was faced with a very difficult and critical political situation.

The situation today is greatly changed. Brother Potash, the Manager of the Joint Council, is free and is a delegate to this Convention. The Assistant Manager of the Council, Joseph Winogradsky, is free and a delegate to this Convention. John Vafiades, who was unfortunately in the hospital because of the "very human" and "careful treatment" of the doctors in jail, will be with us at this Convention. Louis Hatchios is out of jail. And we hope that Jack Schneider will be with us in a short time.

The situation in our union is greatly improved. We are not involved in any serious conflicts with the employers; and the position of the American labor movement is entirely different today than it was last year. Thanks to the devotion and loyalty of the American labor movement to the principles and convictions of labor and to the ideals and aspirations of the American people, American labor rose to its great height and is carrying out its historic mission in a most glorious and honorable manner, at this critical moment that our nation and the peoples the world over are confronted with. It is recognized by all that inside of a short period of time American labor will outproduce Hitler, will provide the manpower for the armed forces of our country to defeat Hitlerism, and will be the determining factor in liberating the entire world and ridding it of this ugly, criminal, bloodthirsty fascist band. (Applause)

. . . President Gold then spoke of the alarming and dangerous Fifth Column, pro-fascist activities being carried on, preventing the all-out war effort necessary for victory. The disgraceful dealings of the Standard Oil Trust with Hitler, which deprived the American government and people of synthetic rubber. The subversive un-American propaganda of Father Coughlin, Martin Dies, *Chicago Tribune* and *Daily News*, following the example of Petain and Weygand. . . .

. . . President Gold deplored and condemned the "tragedy of a leader," John L. Lewis, for having "turned against the people," and pledged support to the policies of CIO President Phil Murray . . .

. . . If you ask me what is the main task of a trade union movement, I will tell you that the main task of a trade union is to carry out every task of major importance. And that is the pride of the CIO, that is the

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pride of our Union, and that is the record with which we come to the national convention.

If the main task of a trade union is to organize its unorganized and to unionize the entire industry—if this is the main task, then our union carried that task out to the full satisfaction of its membership and officers. It is one of the few unions that has 95 per cent of the men and women engaged in its industry (fur) under union control.

If the main task of a union is to increase the wages of the workers, which means a better livelihood, then our Union carried out this main task to the best of our abilities. I don't know how many people make \$150.00, as Winogradsky said. There may be one or two or three or a half-dozen. But generally speaking, our wages of our workers rank among the highest.

If the main task of a union is to decrease the working hours so that the members should have more liberty, more freedom, more chance to rest, more chances to be with their families and to go to movies and to concerts and to read and become more cultured and better citizens, then our Union accomplished this task to the best satisfaction of our membership.

If the main task of a trade union is to see that the organization should be conducted in strict accordance with economy and that its locals and entire International Union should be financially sound, than our Union carried out this main task to the satisfaction of our membership.

If the main task of a progressive trade union is to see that in its ranks that ugly, disgusting, diseased criminal method of discrimination against colored workers should be wiped out, our Union takes pride in proclaiming that there is no chauvinism tolerated in our ranks. We are proud to have our Negro fellow workers. (Applause)

If the main task of a trade union is to take care of its idle workers, of its sick and feeble, and organize the youth and provide them with the necessary guidance and leadership, then our Union carried out this task to the greatest satisfaction of all our members.

If the main task of a union is to be part of the forces that keep on struggling against reaction, against fascism, against oppression, against ruthless exploitation, against the enemies of democracy, then our Union claims today that at least we made every possible effort to carry out this program to the best satisfaction of the entire labor movement. The facts prove it. It may not be much, \$50,000 for Soviet Russia. It may not be much, \$50,000 for Britain. Because it is just like a drop in the ocean. But ours is a small union, comparatively speaking.

And above all, one of the few times in the history of the labor move-

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ment a small union, a comparatively weak union, a comparatively speaking poor union, undertook to break through the difficulties in a larger open shop industry. In the leather industry, which was infested by company unionism; where they would double-cross these workers, and where the workers were sold out and betrayed time and again; where attempts and efforts on the part of many unions to organize were made unsuccessfully; where pessimism prevailed; where hopelessness prevailed; where these rich millionaire concerns, these monopolies, took advantage of this helplessness of these workers and dictated terms to them—our Union undertook that job. And many of our friends said, "This time the Furriers' Union will break its neck. This time the Furriers' Union will fail. This time the Furriers' Union undertakes to do things that it can't."

And we come to our Convention to face our friends and tell them we did not fail. We defeated the company unions and the spies and the stooges and all the efforts of the millionaire concerns; and we today have a militant, growing, loyal American trade union in the leather industry, and you will see them at the Convention. (Applause)

If the main task of a trade union is to help in the attempt of progressive political forces to take away this political power of the corrupt bosses, of the Tammany leaders, of those who use politics as a porkbarrel; if it is the main task of the union to educate its membership to the fact that it has to fight in this world with both fists in the economic and political field; if the main task is to bring up its union members to be a politically-educated membership—then our Union has done this job, too.

In short, I do not claim that our organization is the best, but at least it is one of the best. I don't claim that our union has already succeeded in recording the best conditions in the world, but it is one of the unions that keeps on struggling and making efforts to serve the interests of the men and women who are engaged in our industry. I also claim that in so far as this great historic, sacred battle that mankind is charged with to destroy fascism, in so far as our Union is concerned, what we have done in the past is just the beginning.

We do not intend to remain satisfied with the accomplishments that we recorded until now. As true, faithful, honest, devoted, real Americans, as an organization that is expressing the true American spirit, we vow to our government and Commander-in-Chief, to President Roosevelt, that there will not be one thing that we will refuse to do to contribute our ability, our blood, our energy, our power, to help our government annihilate fascism and free the world.

In fact, in the name of the Board, in the name of the thousands that are today in the armed forces, and in the name of the thousands of members of our Union, I want to say plainly, so that everybody will hear me

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clearly: Should the day come, should the hour come when we will be called upon to shoulder guns to protect our country, our principles, our institutions, and our self-respect, every member of our Union will shoulder a gun and meet the enemy head on with the vow never to return until the complete, final victory of mankind. That is the spirit that will meet fascism throughout the world.

. . . The audience arose and cheered, and there was prolonged applause . . .

. . . Entertainment by the Almanac Singers . . .

CHAIRMAN FEINGLASS: I would like to express, on behalf of our entire General Executive Board, our appreciation and thanks to the officers of Local 45, to the officers of Local 43, the staff, and particularly to Brother Lew Goldstein for the arrangements for this evening. (Applause)

. . . Songs by Winn Strachey . . .

. . . The audience sang "The Star-Spangled Banner," led by Mr. Strachey . . .

. . . The meeting adjourned at eleven-five o'clock . . .

MONDAY MORNING SESSION

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The meeting convened at ten-thirty o'clock, Brother Lew Goldstein, Business Agent of Local 45, presiding.

CHAIRMAN GOLDSTEIN: The delegates will kindly come to order.

. . . Winn Strachey led the assembly in the singing of "The Star-Spangled Banner" . . .

CHAIRMAN GOLDSTEIN: I want to officially, on behalf of the staff and membership of Local 45, again welcome you to Chicago. I don't know of any occasion that can give the workers of Chicago more genuine joy than to be hosts to such a rapidly growing family.

We feel that we owe a debt to those who selected our city for this Convention. It is a privilege and a pleasure to have you here.

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I am going to present the Manager of Local 45, who will proceed with the opening of the Convention, Brother Abe Feinglass. (Applause)

. . . Brother Abe Feinglass assumed the Chair . . .

CHAIRMAN FEINGLASS: We will have just a few songs, and then we are going to proceed with the presentation of the Chairman.

. . . Songs by Winn Strachey . . . (Applause) . . .

CHAIRMAN FEINGLASS: Now we are about ready to open this Convention and to present to you its presiding officer. There are a few words I feel that I should say here today, to express to you some of the sentiments and feelings of the Chicago fur and leather workers and all of the midwest locals, many of whom are for the first time at a convention of our Union, regarding their opinions, their thoughts, and their ideas about our International Union and its officers.

All of us come to this Convention charged with a grave responsibility. As an outstanding, militant, and progressive trade union, we are charged with the responsibility, not only for ourselves but for much of progressive labor, of setting the pace for the activities, the work, the devotion, the loyalty in this great struggle to rid the world of fascism and barbarism and to preserve the democratic way of life. I know that our Union has always lived up to its responsibility as a trade union organization, and I know that at this Convention again, and from this Convention forward, our Union will live up to its responsibilities.

. . . Chairman Feinglass spoke of the long record of anti-fascist activities of our union, our members in the International Brigade in Spain during the fateful years of 1936-39, our boys in the American armed forces all over the world today. The growth of our union, improvement in union conditions, wages, hours; tremendous growth of the Leather Division in the Midwest with remarkable gains for the workers; the anti-trust cases against our union leaders, their splendid conduct and behavior while on trial, in jail and upon return to activities; the great war relief activities of our union, citing the manufacture of \$25,000 worth of fur jerkins for British seamen . . .

. . . Chairman Feinglass paid glowing tribute to the work of the International officers, particularly to President Ben Gold, for his guidance, leadership and personal assistance in the activities of the Midwest fur and leather locals . . .

. . . I know that every member of my union, that every member of Local 45 loves and honors Ben Gold. I know that that is true of all the workers, irrespective of political opinions, irrespective of race or color. He has been a great champion of labor and a great champion of the cause of the fur worker.

I am reminded of the words of Abraham Lincoln in Gettysburg, when he said, speaking of those who died on the battlefield of Gettysburg, "The world will little note nor long remember what we say here, but it can

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never forget what they did here." I can say the same this morning. The world will little note nor long remember what we say here, but it will never forget what Ben Gold did for us.

Therefore, it is a great privilege and honor at this time to present to you our old friend and teacher, President Ben Gold.

. . . As President Gold assumed the Chair, he was given a great ovation. The delegates arose, applauded and cheered, and although he tried to stop them, they continued for some time . . .

PRESIDENT GOLD: In the name of the International Fur and Leather Workers Union of the United States and Canada, affiliated with the CIO, I call this Fourteenth Biennial Convention to order. (Applause)

On behalf of our great membership and General Executive Board, I welcome you delegates to this Convention. I am confident that you will bear in mind that you have the privilege to represent a progressive, militant trade union membership which distinguished itself with its loyalty to its own organization for the cause of labor, and to its country.

I am confident you will bear in mind that our great membership participated in every major struggle of the American labor movement—in the struggle for trade union democracy, in the struggle for industrial unionism, in the struggle of the American labor movement to organize the unorganized, in the struggle against discrimination against Negroes and against all sorts of oppression of national minorities, against anti-Semitism and against all sorts of un-American activities that were aimed to divide, split, and weaken the labor movement.

Bear in mind that our membership made history in a short period of time. I am confident that you are not forgetting for a single moment that seven years ago we pledged to our members and to the entire American labor movement that we would live up to the expectations of all of our friends, guard our unity, and make no deviation from the path of progressive trade unionism.

It is indeed a privilege and a honor to be a chosen delegate to this Convention to represent our great membership. This Convention will examine all of our activities during the past three years, will review your accomplishments, our policies, our tactics, and very frequently in a friendly spirit make an effort to review our weaknesses and the causes for these weaknesses, and make an effort to improve our activities.

Our members expect us to work out a constructive, well-rounded-out plan for every local union, for the entire International, for all the members, in order to enable our organization to proceed with its activities and continue to record gains to improve their economic conditions.

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Our membership expects this convention to carry out the desires, the wishes of every member of our union; to demonstrate to the entire labor movement, to the entire country, and to the entire world, that as a progressive union, as an organization part of the CIO, that we will deal effectively with the main task of our country, namely, to win the war in the manner that every union member will be proud of.

It is expected of every delegate to devote all his time and energy and ability to help the Convention formulate a program for every local union to enable it to mobilize its members, to participate in all phases of the war effort, and to contribute everything we have to make the victory of our country and the victory of the civilized world possible in the shortest possible time.

. . . I wish at this time to propose the election or the appointment of a Credentials Committee. Do you delegates want to elect, or do you authorize the Chair to appoint a Credentials Committee?

. . . It was moved and regularly seconded that the Chair appoint the Committees. . . .

PRESIDENT GOLD: Any objections? The Convention is not organized yet. Any objections? (No objections.) If there are no objections, I will assume that I am authorized to proceed with the appointment:

Albert Roy—Montreal, Chairman

Joseph Winogradsky—New York, Secretary

Daniel Coradi—Local 3

Max Stepansky—Local 53

Charles Weksler—Local 45

Joseph Prifrel, Jr.—Local 52

Melito Fuentes—Local 88

Harry Rosenzweig—Local 100

Abe Shafron—Local 87

Herman Steinberg—Local 101

Albert Bland—Local 125

It is proposed that the delegates whose names I just called constitute the Credentials Committee.

. . . It was moved and regularly seconded that these delegates constitute the Credentials Committee . . .

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PRESIDENT GOLD: Are there any other nominations? It has been regularly moved and seconded that the delegates whose names I just called constitute the Credentials Committee. All in favor of this motion, signify by sayin "aye"; all opposed, say "no." The motion is **carried**.

May I ask at this time that the Credentials Committee leave the hall, get busy with the work, and submit a report to this Convention as quickly as you can.

. . . The Credentials Committee retired from the hall . . .

. . . President Gold introduced the Regional Director of the CIO, State of Illinois, Brother Fullerton Fulton. . . The audience arose and applauded . . .

BROTHER FULLERTON FULTON: Mr. Chairman, Members of the Executive Board, and Delegates to this Convention: It is not only a pleasure, but I feel it is an honor and a privilege to have the opportunity to meet with one of the finest units of the trade union movement affiliated with the Congress of Industrial Organizations.

It is true that I have been a member of the Miners Union for 45 years. It is also true that I have known Philip Murray for the past 32 years. And the more that I get to know Philip Murray, the better I understand him and the more I begin to like him. The sterling qualities that he possesses and his unsubduable courage in doing things that mean the well being of all of us within the confines of the trade union movement, are well known.

It is true that the Mine Workers have pioneered so far as the labor movement is concerned, and we have contributed much in the way of bringing about organization in the unorganized areas of this nation. But I, like many more mine workers in this day and age, feel that the greatest contribution that the Mine Workers have ever made to the trade union movement of this nation was when we gave to the Congress of Industrial Organizations, in the Atlantic City Convention of November, 1940, that stalwart leader, Philip Murray. (Applause)

. . . Brother Fulton spoke of the great achievements of the CIO under President Murray's leadership, deploring the defections of John L. Lewis. The outstanding activities of trade unionists in the war against the Axis, both on the fighting fronts and the production front . . .

. . . And may I say at this particular time that we here in America are producing the implements of war and sending them across to those heroic Russians on the eastern front, who are fighting a fight that never heretofore was fought in the history of this nation or any other nation in the world. They are fighting for the continuity of our democratic way of life, and their fight is our fight. And the sooner everybody here and elsewhere begins to realize the enormous task that those Russian people are

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undertaking now, the sooner we will understand the problem that they are confronted with, and the sooner we will ask the nations that are fighting side by side with us for the preservation of our democratic way of life that we demand here and now the opening of another front. (Applause)

The opening of another front, in my opinion, is here, and the time is now when we should strike; while the Russian people are driving them back on that great eastern front some 2,000 miles long, the nations that are allied with that heroic nation should be driving from the other side, in order that we might be able to knock them out of existence at the earliest and most expedient moment, and as speedily as we can possibly knock them out. We have to drive with that knockout blow, and the sooner we do the job, the sooner the job will be perfected.

I heard Winston Churchill yesterday over the radio saying that the Royal Air Force was hitting from Norway to France in order to destroy all the sea fortress bases along that shore, so that they might be able to start another front on the Western Hemisphere. And in that particular drive, the sooner that comes, the better we of the trade union movement will like it. Because the job has to be done, and the sooner we get Hitler out of the way, just that much sooner will we be able to take into our own hands the setting of that rising sun of Japan. And when we get through, it will set, never again to rise. We must make them pay for the offense that they committed against us at Pearl Harbor. And while we are fighting against the Japs and the Nazi hordes of Europe, we are constantly and continuously fighting against men of that caliber here in this nation of ours.

We have those poll tax Congressmen from the South who have attempted in every way that they knew how, to shackle the hands of labor, in order that we might not be able to do the job that we are striving now to do. They know that this is labor's war, and labor is going to fight and win this war; and when this war is won we expect to be in a position also to win the peace. Because those vast industries that are now rolling out the implements of war—when the war is over and the fight has been won, we expect those same industries to continue to roll out the things that will make more contentment and a brighter life for the people who are working in those industries, in order that they may enjoy a greater and better share of the things that go to make life happier and better for all concerned.

We expect to use those industries. We expect to get the benefits from them, because it is our fight, and the reward in the end must be ours. We only hope that in the final analysis, the man who is now in the White House will be there when the day comes, so that we can get at least the recognition that we are rightfully entitled to.

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I happen to know, as a member and an Executive Officer of the British War Relief Society, the fine things that your organization has contributed to that organization. And I know how the British people have taken that. It wasn't the amount involved that counted, but it was the manner in which it was given, and the purposes for which it stood, that meant so much. Because of that fact, it bolstered the courage of those people on the British Isles just that much more to carry on this fight until the war was won.

And what is true of the British people is equally true of those people that you contributed to in Russia. The Russian people, too, are grateful; and why not? There is no nation that has sacrificed more than Russia has. Their life's dream has been destroyed, and the years of effort have had to be destroyed because of the invasion of that nation by the Nazi hordes. It was the dream, it was the hope and the aspiration of the Russian people to harness the waters of the Dnieper River, and when they completed that great and magnificent job that meant so much to the Russian people, what had to be done after that was accomplished by the suffering of the Russian people, after the completion of that great enterprise? They had to blow it up in order to keep the invading Nazis from getting the benefits of their life's work.

Today that has to be all repaired again, if those brave Russian people are to receive the rewards from the things that they suffered to accomplish. Not only did they do that, but they scorched the earth in their retreat, in order that the invading Nazis of Europe would not be able to get anything in the territory which they took from Russia. And today, in the reclaiming that land that they lost then, those people are confronted with a condition that they have never been confronted with before, and they are looking to America, with its fertile valleys, to supplant the things that they destroyed in order that they might be able to defeat Hitler.

It is your job, it is my job, and it is the job of every true American, to give every possible aid to those heroic people. (Applause) And I know that if the people of this nation are of the caliber of the men who make up the officialdom of this great organization to which I am now speaking, I know that they will not be found wanting; because you people have suffered just as much as any other organization has suffered. Your leaders have been thrown in jail; for what purpose? For the purpose of trying to discredit the organization that you and I belong to, in the eyes of the general public. But that didn't do it. It only accentuated the efforts of you heroic people who belong to the Union to continue your fight, and fight that much harder in order that you might be able to relieve those people who spent months in the jails of this country fighting for the things that this organization was demanding.

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And when you get those things in the hard way, you really understand them and you cherish them just that much more. And if the degree of progress that your organization makes is marked by the amount of suffering that your leaders have entailed, you still have a lot of progress to make, because your organization and the men who make up the officialdom of your organization have been tested in every possible way and found true to the cause for which your organization stands.

Knowing the policy of our organization, I want to say here and now, as a compliment to the Fur and Leather Workers organization of America and Canada, that no organization has contributed more than has your organization towards the policy of our great industrial union. I say that, not in boastful way or with any vainglory attached to it. It is a matter of record.

. . . Brother Fulton related his intimate knowledge of the work of our union in Delaware, where he was formerly Regional CIO Director and in Chicago, the splendid agreements and organizational gains . . .

. . . I only wish it were possible for Philip Murray to be here himself instead of me, because no one can pinch-hit for a man like him. There is only one Philip Murray in the trade union movement, and that is the man who is at the head of our great organization. He is a man who has been tested and found true. And as far as I am concerned, as a member of the United Mine Workers of America, I will stand up to the last ditch, and ask every man who belongs to the same organization as I do to stand up and fight for the cause and the principles of our great leader, Philip Murray. (Applause)

I thank you. (The audience arose and applauded)

PRESIDENT GOLD: Thank you, Brother Fulton, for your excellent and instructive address to this Convention, which is a real contribution to our gathering. May I assure you at this time—and please convey this message to our President, Philip Murray—that he can count upon the loyal and active support of the International Fur and Leather Workers Union. We will stand by him and with him, and continue our work jointly for the progress and success of our great organization. (Applause)

BROTHER NATHAN FREIMAN: I recommend that the address of Mr. Fulton be a part of our minutes.

PRESIDENT GOLD: The recommendation is entriely in place, and it will certainly be made part of our records. (Applause)

BROTHER POTASH: In view of the fact that the Convention is not yet organized, I don't know just how it can be done, but I would like to know whether there is some form in which the Resolutions Com-

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mittee can be directed to bring in a special resolution as quickly as possible, so that at the earliest possible time at this Convention we go on record sending a message of loyalty and support to President Philip Murray of the CIO.

PRESIDENT GOLD: Brother Potash—I can't address you as delegate; I don't know yet, until the report of the Credentials Committee is submitted to the Convention—I assure you that in the course of our work, the Convention will have ample opportunity to express its position on this matter, and have discussion, and you will be in a position to carry through whatever you think is correct and best for the labor movement and your union.

I will entertain any motion to convey our sentiments and decisions to President Philip Murray as soon as the Convention is organized. Is that satisfactory?

At this time I will call upon the Secretary-Treasurer, Brother Pietro Lucchi, to read the Call to the Convention. (Applause)

SECRETARY-TREASURER LUCCHI: "Official Call to the Fourteenth Biennial Convention of the International Fur and Leather Workers Union of the United States and Canada, Affiliated with the CIO.

"Dear Sir and Brother:

"Our Fourteenth Biennial Convention will be held during a period of grave national emergency. Our country is at war. Our country was attacked in the most treacherous manner by the barbarous fascist enemies of the civilized world. Our nation is forced to battle for independence, life and liberty. The Convention of our International Union will be confronted with the historic task of mobilizing our entire membership to contribute everything in their possession to help our government to defend the country, win complete and decisive victory, and destroy forever the Nazi-fascist-militarist Axis.

"The Convention of our International Union will examine the activities of our Union during the past three years and will map out a program of organizational activities to defend and further the best interests of our membership during the coming period. Our organization achieved valuable economic and organizational gains. In view of the growth of our membership, and to meet the special problems of the labor movement during this grave national crisis, it is absolutely imperative for your membership to elect the most capable, responsible and reliable members as delegates to this important Convention.

"The Fourteenth Biennial Convention will be held at Hotel Stevens, Chicago, Illinois, beginning Monday, May 11, 1942, at 10 A.M. A mass

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meeting will precede the Convention at the same hotel on Sunday, May 10, at 7 P.M. All delegates are urged to participate.

“Fraternally yours,

“Pietro Lucchi, Secretary-Treasurer.”

PRESIDENT GOLD: This Official Call will be made part of the proceedings.

I am going to call upon some delegates who will constitute the Committee on Rules and Regulations:

Samuel Butkovitz—Boston, Chairman

Howard Bunting—Middletown, Secretary

Peter Gardini—Local 2

Louis Francis—Local 48

Moe Peterseil—Local 110

Frank Frimmerman—Local 101

Morris Lauber—Local 105

Louis Cohen—Local 110

Morris Breecher—Local 101

The Chairman and Secretary and the members of this Committee will be good enough to get together now and work out all the necessary proposals as the rules and regulations for this Convention.

. . . President Gold introduced the Secretary-Treasurer of the Leather Division, Brother Isador Pickman. (Applause)

BROTHER ISADOR PICKMAN: International President Gold, Officers, Delegates to the Convention, and Guests: I am happy to be here today at your Fourteenth Biennial Convention, and I want to convey to you, in behalf of the Leather Workers in our Division, the best wishes for continued success.

. . . Brother Pickman briefly outlined the disheartening and declining situation of the leather workers' organization in the years preceding the merger . . .

. . . In 1939, when we merged with the Fur Workers, it was one of the greatest things that could have happened to us. At that time we were about 4,000 or 5,000 leather workers in one neck of the woods. Since then we have grown to about 25,000 to 30,000 leather workers; and I hope that within the next year or two that the Leather Workers of the

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United States and Canada will be 100 per cent organized, into a union of about 50,000 or 60,000 leather workers. (Applause) And combined with the furriers, we will have one of the strongest organizations in the country, we will have one of the strongest internationals of this country and Canada.

We have also made progress in the way of giving aid to our country in this great emergency. It couldn't have been done unless we were a national organization. Conferences were set up with labor and management. With the efforts of Brother Feinglass, they are going along. We hope also that with the future guidance of the Fur Workers, that our International will continue to grow.

Thank you. (Applause)

. . . President Gold welcomed Leather Division President Tomlinson and Secretary-Treasurer Pickman to the convention and urged their full participation in its work . . .

. . . Secretary-Treasurer Lucchi read telegrams of greetings and best wishes. . . .

PRESIDENT GOLD: Delegates, if there is any one of you who has any objections against any delegate, will you please go up to the room where the Credentials Committee is meeting and submit your objections? That is, if there are any. You don't have to go, if you haven't any.

. . . It was moved and regularly seconded that the meeting adjourn, to reconvene at two o'clock . . .

PRESIDENT GOLD: All in favor of adjourning, and reconvening at two o'clock, signify by saying "aye"; opposed, "no." We stand adjourned, to reconvene at two o'clock.

. . . The meeting adjourned at twelve-twenty o'clock . . .

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The meeting convened at two-ten o'clock, President Gold, presiding.

PRESIDENT GOLD: Will the Convention please come to order.

Is the Credentials Committee ready to report? The Secretary of the Committee, Delegate Joseph Winogradsky. (Applause)

BROTHER WINOGRADSKY: Mr. Chairman and Delegates: We

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have a partial report to submit and by the end of this session or tomorrow morning, I hope that the report will be completed.

Meanwhile, I want to report to you that we have 56 local unions present at this convention, 3 Joint Boards, 1 Joint Council, and 149 delegates. As far as nationalities are concerned, if I were to enumerate them, I would have to mention almost every nationality. But I think at the next complete report we shall make an attempt to enumerate at least those that have a substantial amount of members in our International. We also have women, youth, and colored delegates. Some delegates are questioned, and we will have to call them in to find out as far as their standing is concerned.

But generally, I do want to state from the beginning—I had the honor in 1937 and 1939 to be on the Credentials Committee—that today we have a much better representation to the convention, that the delegates in the local unions were much more careful in accordance with the latest decisions.

. . . The audience arose, applauded and cheered as Brother John Vafiades entered the convention hall . . .

BROTHER WINOGRADSKY: The Committee examined very carefully each and every credential, each and every local union, and those who are in question I will call their names and they will have to appear before the Committee. But in order that the Convention should proceed immediately and to start the work, the activities, we propose our partial report:

Local 2: Peter Gardini
Joseph Karrass
Samuel Mindel
Stephen Tabasko

We received a communication that Steve Tabasko is sick, and the next one printed on the ballot was Morris Reiss. The Committee took that communication into consideration, approved it, and we proposed that he should take the place of Steve Tobasko.

Local 3: Daniel Coradi
Herman Feigelman
Pietro Lucchi
Simon Lunine
Frank Mangani

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Local 4: Entitled to a delegate. He is not here. The explanation given by a letter is that they are very busy, and on this we have a recommendation, because we have a number of such locals.

The delegate from Local 25 is questioned and we will ask Mary Bowers to be present at the Committee.

The delegates from Local 22 are questioned and they will be present at the Committee to explain.

Local 30: Entitled to three delegates, sent only two: Samuel Butkovitz and Irving Sea.

Local 31: Entitled to a delegate—not present.

Local 35: Edward Carroll.

Local 38: Harry Rothenberg—the delegate is questioned. He will have to appear before the Committee.

Local 40: Joseph Dordick
Myer Rotstein

Local 45: Abe Feinglass
Lew Goldstein
Charles Weksler

Local 48: Louis Francis
Ernest Moyer
James Sipler
John Vincovich

Local 52: Joseph Prifrel, Jr.—they were entitled also to more delegates, but did not send them.

Local 53: Max Stepansky—again entitled to three delegates and sent only one.

Local 57: Esther Westburg.

Local 58: Tony Kuzyk—questioned.

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Local 61: John Temple.

Local 64: Morris Angel

Cecil Cohen

Joe Eisenbach

Ben Pinsley

Burton Sutta.

Local 65: Miss G. Armstrong.

Local 66: Harry Feldman

Albert Roy

Ovila Vallieres

Local 67: Mrs. S. Adams

Emerande Brien—the third one is questioned.

Local 68: Francois X. Perron.

Local 69: Carl Marrelli

Nathan Tendroch

Local 70: Michael Gougousis

Billy Pappas

James Stephenson

John Vafiades

John Demelos—questioned. He will have to appear before the Committee.

Local 71: Luverne Noon.

Local 72: Harry Smith—questioned.

Local 75: Samuel Kane.

Local 79: Max Weitzner.

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- Local 80: James Del Cioppo
Mike Gallo
Louise Fowler
Jack Ostrower
Anna Venturi
- Local 85: Frank De Prisco
Mike Hudyma
Philip Klurman
John Mudry
Harry Ruggiero
- Local 87: Jay Miller.
- Local 88: Oreste Bellotti
Jack Bruno
Melito Fuentes
Lyndon Henry
Sol Revkin
Henry Shaefer
- Local 94: Mary Wilkosz.
- Local 99: George Bradow
Katherine Hartman
- Local 100: Harry Rosenzweig
- Local 101: Morris Breecher
Frank Frimmerman
Ben Gold
Jack Jasper
Morris Pinchewsky
Hyman Shames
Herman Steinberg

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Local 105: Harry Begoon
Maurice H. Cohen
Max Cohen
Harry Greenberg
William Greenberg
Sam Kramer
Morris Lauber
Sam Mencher
Joe Morganstein
Isidor Opoichinsky
Sol Wollin

Local 110: Murray Brown
Louis Cohen
Sam Davis
Gus Hopman
Moe Peterseil
Max Rosenblatt

Local 115: Henry Bloom
Ida Langer
Dora Mailman
Bella Metz
Jacob Rovner
Sam Rubin
Harry Stofsky
Ida Thal
Joseph Winogradsky

Local 120: Isaac Wolvek.

Local 122: Joseph Glinsky
Salvatore Pinto
Michael Santimauro

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Local 125: Max Bronswick
Thomas Jasper
Edward Kainen
Isadore Kamenetzky
Leon Straus

Local 135: Howard Bunting
Anthony Leo
Nicholas Papaceno

Local 140: Domingo Agilar
Al Borden
Herman Buchner
William Kaplan
Salvatore Pappalardo

Local 145: Louis Romagnoli

Local 150: Irving H. Feingold

Furriers Joint Council: Irving Potash

Joint Board, Toronto: Wm. Richmond

Joint Board, Montreal: Napoleon Morrier

Joint Board, Dressing and Dyeing Industry: Samuel Burt.

The Committee also unanimously recommends an additional delegate. Last night we made enough speeches about him, and I don't think we have to again explain. We recommend, we are all of the hope that we are going to have an additional delegate to Local 101. If he does come in, we want to seat him as a committee, and the Committee has the pleasure of recommending Jack Schneider as a delegate. (Applause)

Mr. Chairman, in the name of the Committee, excluding the two delegates of the Committee who will have to appear, including the Chairman of the Committee, Albert Roy, we move that the delegation and the partial report that we have submitted, pending the others who should be seated legally as delegates to this Convention, be adopted.

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BROTHER SAM RUBIN (Local 115): I second the motion.

BROTHER MAX ROTH (Local 86): I believe Local 86 was omitted from the report.

. . . The audience applauded as four women brought in a huge basket of flowers . . .

BROTHER WINOGRADSKY: On the advice of the President, all those that are questioned, I omitted. All those that I mentioned from the beginning will have to appear right after this session in room 444-A in order to go over their individual cases.

PRESIDENT GOLD: Will the Secretary of the Committee be good enough to read all the names that are invited to appear before the Committee.

SECRETARY-TREASURER LUCCHI:

Local 22: Peter Di Giacomo

Local 25: Mary Bowers

Local 38: Harry Rothenberg

Local 58: Tony Kuzyk

Local 67: Jeanne Dupuis

Local 70: John Demelis

Local 72: Harry Smith

Local 86: Max Roth

Local 87: Abe Shafron

Local 89: Sol Axelrod

Local 125: Albert Bland

Local 130: Anthony Villani

Local 155: Samuel Freedman

Local 165: Sam Fallon

These people will appear before the Credentials Committee upon the adjournment of this Convention.

PRESIDENT GOLD: Any further remarks?

BROTHER HARRY ROSENZWEIG (Local 100): I want to make a correction there. There are supposed to be two delegates from Local

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40, where one appeared. One could not obtain his passport in time and did not come to the Convention. Myer Rotstein did not come.

PRESIDENT GOLD: Any further remarks?

BROTHER SAMUEL FREEDMAN (Local 155): I should like to inform the Convention that Brother Isaac Wolvek of Local 120 could not attend the Convention although his registration was sent in.

PRESIDENT GOLD: Delegates, that is not proper. We are dealing now with a definite motion to approve the report of the Committee, nothing else. Whoever did not come to the Convention, there is no problem. Any further remarks?

PRESIDENT GOLD: The motion to approve the partial report of the Committee was submitted by the Committee. It was seconded by Rubin. All in favor of approving this motion signify by saying, "aye"; all opposed. That makes it again unanimous. The report of the Credentials Committee is adopted unanimously. After this session, all those delegates who have to appear before the Committee will do so, so that tomorrow morning we will have a complete report of the Committee.

At this time, Delegates, I wish to read the names of those delegates of the Committee on Officers' Reports:

Abe Feinglass—Chicago, Chairman
Samuel Mindel—Brooklyn, Secretary

Members:

Frank Magnani—Local 3, Brooklyn
John Vincovich—Local 48, Easton
Burton Sutta—Local 64, New York
Harry Feldman—Local 66, Montreal
Anna Venturi—Local 80, New York
Harry Ruggiero—Local 85, New York
Lyndon Henry—Local 88, New York
Jack Bruno—Local 88, New York
Nathan Tendroch—Local 69, Pittsburgh
Katherine Hartmann—Local 99, Milwaukee
Joe Glinski—Local 122, New York

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Max Weitzner—Local 79, San Francisco

Edward Carroll—Local 35, Toronto

Herman Buchner—Local 140, Newark

Thomas Jasper—Local 125, New York

Sol Wollin—Local 105, New York

Jack Jasper—Local 101, New York

Murray Brown—Local 110, New York

Harry Stofsky—Local 115, New York

James Stephenson—Local 70, New York

Anthony Leo—Local 135, Middletown

The Chairman of the Committee on Officers' Reports will get the Committee together as soon as we are through reading the report, for discussion and action.

I will further announce the names of the Finance Committee:

Harry Begoon—New York, Chairman

Maurice Cohen—New York, Secretary

Members:

Sol Revkin—Local 88, New York

Jack Ostrower—Local 80, New York

Mike Hudyma—Local 85, New York

Herman Steinberg—Local 101, New York

Samuel Mencher—Local 105, New York

Joe Morganstein—Local 105, New York

Ida Thal—Local 115, New York

Billy Pappas—Local 70, New York

Max Bronswick—Local 125, New York

Joseph Karrass—Local 2, Brooklyn

Simon Lunine—Local 3, Brooklyn

Ben Pinsley—Local 64, New York

Ovila Vallieres—Local 66, Montreal

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William Kaplan—Local 140, Newark

Carl Marrelli—Local 69, Pittsburgh

Samuel Kane—Local 75, Atlantic City

Tony Kuzyk—Local 58, Toronto

The Secretary and Chairman of this Committee will be responsible that the Committee should meet for discussion and action on the Finance Committee Report after it will be submitted to the Convention.

There is nothing before the convention yet.

BROTHER HERMAN STEINBERG (Local 101): Is it proper to move to approve these committees?

PRESIDENT GOLD: There is nothing before the Convention.

Now, is the Committee on Rules and Regulations ready to report? Secretary Howard Bunting will read the report.

BROTHER HOWARD BUNTING: Mr. Chairman and Delegates: Your Committee on Rules and Regulations met and adopted the following rules and regulations unanimously:

1. That the Convention shall be called to order at 10 A.M. and shall remain in session until 1 P.M.; and shall reconvene at 2:30 P.M. and continue until 6 P.M. In the event a night session is necessary, it shall require a majority vote of the delegates present. The Committee makes it a point to insist that these hours be observed without exception and that the delegates be instructed to report on time.

2. That a roll call of attendance shall be taken by the Secretary at every session and the absences be entered into the records.

3. That the language of the Convention shall be in English. Delegates not able to express themselves in the English language shall be permitted to speak in their own tongue and the Chairman shall designate one to interpret same.

4. That delegates shall be restricted from speaking more than once on a subject unless special privilege is granted by the Convention and no more than five minutes at any one time; and in discussions of important questions, the time may be extended.

5. Any delegate rising must give his name and the local he represents.

6. A roll call vote on all questions shall be taken only upon request and support of not less than ten delegates from five different locals, Joint Boards or Joint Councils.

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7. That the report of any committee shall be submitted by only one member of the committee unless there is a majority and minority report. It shall be considered a minority report only when supported by at least two members of the committee.

8. In case any of the delegates disturb the order of the Convention, the Chairman shall warn the said delegate to keep in order, and if after the second warning by the chairman, the delegate still insists on disturbing the order of the Convention, the President shall have the right to expel such delegate from the session.

9. All resolutions shall be submitted to the General Secretary-Treasurer not later than Thursday, May 14, at the end of the morning session, unless otherwise decided by a majority of the delegates.

10. The Convention is to terminate not later than Saturday, May 16th, 1942.

11. No session shall start unless there is a quorum present. A quorum shall consist of the majority of the delegates.

12. Election of officers shall take place on the morning of May 16th, of the final day of the Convention.

Respectfully submitted,

COMMITTEE ON RULES AND REGULATIONS

(Signed) Samuel Butkovitz, Boston, Chairman; Howard Bunting, Middletown, Secretary; Peter Gardini, Local 2, Brooklyn; Louis Francis, Local 48, Easton; Moe Peterseil, Local 110, New York; Frank Frimmerman, Local 101, New York; Morris Lauber, Local 105, New York; Louis Cohen, Local 110, New York; Morris Breecher, Local 101, New York.

Mr. Chairman, the Committee recommends the adoption of this report.

BROTHER HERMAN BUCHNER (Local 140): I second the motion.

PRESIDENT GOLD: Any remarks? Any discussion? It has been regularly moved and seconded to adopt the report of the Committee on Rules and Regulations. All in favor of this motion signify by saying, "aye"; all opposed say "no." Unanimously carried.

. . . President Gold spoke of the martyrs of labor in all countries and the role of such leaders in the development and progress of the trade union movement. . . .

. . . Our Union made that contribution to the American labor movement. During the past three years, men, tested men, tried men, ex-

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perienced men, men that are admired and respected and beloved by our members, men who distinguished themselves in all the struggles of our membership, men who contributed a great deal to the gains and the success and the triumph of our Union, have been taken out of the ranks and imprisoned for long sentences, and when they returned, they were met by our membership with the greatest joy and our Union has gained a great deal in strength and in morale as a result of the conduct and behavior of our leaders while they were on trial and while they were in prison.

At this time, I shall call upon our heroes, heroes of our Union, heroes of labor, to come up to the platform: Delegate Irving Potash. (Applause)

. . . As Brother Potash and each of the others named came to the platform, the delegates tendered each one a great ovation. They arose and remained standing as each one came forward, and applauded and cheered incessantly . . .

Delegate Joseph Winogradsky. (Applause) John Vafiades. (Applause) Delegate Morris Reiss. (Applause) Pietro Lucchi. (Applause) Sonia Schneider, the wife of Jack Schneider. (Applause) Ida Langer, the wife of Morris Langer, who paid with his life in the service of labor. (Applause)

To us, you are not convicts. To us you are members of our Union, leaders of our Union, who deserve the honor and the recognition as champion fighters for the people, for the people's rights. Your contributions in the fight against Fascism and in the short time that you returned from jail, your record as fighters against the Nazi monster, speaks for itself.

And when the day comes when one of the outstanding anti-fascists will be freed, Earl Browder (the audience arose and applauded and cheered wildly) . . . the death of Fascism will also mean the annihilation of reaction and let's hope the beginning of the end of the disgraceful action of the enemies of labor.

I shall at this time entertain a motion to send a telegram of greetings to Delegate Jack Schneider who is still imprisoned.

BROTHER FEINGLASS: I so move.

BROTHER JOE MORGANSTEIN (Local 105): I second the motion.

PRESIDENT GOLD: All in favor of this motion signify by saying, "aye"; opposed. Unanimously carried. The Secretary stands instructed to send such a telegram.

May I ask at this time that Delegate Potash honor this Convention

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by presiding at this session. (Applause) All in favor, signify by saying, "aye." (Applause)

. . . As Brother Potash assumed the chair, President Gold embraced him. (Applause) . . .

CHAIRMAN POTASH: Brother President and Fellow Delegates: I know that I will be expressing the sentiments and the feelings of my colleagues, rogues gallery, (laughter) in thanking the President and all of you for this exceptional honor that you have bestowed upon us. I also know that I will be expressing their sentiments if I tell you that all of us will have to work mighty hard to live up to the standards that you set for us in these songs of praise and in these speeches that you are making about us.

I want to take this opportunity to say that there are many more members of our Union, rank and file workers, workers in the ranks, who don't have the opportunity that we have to come to conventions, but who have given their loyalty and their courage and their confidence as much as we have, members of the Union who in the course of the years of struggles that we have carried on to build up our organization and to achieve the improvements and conditions of the workers that we have today, have paid a price. Many of them suffered imprisonment as the result of their activities. They are unheralded and unsung. They are not here and some of them never come to conventions to hear or to be honored as we are. And I am certain that my colleagues will share with me the opinion that we here on the platform share these honors that you have bestowed upon us, with those members of our Union who have suffered, who have sacrificed, some of them more than we did, for the building of our Union, and for the conditions that our workers today enjoy in our industry.

With the approval of these delegates, I request that you consider these honors that you have paid to us, that they are shared with those members of our Union.

With this, thank you and I am sure I thank you in behalf of all of us, and I propose that we proceed with the work of the convention. (Applause)

BROTHER LEW GOLDSTEIN: Brother Chairman, I rise at this time and request a point of special privilege. I would like to present a delegation from the Executive Board of Chicago.

CHAIRMAN POTASH: The request from Delegate Goldstein for a special privilege is to present the Committee to the Convention. If there aren't any objections, we will proceed and extend that privilege to Brother Lew Goldstein. Do I hear any objections? Hearing none, go ahead, Brother Goldstein.

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BROTHER GOLDSTEIN: May I ask the Committee of the Executive Board to please come to the front of the platform.

. . . As they came to the platform, the audience applauded . . .

BROTHER GOLDSTEIN: Sister Dora Epstein, Sister Ruth Bailen, Brother Jack Mickels, Brother David Federman, Brother Herman Allen, Brother Harry Feinstein. I am now going to turn the mike over to Sister Ruth Bailen for the presentation.

SISTER RUTH BAILEN: Brother Ben Gold, Officers and Members and Guests: It is indeed a pleasure and a privilege to present to Brother Ben Gold a gavel in appreciation for his love and his work with us.

. . . The audience arose and applauded as the gavel was presented to President Gold . . .

PRESIDENT GOLD: Thank you, Delegates of Local 45, for this beautiful token. It is the first I have received. I take it it is an expression of appreciation on your part, on the part of the membership, to the General Executive Board of our International Union for its loyalty, for its sincerity, for its conscientious efforts to carry out its pledge to our members, to our Union, for its able leadership, and finally for its attitude toward our members.

On behalf of the General Executive Board, I thank you again for this beautiful gift, and we affirm and pledge in the name of the Board that if you will again entrust us with this grave responsibility for organization, we shall use this gavel at gatherings where we will celebrate the success and the progress and the gains and the victories of our organization in the best interests of our membership. (Applause)

CHAIRMAN POTASH: I think we are not sorry that we gave that privilege. Now let's proceed with the business of the Convention. I understand that the next point on the order of business of the convention is the reading of the report submitted by the Officers and the General Executive Board. Now, if you will take out your reports, we will proceed with the reading.

. . . Brother George Kleinman began the reading of the report of the General Executive Board, a copy of which was distributed to each member. Brother Lyndon Henry and Brother Samuel Mindel continued the reading until the close of the session . . .

OFFICERS' REPORT



Delegates:

Our country is at war. While we meet here at our Fourteenth Biennial Convention, hundreds of thousands of human beings are being slaughtered, drowned, on the Atlantic, the Pacific, on the Russian, Mediterranean and Far Eastern fronts. The destiny of mankind is being decided on the bloody battlefields. Our country was forced into the war by the treacherous attacks of barbarous enemies—militarist Japan, Nazi Germany and fascist Italy. Our nation is forced to battle for its independence, for democratic and civil rights, for the right to exist and live as a free nation.

Our country faces the gravest crisis in its history. We have one task of primary importance: to save our country and win the war. All others are subordinate to the necessity of prosecuting the war to successful conclusion, of crushing the enemy in the shortest possible time.

To achieve this, it is absolutely imperative that the unity of the entire nation be safeguarded at all costs, that its consolidated efforts be directed into one and only one channel: to mobilize all our energies, forces and resources to assure a constant, uninterrupted flow of all necessary implements for our own armed forces and for our allies, to guarantee decisive and speedy victory. The entire nation must be imbued with the spirit, enthusiasm and steeled determination required for necessary sacrifices, for a fight to the death to defend our precious heritage.

Any step to disrupt or weaken the unity of our nation in this critical period, any move to undermine the nation's resistance, self-defense and striking power—invites disaster, provides aid and comfort to the enemy. Should we lose the war, the greatest tragedy would befall our nation

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and the whole world. The free and courageous would be slaughtered. Our nation would be terrorized and subjected to unheard-of degradation, misery and slavery. Our country would be ruled by the degenerate, sadistic fascist masters. The trade union movement would be destroyed and labor shackled. We would be forced to pay the bloodiest price for our failure to live up to the sacred mission with which our present generation is charged by history—the destruction of fascism.

But when this war is won—and win it we must and will—our country will be saved—our nation will be free—the world will be free! A new era will open up for the peoples of the earth. Unprecedented developments in science, technique, and culture will enrich the peoples of the earth. They will rejoice in the greatest of all mankind's victories. Inflamed and consuming racial hatreds will disappear. Brotherly relations and mutual assistance between nations will open the gates of progress. All the genius of mankind will be inspired to contribute towards the prosperity and happiness of the emancipated peoples. The most precious reward awaits the entire civilized world for our alertness and vigilance, our loyalty to liberty and true democracy, our love for freedom, and our sacrifices to preserve the cherished values of man. We will have rid the world of the bloodiest, greediest, most despotic gang of tyrants.

Labor realizes that without a supreme effort this great historic victory cannot be won; that without total, complete and decisive annihilation of the fascist enemy, the people are in critical danger. This is a war of the people against the enemy of the people. Labor's effort is decisive. Labor can, must and shall do its share!

Free labor can live only under democratic institutions. Free labor can exist only side by side with democracy. Labor's rights can be safeguarded and advanced only in a democracy. Under the Axis Nazi-fascist regimes, the labor movement was smashed, trade unions were destroyed, labor leaders executed or imprisoned, economic gains of the workers wiped out and their rights revoked. The working millions are forced to slave long hours at starvation wages. At the expense of millions intimidated and terrorized, at the expense of their toil, of their health and living standards, the Nazi-fascist gangster governments built monster military machines equipped with thousands of tanks, planes, cannons, machine guns, battleships and submarines, poison gas, and other deadly instruments to slaughter the nations who refused to submit to slavery. At labor's expense, the Nazi-fascist gangster government built a ruthless spy system. In factories, mines, offices and homes, the exploited and oppressed workers of the fascist countries are under constant surveillance of fascist stool pigeons. They stand in mortal fear of the concentration camp, the whip, the axe. The Nazi-fascist countries are one huge prison

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of brutal exploitation, oppression, misery and torture for the working masses and their families. This is the tragic lot of labor under fascism.

American labor would rather die than surrender to fascism. Labor in our allied countries, Great Britain, the Soviet Union and China, has engraved the same decision upon the pages of history with its blood and sacrifice.

The history of the civilized world is filled with the heroic deeds of labor and its determined resistance to oppression. Life for the toiling masses is dedicated to unflinching struggle for the preservation of progress, peace and liberty. In this historic battle against the fascist monster whose aim is to conquer and subjugate the entire globe, the heroism and sacrifices of labor will be decisive in winning the final victory.

To defend our country, our lives and liberties, and, together with our allies, deliver a crushing defeat to the fascist enemy and liberate the peoples of the world, is the crying need of the hour, our sacred duty, the task of primary importance. As part of the progressive labor movement, we must and shall contribute our share towards this great and inevitable final victory. Our share means everything we have. Our union and our membership are proving this already by practical deeds. We know that you delegates are conscious of our great responsibilities. We know that none of you will shirk them, that you will continue and intensify your activities in support of the war effort. All our energy, ability and experience—our very lives—are dedicated to this great task.

Delegates: Let this, the Fourteenth Biennial Convention of our great and progressive organization live up to its historic mission, to the expectations of our splendid membership and the entire labor movement. Let us utilize the authority vested in us by thousands of fur workers to direct all our efforts to assure our government by deeds that all our union's thoughts and actions spring from one burning desire, the desire to fulfill most honorably that greatest and most sacred task—the crushing defeat of the bloodiest fascist monster civilization has ever known—for the decisive victory of our country and all mankind.

We are gathered here to deal with the life of our organization, with the management and leadership of which we were entrusted by our members. From the report we herewith submit, you will learn that, in the course of the three years since the Atlantic City Convention in 1939, our organization encountered many serious difficulties. It required every ounce of energy of the membership and leadership to defend and maintain the strength and influence of our organization, to safeguard and improve the working and living conditions of the men and women employed in our industries.

Dressing and Dyeing Department

These tasks were exceptionally difficult. From this report you will learn that despite these difficulties we carried out almost all decisions of the previous Convention to the best of our ability. We come to this Convention with the largest and most powerful organization we have ever had, with a record of economic gains and improved living standards for our members and their families of which all of us may be proud. This was achieved through the high morale, loyalty, self-imposed discipline, and steeled unity of our membership. This was especially evident in all our union's struggles and particularly in our membership's splendid response to the call of our union to assist our government and allies in the war effort.

The accomplishments of our organization are truly a source of encouragement and inspiration for all of us. Delegates: In examining our activities and reviewing our accomplishments, we urge you to bear in mind that your task is to crystallize a practical and constructive plan for our local unions and for the International to enable us to continue rendering valuable services to our members and their families and to our country. To this end we wholeheartedly wish you success in your deliberations at this Convention.

DRESSING AND DYEING DEPARTMENT

In accordance with the decision of our last Convention, all dressing and dyeing locals functioned as a department of the International Union. The highly capable and devoted leadership of Vice-Presidents Samuel Burt and Samuel Mindel made it possible for this department to record outstanding achievements during the past three years.

Most of the specific problems, including jurisdictional disputes, among the dressing and dyeing locals were adjusted within the department in an intelligent, constructive and fraternal manner.

Thanks to the leadership of the dressing and dyeing department, harmonious relationships and joint action were established on matters affecting the dressing and dyeing locals, and enabled this department to render valuable service to the thousands of dressers and dyers.

Under the department's management, the union label on all skins dressed and dyed was very successfully enforced. Thanks to the coordinated activities of this department, dressing and dyeing locals are in a much better position to realize the necessary program of mutual assistance, particularly in time of struggles and strikes. This branch of the industry is under complete union control. Union agreements are fully enforced and the conditions of the workers greatly improved.

In the better line, where industrial conditions were favorable, the workers enjoyed the highest earnings in the history of the dressing and

Locals 2, 3, 4 and 122

dyeing industry. Unfortunately, due to the crisis in the rabbit branch of the industry, the workers in that part of the industry could not take full advantage of this practical method of organization as a department.

Since the beginning of 1942, the economic conditions in the rabbit industry improved considerably, and the conditions of these workers were greatly improved.

Wage increases for members of the 19 locals of the dressing and dyeing department since the last Convention amount to approximately \$2,000,000 annually. Recently this department coordinated its activities in support of the government's war effort, to buy defense bonds, contribute to the Red Cross, participate in civilian defense, etc.

The activities and accomplishments of the dressing and dyeing locals prove the correctness of the decision of the last Convention to establish a dressing and dyeing department.

LOCALS 2, 3, 4 AND 122

The membership of Fur Dressers Local 2 and Floor Workers Local 3, particularly Local 2, consists of the most highly skilled mechanics in the industry. It takes many years of experience to become a skilled flesher. The workers of these two locals dress the "fancy", most expensive skins. Almost the entire fur industry of the United States and Canada depends upon the work of the workers in this branch of the industry. As a result of years of organization and struggle, and due to the highly skilled nature of their work, and above all, the unity in the International, the close cooperation of the local unions and the vigilant control of Locals 2 and 3, the wages of these workers and their working conditions are among the highest in the country.

One of the outstanding features of these local unions is the cooperative system of work practiced in the shops. The workers of Local 3 work as a unit. At the end of the week they divide their earnings equally. The workers of Local 2 have equal division of work. This cooperative system eliminates a great deal of friction between workers and employers and between the union and employers and has proved to be in the best interests of the workers.

Shortly after the last Convention, in July, 1939, Locals 2 and 3 renewed their closed-shop agreements with the employers. They obtained increases up to 15 per cent in the wage scales, limitation and equalization of the share of productive work for the employers, periodic reports by employers of social security payments, guarantee of jobs for the unemployed, and other important, constructive measures.

Locals 2, 3, 4 and 122

Pluckers Local 4 renewed its agreement at the same time. It re-established a wage rate of 70 cents per beaver. This restored the wage cut imposed during the depression years and brought earnings of this group of workers up to highest levels.

The agreements of Locals 2, 3 and 4 expire on June 30, 1942.

Local 122's members are chauffeurs, helpers and pick-up men employed by fur dressing and dyeing shops. Their agreement was renewed shortly after the agreements of Locals 2, 3 and 4, and expires on the same date. The agreement provided wage increases; two additional legal holidays with pay (total of 10); a clause that only union label stamped skins shall be handled; and other important provisions particularly on temporary workers and lay-offs.

UNION LABEL

One of the most important provisions in the contracts of Locals 2 and 3 is the guarantee that every skin dressed in a union shop must be stamped with the union label. The union label on dressed and dyed skins was the dream of the dressers and dyers for many years. It has proven in recent years to be one of the most valuable methods of shop control, of enforcement of conditions, and of complete unionization of the industry. Because of the union label provision in the agreements, Locals 2 and 3 can maintain a strict check on non-union work.

Skins without the union label cannot be dyed in union dyeing shops. Skins without the dressing and dyeing label cannot be worked in union manufacturing shops. Some employers tried to circumvent this by stamping a counterfeit label on their skins. The union, however, succeeded in having some of these violators indicted under the federal law. They were found guilty and fined.

During the past three years the actual earnings of the membership were the highest in the history of these locals. During 1939 the average earnings of Local 2 fleshers were \$3400; Local 3 floor workers, \$2600. In 1940, the average earnings were still higher—\$3800 for fleshers; \$3000 for floor workers. And in 1941, the average earnings exceeded all previous years. In some factories fleshers averaged over \$5000 for the year, and the floor workers over \$3500.

Both locals are financially in very good condition. They have substantial treasuries, and have established sick and loan benefit funds, including old-age pensions. A hospitalization plan is now being considered.

The success of the locals is a tribute to the activities of the local rank and file executive boards, Manager Dan Coradi of Local 3 and particu-

Locals 2, 3, 4 and 122

larly the able leadership of Vice-President Samuel Mindel, Manager of Local 2. It required a great deal of patience and diligence to safeguard the wages and conditions of these workers. The leaderships of both locals spare no effort to fulfill their responsibilities in the best interests of the members.

In addition to his energetic activities in fulfilling his responsibilities as Manager of Local 2, Vice-President Samuel Mindel has contributed considerable time and constructive effort in assisting other districts of the International. At the request of the General Executive Board, Brother Mindel attended several conferences of Midwest and Canadian local unions extending his help and able guidance in their organizational problems and activities. The General Executive Board is highly appreciative of Brother Mindel's valuable contributions.

Vice-President Herman Feigelman, a worker in the shop, is a rank and file leader of Local 3. His sincere services and devotion to the union are recognized and appreciated by the General Executive Board.

HUNTS POINT STRIKE

One of the outstanding struggles Locals 2 and 3 carried on recently was the strike against the firm of Hunts Point. The firm challenged the union to this struggle by refusing to agree to the collective contract which exists in the industry. The firm operated a so-called cooperative shop which consisted of many employers who work day and night in an attempt to defeat the union. This firm was supported by some manufacturers who bitterly oppose the union. The struggle of the union against this firm lasted more than 2½ years. In January, 1942, Locals 2 and 3 called upon the International for assistance. The locals appealed to the International to take over the strike. The Sub-Committee of the General Executive Board, after discussing the matter with Vice-Presidents Mindel and Feigelman of Locals 2 and 3, agreed to take over the strike against the Hunts Point firm and assigned General Organizer Herman Paul to direct the Committee in charge. In March, 1942, the strike was finally settled. The firm concluded a contract with the union, granting all union conditions of the standard agreements in the industry. Both locals and the International consider this an outstanding victorious settlement. Vice-President Mindel, who was authorized by the International to negotiate the final settlement, earned high praise for the conclusion of this excellent contract.

The contracts with the lamb shops terminated in 1942. After a number of conferences, an agreement was reached with those firms in March, 1942, providing for an increase in wages and improvement of conditions. The contract is for a term of three years and provided a 16 per cent increase for floor workers, cost-of-living clause, and other gains.

Locals 2, 3, 4 and 122

General Secretary-Treasurer Pietro Lucchi, himself a member of Local 3, devotes a great deal of time to assist Locals 2 and 3 in their negotiations with the employers, and participates in department meetings and all their activities.

COURT CASES

One of the most critical problems that confronted Locals 2 and 3 during the past few years was the indictment and conviction of several of their leading members for alleged violations of the Sherman Anti-Trust Law. It is of great significance that, while the employers and their hired agents who admitted that they were guilty of violating the anti-trust law were never sent to jail, the union members were convicted and had to serve long prison sentences. Secretary-Treasurer Pietro Lucchi, Brother Morris Reiss and Isaac B. Hertzberg were sentenced on July 24, 1939 to ten months' imprisonment. All three victimized union leaders returned from jail in an excellent spirit. His morale and determination unshaken by this harsh and unjust imprisonment, Brother Lucchi resumed his activities as General Secretary-Treasurer immediately upon his return.

The General Executive Board expresses its profound sympathy to our brothers who were severely penalized and who served long prison sentences for alleged crimes of which they were never guilty. At the same time, the General Executive Board wishes to express its pride in the behavior and steadfastness of our members while in prison and particularly in their loyal activities since their return.

UNEMPLOYMENT INSURANCE

An important court case occurred in 1939 on a matter of unemployment insurance.

The firm of H. Basch and Company stopped giving work to the workers several weeks before the expiration of the existing agreement. The union made every effort to reach an amicable settlement before the expiration date. When the firm persisted in its refusal to grant the conditions requested by the workers and no agreement was reached, the firm shut down its factory. The workers were denied unemployment insurance benefits because of the firm's claim that the unemployment was due to a labor dispute. The union appealed the case to the Board of Review of the Unemployment Insurance Division of the State of New Jersey. After several hearings, the union won a reversal of the previous decision. The workers received more than \$50,000 in unemployment insurance. Shortly afterwards an agreement was reached with H. Basch and Company providing for an increase in wages and improvement of conditions. The Welfare Department of the Furriers Joint Council was of great assistance in this case.

Joint Board, Fur Dressers & Dyers

DEFENSE ACTIVITIES

An outstanding activity of Locals 2 and 3 and their membership in the present war emergency has been their large purchases of United States War Bonds. From the union treasury, Local 2 has bought \$70,000 worth of bonds. Individual members are making large purchases in response to the campaign initiated by the union. A partial survey of 7 shops showed that 153 fleshers employed had purchased \$129,700 worth of bonds by March, 1942, an average of \$847 per member. It is estimated that Local 2 and its members have already purchased over \$600,000 worth of bonds. Local 3 has bought \$30,000 worth of bonds from its treasury and its membership is likewise making large purchases individually. Local 122 and its members have bought \$16,700 worth of bonds.

Locals 2 and 3 contributed \$2,000 each to the American Red Cross. Other contributions have been given to charitable and fraternal organizations.

JOINT BOARD OF FUR DRESSERS AND DYERS

Rabbit Dressers & Dyers Local 48 of Easton, Pa.

Fur Office and Showroom Employees Local 61

Fur Merchants Employees Local 64

Fur Dyers Local 80

Lamb and Rabbit Workers Local 85

Fancy Fur Dyers Local 88

The splendid leadership of the Dressers and Dyers Joint Board, its militant defense of the economic conditions of the membership, its struggle against all forms of discrimination, and the accomplishments of the Joint Board locals under the able guidance of Manager and Vice-President Samuel Burt, are indeed a great tribute to the International Union.

The long hours of work which were the rule in the dressing and dyeing industry—in many instances 70 and 80 hours per week—and the starvation wages, are now past history. For the past few years, the workers of the locals affiliated with the Joint Board enjoyed a 35-hour week, a decent living standard, closed shop, job security, and many other economic improvements which are well protected by their excellent organization. One of the finest tributes to the effectiveness of this organization is the genuine solidarity between the Negro and white workers who comprise the ranks of the Joint Board locals. These locals distinguished themselves by generous financial contributions and organiza-

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tional assistance to other labor organizations, by active participation in the political life of our country, and above all, by their outstanding contributions to assure the decisive victory of democracy over fascism.

As a result of the practical and energetic activities of the progressive leadership and devotion of the membership to its union, each local of the Joint Board was in a position to utilize its organized strength and record systematic economic gains for its members. During the past three years, each local of the Joint Board obtained wage increases, improved its working conditions, and successfully defeated all attacks of the employers.

The following brief report of the locals of the Joint Board is concrete proof of the effective and valuable service this progressive organization renders the thousands of men and women engaged in this branch of the fur industry.

FANCY FUR DYERS LOCAL 88

Fancy Fur Dyers Local 88 is one of the strongest locals of the Joint Board, organizationally and financially, and has become one of the outstanding locals of our International. Under the leadership of Lyndon Henry and Jack Arra, the local established an enviable record in economic gains, political and legislative activities, and as a staunch fighter against all forms of discrimination.

It should be borne in mind that when this local was formed seven or eight years ago, skilled and unskilled fur dyers were receiving no more than 30 cents or 40 cents per hour. Their hours of work were long, arduous and slavish. Sanitary conditions were deplorable. During the past few years, this situation was drastically changed. The local forged ahead, piling up one gain after the other.

At present, the fur dyers work 35 hours a week. Their minimum wage scales are: \$1.35 per hour for blenders, pullers and drummers; \$1.15 per hour for floor workers and dye house workers. Many workers are receiving above the minimum.

In 1939, Local 88's members received increases ranging from 11 per cent to 20 per cent. In 1940, they won another increase of 5 per cent, and in 1941 an additional 5 per cent increase. The wage increases for the past three years, *based on actual earnings*, amounted to \$594,900.

Local 88 vigilantly enforced the provisions of its agreements. It collected \$8,643.66 in back wages for the workers, mainly strippers for whom substantial wage increases were obtained. When the strippers' contract was renewed in April, 1941, their pay was increased by \$81,000 annually.

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Employees of the Mink Blenders Guild won a four-weeks' strike in 1941, caused by refusal of the Guild to grant any of the union's demands. The new contract provided a 7½ per cent increase in wages, cost-of-living clause, one week's severance pay and job guarantee for draftees and volunteers. The contract also provided that Salesmen's Local 160 be recognized as sole bargaining agent for all salesmen employed by mink blending shops.

The scale for mink blenders is now \$60 per week for 35 hours. Brushers receive \$47.50. First-class muskrat strippers receive \$1.30 per hour. Second-class strippers receive \$1.10 per hour.

Economic conditions in the fancy dyeing industry have been favorable. Local 88 had no unemployment. Mindful of the plight of members of Locals 80, 85 and 125, Local 88 admitted approximately 125 members of these locals in a period of two years.

During 1941, 14 newly-opened shops engaged in striping muskrat were organized. A runaway shop in Connecticut was organized.

Local 88 established a Sick Benefit and Loan Fund in February, 1940. Its members receive medical treatment by competent physicians and benefits of \$8 for each week they are ill for a period not exceeding 10 weeks. Since its inception, \$41,550 was collected in the Fund. One hundred and forty workers received \$5,482 in sick benefits and 314 workers borrowed \$14,445.

In conjunction with the Welfare Department of the Joint Board, Local 88 also sponsored weekly visits by doctors to union headquarters for the purpose of aiding members suffering from various sicknesses, also giving them the benefits of preventative care.

The union loyalty and appreciation of Local 88's members is truly inspiring. It is particularly noteworthy that Lyndon Henry, a Negro union member and leader, has been re-elected as Organizer every year by the overwhelming majority of the membership. The unity that exists in Local 88 between Negro and white workers, between native and foreign-born workers, is an inspiring example for the trade union movement.

One of the finest testimonials to the devoted work of the leadership and to the splendid unity of the membership was the banquet tendered to Brother Lyndon Henry by the rank and file of the union on December 6, 1941. Over 500 officers and representatives of the New York locals of our International and of the trade union movement attended this banquet. President Gold, CIO Vice-President Joseph Curran (President of the National Maritime Union), Saul Mills, Secretary of the New York CIO Council, the vice-presidents of our union and many others, paid tribute to the example of Brother Lyndon Henry and the officers and members of Local 88.

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LOCALS 48, 80, AND 85 (RABBIT DRESSING AND DYEING LOCALS)

The serious economic crisis in the rabbit industry and the mass unemployment of members of rabbit dressing and dyeing locals that began in September, 1937, continued until 1941. Operations in the shops were reduced. Some firms closed down completely. Many workers were without jobs.

In the face of these serious problems, all existing contracts of the rabbit dressing and dyeing locals were nevertheless vigilantly enforced. The achievements of these locals during this period therefore take on added importance in view of the critical economic conditions that prevailed in this section of the industry.

LAMB AND RABBIT WORKERS LOCAL 85

Lamb and Rabbit Workers Local 85 was hard hit by the lack of work in the rabbit industry and by the closing of several shops. The practice of sharing the work as equally as possible was hard to carry out because of the geographical location of these shops that are scattered in three states. Nevertheless, the local maintained to the letter all provisions in its agreements.

In July, 1939, the contract with the rabbit dressing firms expired. The employers insisted on reducing wage rates. But their attempts failed. They had to agree to an extension of the previous contract.

In 1940, negotiations to renew the contract took place under practically the same conditions. This time the contract was modified, at the insistence of the union. Piece work was established for the floor workers. The fleshers and pullers already worked piece work. Time work is more advantageous to the workers in the manufacturing industry because the piece work system is often a hidden device for speed-up and lower wage rates. But in the rabbit dressing industry piece work is more favorable to the workers, and it increases their earnings.

In July, 1941 the union obtained a wage increase of 11 per cent. This increased the *actual earnings* of Local 85 members by \$68,800 in less than six months.

Vice-President Mike Hudyma, Manager of the Local, the officers, members of the executive board and the active workers of Local 85 have earned the International's appreciation for their splendid leadership in face of this difficult situation. Special appreciation was expressed by Locals 2 and 3 and the International to Brother Tom Tandorio of Local 85 for his valuable assistance in the Hunts Point strike.

FUR DYERS LOCAL 80

The collective contract of Fur Dyers Local 80 covers all shops of the Rabbit Dyers Institute. There are also independent agreements with individual firms. Over 50 per cent of the membership of Local 80 are women. Although many are comparatively new union members, they have proved militant, progressive and loyal trade unionists. Organizer Jack Ostrower, assisted by the executive board and the active members, has given splendid leadership to the local.

The crisis in the rabbit industry was reflected most sharply in the work of Local 80. At the same time, the local was compelled to conduct serious struggles in connection with wage rates on long-haired rabbits, "half dressed process" and for increases in wages.

The dispute on wage rates on long-haired rabbits continued for months. It was finally submitted to arbitration. The arbitrator's ruling did not satisfy all demands of the union, but partially compensated the workers of Local 80 for the decreased operations.

Local 80 had already established the same price for "half-dressed" as for "full-dressed" process. The employers attempted to destroy this achievement of Local 80. This dispute also was submitted to arbitration. The union's position was upheld.

The union contract provided for a 5 per cent increase for the members of Local 80 in July, 1940. Despite the employers' resistance in view of the unemployment situation, Local 80 obtained the 5 per cent increase.

At the expiration of the agreement on April 30, 1941, the union presented new demands to the Rabbit Dyers Institute. The employers countered with 27 demands designed to destroy every achievement of the union. To force the workers to yield to their arrogant counter-demands, the employers shut down their shops. However, after the shops had been closed for five weeks, the employers were compelled to conclude a contract with the union, granting the following concessions:

1. All piece workers, dye house workers, examiners, and floor workers received an increase of 10 per cent immediately;
2. Dye house workers, examiners and floor workers are to receive additional increases in November, 1942 of 6 per cent, 10 per cent, and 5 per cent respectively.

For the second half of 1941 alone, the increase in *actual earnings* of the workers amounted to approximately \$182,000. Local 80 organized a number of shearing shops, a rabbit novelty shop and three mouton shops. The mouton shops are engaged in defense work, producing for the army, navy and air force.

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LOCAL 48

Local 48, with headquarters in Easton, Pa., is composed of rabbit dressers and dyers employed in shops scattered in a number of towns. The employers, formerly of New York and vicinity, are engaged in the same line as employers of members of Locals 80 and 85. With the exception of a small wage differential, Local 48's contract is the same as those of Locals 80 and 85.

The contract expired in December, 1939. Negotiations for a new contract centered around the differential in wages. The demand of Local 48 was for a reduction in this differential. The employers, attempting to increase the differential, tried to set the workers against the union with promises of more work at lower rates. They also attempted to create disunity between the New York and Pennsylvania workers.

The employers' efforts were defeated by the union. They were compelled to agree to a reduction in the differential from 9 to 7 per cent and to grant wage increases to Local 48 members whenever New York Locals 80 and 85 obtained increases. The contract will expire in December, 1942.

From July, 1940 to December, 1941, the members of Local 48 won three separate increases—July, 1940, 5 per cent increase for the dyers; June, 1941, an average of 13 per cent increase for the dyers; July, 1941, an 11 per cent increase for the dressers.

The Loyal Fur Co. of Brooklyn moved to Danville, Pa. to operate an open shop. Local 48 organized the shop and won a union contract. At present this company produces for the army.

The firm of Charles Vandeweghe in Coplay, Pa., violated its contract by paying less than the union scale. The union demanded back pay and adherence to the contract. After months of negotiations, both parties finally accepted Federal Mediator Stanley V. White as arbitrator of the dispute. A special accountant was designated to audit the firm's records. The facts presented by the union in this case were unimpeachable. As a result, Mr. White awarded the union the sum of \$2,420. The employer refused to abide by the arbitrator's award. A Federal Court action was started to collect the back pay. Judge Kilpatrick of the Pennsylvania Eastern District Court decided in favor of the union. Vandeweghe appealed to the U. S. Circuit Court of Appeals. That court also upheld the union.

In addition to the responsible tasks in carrying on their own local affairs, Local 48 Organizer Ernest Moyer, officers, executive board and active members organized the Quakertown and Noxen leather locals and helped greatly in the campaign to organize the steel and other workers of Bethlehem and vicinity.

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FUR MERCHANTS EMPLOYEES LOCAL 64

Local 64, chartered in 1938, consists of workers employed by fur dealers, supply, silk and auction houses, warehouses and other related enterprises.

Its members are mainly young people, a large number of whom participate in the life and activities of the union.

During the past three years, this local more than doubled its membership. The local has collective contracts with eight employer associations consisting of 371 firms; also 59 independent contracts. With the exception of a few auction houses and cleaning establishments, many of these are small dealers who employ one or two workers. This accounts for so many associations and union contracts.

Since the last Convention, all contracts without exception were renewed, wage increases obtained for all workers and working conditions improved. The overwhelming majority of the members are guaranteed 52 weeks work each year; up to 11 legal holidays with pay; one to two weeks vacation with pay; from five to 10 days sick leave with pay; time and one-half for overtime and other important economic improvements.

In 1941 the majority of Local 64 members obtained wage increases, through cost-of-living provisions in their contracts. The *actual wage increases* obtained for members of Local 64 during the past three years amounted to \$535,815.

Since the last Convention, Local 64 conducted 80 strikes for organizational purposes and to enforce the contracts.

Local 64 formed a credit union chartered by the New York State Banking Department in September, 1941. It operates on the basis of purchases of shares by members of the union, which enables them to borrow money at very low rates. This credit union now has a capital of \$6,000 which will gradually be increased through a larger participation of members of Local 64. This credit union has already benefited a substantial number of union members.

The leaders of this local, Organizers Morris Angel and Morris Gumpel, the executive board and active members contributed all their energy and ability to build up the local and to obtain the union wages and conditions which the membership enjoys and rendered invaluable service to the locals of the Joint Board, and to Locals 2, 3, 122, the Furriers Joint Council and others.

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FUR OFFICE AND SHOW ROOM EMPLOYEES LOCAL 61

Local 61 was chartered in the Fall of 1941. It consists of the office and show room employees. With the assistance of Locals 88 and 64, it has already concluded a number of contracts with the Stripers Association, dealers and auction houses, winning wage increases and other gains for its newly-organized membership.

TOTAL ANNUAL WAGE INCREASES OF MEMBERS OF JOINT BOARD LOCALS

During the three-year period since the last convention, the *actual earnings* of members of Joint Board locals were raised \$1,457,515 through wage increases obtained by the union. Computed on a basis of annual increases, wage rates of Joint Board local members in 1941 were increased almost a million dollars over 1939.

EDUCATION, SPORTS, LEGISLATION

The work of the Joint Board Education, Recreation and Welfare Department was greatly expanded since the last convention, under the direction of Brother Harry Martel.

Through the department's work, the membership gained a better understanding of progressive trade unionism and acquired a greater sense of responsibility, particularly as trade union members, for active participation in defense activities to assure the victory of democracy over fascism.

A class for new members was held every six weeks during the past year. Other classes held are on current events, trade unionism and parliamentary procedure.

Shop talks and forums are conducted on national and civilian defense, on the Negro question, national minorities, and other important timely topics. A series of six lectures was held on the culture and history of the Italian people. A splendid exhibit on Negro History was arranged, simultaneously with a special play, "Frederick Douglass Speaks Again" performed by the Joint Board Dramatic Group, and a series of lectures.

The Educational Department also organized active photography and dramatic groups.

The Ladies Auxiliaries of the Joint Board, including the Easton and Coplay Auxiliaries, have done splendid work in defense and war aid activities, and held successful social affairs and forums.

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The Joint Board locals energetically responded to every campaign for progressive labor legislation. Joint Board representatives went on delegations to Washington and Albany, and attended many conferences. Telegrams, letters, postcards and petitions were sent by the hundreds.

Local bulletins are published by the locals and a number of union committees.

Joint Board sport activities include basketball, bowling, bocce, softball and baseball. Several teams, notably Local 88's basketball squad, Local 85's bowling team and Local 48's bowling and softball teams distinguished themselves in games with other locals and other unions. The Samuel Burt Trophy is awarded each season.

WELFARE DEPARTMENT

The Welfare Department of the Joint Board Fur Dressers and Dyers Unions was established December 7, 1940. Up to March 1, 1942, the department handled a total of 682 cases. With the assistance of the Furriers Joint Council Welfare Department, unemployment insurance benefits of over \$10,000 were won for 600 members of Local 88 previously declared ineligible for a period of ten weeks.

Among the cases handled for individual workers were 157 on unemployment insurance, 117 legal aid cases and 33 compensation cases winning awards totaling \$14,000. In collaboration with the Joint Council Welfare Department, a ruling was won declaring bronchial asthma compensable.

Many workers were assisted with medical aid. Other cases handled were home relief, social security, hospitalization, citizenship aid, reduced rates on optical services, special training for war industry work, life insurance counsel.

DEFENSE ACTIVITIES

The Joint Board wholeheartedly approved and supported the General Executive Board's program to back our government with everything we possess in the war to annihilate fascism and secure democracy's victory. The Joint Board's anti-fascist activities are outstanding.

Joint Board locals to date purchased \$73,000 worth of United States Savings Bonds from their union treasuries. Thousands of members participated in the New York Fur Market Defense Bond Rally. A drive was launched for the purchase of Bonds and Savings Stamps by shops and individual members. The goal is a bond for every member. Payroll allotment plans were agreed upon with certain employers. Many members have purchased as much as \$500 and \$1,000 worth of bonds each.

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One Negro member of Local 88 invested his entire life's savings, \$1,700, in what he termed "bonds for defense against slavery."

Equally outstanding was the Joint Board's activity in Red Cross campaigns, both on an industry-wide basis and independently. To date, the Joint Board locals and membership contributed over \$10,000 to the Red Cross. The Joint Board participated in the industry-wide Red Cross Blood Donor Rally. Its campaign for blood donations among Joint Board members was commended by the American Red Cross. In the Lampson, Fraser & Huth shop of Local 64, out of a total of 130 workers, 65 donated blood.

The Joint Board Ladies Auxiliaries deserve special mention for their defense activities. They knitted hundreds of sweaters, mufflers, helmets, and other garments for the American Red Cross and Russian War Relief by early March. They also organized First Aid classes in New York and in Easton, Pa.

Hundreds of members participate in civilian defense as air-raid wardens and auxiliary firemen. The Joint Board Army Welfare Committee keeps in close touch with the draftees and volunteers from the Joint Board through letters, gifts, and bulletins. By February, 1941, the committee had sent over 5,000 packages of cigarettes to union soldiers and sailors. The Army Welfare Committee also sponsored several Army-Joint Board basketball games. Joint Board teams played the 372nd Negro Infantry Regiment, Camp Upton, Camp Mitchell Field and the State Guard. The last game was praised by Mrs. Eleanor Roosevelt, Governor Herbert H. Lehman, and was attended by representatives of the city government, the Red Cross, the American Women's Voluntary Services, and a large number of soldiers and sailors.

Local 48 is making an outstanding contribution to Army Welfare by sending each volunteer and draftee \$30 a month. This money is raised by workers in the shop, who set aside a portion of each day's work for this purpose.

An Italian-American Committee was formed by the Joint Board. Upon the initiative of Manager Burt, after the attack on Pearl Harbor, this committee called the first conference of Italian-American workers in New York to rally support for our government's effort to defeat fascism. The committee organized a series of lectures, issued a valuable bulletin in Italian, prepared an exhibit of the struggle of the Italian masses against fascism, and is participating actively in army welfare and civilian defense work.

A similar committee of German-Americans was organized and is headed by Ernest Moyer, Manager of Easton Local 48, and Fred Snopek, Joint Board representative to the German-American Trade Union Committee.

SUMMARY OF JOINT BOARD ACTIVITIES

From this brief report dealing with the problems, activities and accomplishments of the Joint Board locals, it is evident that although these locals have been in existence only a few years, their progress and gains have added an important chapter to the history of our International Union. The loyalty and responsibility of each of the Joint Board locals, the management of their affairs, and their constant, tireless, daily struggles for the good and welfare of the membership, are particularly praiseworthy. The solidarity of the ranks of the workers and of all Joint Board locals, their united efforts for mutual assistance and their loyal support of the International Union, is a source of great encouragement.

Thanks to this loyalty and responsibility, it was possible for the locals of the Joint Board to obtain higher wages, shorter hours, better working conditions, job security, closed shop, complete union control in the industry, and to become sound and strong organizations, financially and organizationally—a pillar of the International Union. The accomplishments of the Joint Board and its locals are the best proof of the soundness of progressive trade union policies put into effect by an able union leadership.

The General Executive Board extends its warm appreciation to the leadership of the Joint Board, to the Joint Board and local executive boards, and to the entire membership of the Joint Board of Dressers and Dyers locals, for their excellent contributions which made possible the accomplishments and gains of their members in the dyeing and dressing industry, and for their contributions to the International Union.

HOLLANDER LOCALS 130, 135, 140 AND 145

The workers of A. Hollander & Son are employed in four plants located in Newark and Long Branch, New Jersey, and Middletown and Mt. Vernon, New York. The history of this firm, the largest of its kind, is very well known in the industry. It operated an open shop for 21 years, finally organized by the union in 1937.

In their first agreement signed in July, 1937, Hollander workers won wage increases ranging from 7½ to 12 per cent. Some workers received increases up to 25 per cent. Working hours were reduced from 40 to 35, and time and one-half was obtained for overtime.

The Hollander locals were under the able supervision of General Organizer Herman Paul and Vice-President Myer Klig. Since the last convention, Hollander workers obtained three wage increases.

Hollander Locals

In the Fall of 1939, under a clause in the agreement, the union obtained an 8 per cent wage raise for Middletown workers as well as an approximately 10 per cent increase for Mt. Vernon workers.

The contract expired in September, 1940. In the new agreement, the union won a new wage increase amounting to almost \$150,000 annually. Mt. Vernon workers received an increase of nearly 12½ per cent. In Middletown, the increase ranged from \$2 a week to \$9 a week. In Newark, the majority of workers received an increase of \$2.10 for men and as high as \$2.80 for women. Long Branch fur workers won 15 to 20 per cent for piece workers, 10 cents to 15 cents an hour for men time workers and 5 cents to 7 cents an hour for women time workers. Negotiations for renewal of the contract lasted several months. It is therefore important to note that increases won were retroactive to September, 1940. Each worker received an accumulated back pay. In some cases this amounted to as much as \$100. Among other substantial gains obtained in the new Hollander agreement was a \$50 bonus for Army draftees and volunteers.

Another general increase of 7½ per cent was negotiated for all Hollander workers in January, 1942, under their contract's cost-of-living clause. Annual wages were thus again raised approximately \$150,000.

In the five years Hollander workers are organized, the two agreements resulted in the following increases:

Middletown—32 per cent and upward. Some workers doubled their former pay.

Newark—the highest paid Hollander plant—averaged 23 per cent increases.

Mt. Vernon—total increases ranged from 32 to 47 per cent.

Long Branch—increases ranged from 40 to 50 per cent.

Since 1937, when they were organized, Hollander workers have won increases now amounting to approximately \$600,000 a year.

While these increases represent a great improvement in the working conditions of the Hollander workers, their present wages do not yet come up to standards achieved by the other fur dressing and fur dyeing locals.

Workers of the Long Branch plant, which works only on rabbits, were unemployed for a long time. Because of the standstill in the rabbit industry, the Long Branch plant actually shut down for about two years. The plant re-opened in the Spring of 1940 and has been operating part time.

Dressing and Dyeing Department

WELFARE AND EDUCATIONAL DEPARTMENT

Under the direction of Sister Ruth Seigel, the Hollander locals developed an excellent program of welfare and educational activities. Locals 135 and 140 of Middletown and Newark respectively established sick benefit funds. All Hollander locals endorsed a medical plan which provides hospitalization for every member who takes out a policy at a very low annual cost.

Welfare assistance is given to the membership in obtaining unemployment insurance, relief, legal advice and workmen's compensation. In Newark, a free tuberculosis x-ray service was provided for the membership. Legislative work is carried on by all locals. Educational activities include classes, forums and lectures, women's auxiliaries, junior unions in which the children of members are taught singing, dancing, arts and crafts and how to play musical instruments. Recreational activities are carried on in the various fields of sport with inter-local competition and trophies.

The Middletown local gave important organizational aid to striking dairy farmers in 1939. It has also been a real factor in helping to organize workers of other industries in Middletown.

DEFENSE ACTIVITIES

All the Hollander locals are active in civilian defense work, Red Cross, war relief and army welfare. Upon the initiative of Local 135, a Soldiers and Sailors Ball was held in Middletown last Winter. Our members succeeded in making this an all-community affair with all labor, civic and fraternal organizations participating. The proceeds were used to present gifts to all Middletown boys in the army.

All Hollander locals bought United States Savings Bonds.

The four Hollander locals met as a joint board every three months. Through this medium, the locals were enabled to cooperate with each other for renewal of the agreement and for joint organizational, legislative, welfare, educational and recreational activities.

NEWARK LOCAL 165

The Joint Board of Fur Dressers and Dyers of New York took the initiative in August, 1941 and organized the workers of the Hollanderizing Company (fur cleaners) of Newark. Local 165 was duly chartered. A closed shop was negotiated for these workers, with the assistance of Joint Board Manager Samuel Burt. It provided a 22½ per cent wage increase, 40-hour week, time and one-half for overtime and other union conditions. Local 165 has about 100 members. All are paid-up and in

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good standing. The local has already made its first purchase of defense bonds. Every member pledged to buy at least one bond.

FUR SALESMEN'S LOCAL 160

Members of Local 160 are salesmen employed by fur dressing and dyeing concerns. The majority of these white-collar workers are very poorly paid and in the past had no job security at all. Local 160 was chartered just before the last convention. Since then, the local succeeded in winning union contracts for a number of salesmen employed in shops under contract with locals affiliated with the Joint Board. Wages were increased and guarantees of minimum employment obtained. Local 160 was aided by the cooperation and fraternal assistance of Fancy Fur Dyers Local 88 and Fur Merchants Local 64 in negotiating agreements with provisions assuring union recognition to members of Local 160.

FURRIERS JOINT COUNCIL OF NEW YORK, LOCALS 101, 105, 110, 115 AND 70

It is impossible in the short space of a report to describe all the hardships and struggles, setbacks and victories of the membership of the Furriers Joint Council, during the past three years.

During 1939, 1940 and 1941 the Joint Council was the target of attacks by the most bitter enemies of organized labor. The history of the Joint Council for the past three years can be characterized briefly as one of the most heroic and successful battles ever waged by any trade union against the combined foes of the labor movement.

It should be borne in mind that in the short time since the ranks of the fur workers were reunited in 1935, the entire International Union, and especially the Joint Council locals, recorded remarkable progress. The New York wholesale manufacturing industry has been placed under firm union control. Almost every shop in New York is a union shop. The 35-hour work week is strictly enforced. The actual wages of the workers were almost doubled since 1935. The Council makes every conceivable effort to enforce the provisions of the labor contract, despite the resistance of a group of open-shoppers and anti-union employers.

The membership of the New York Joint Council is renowned for its militancy, union loyalty and progressivism. Every struggle of major importance conducted by other local unions or by any trade union, AFL, CIO or independent, received the unqualified support of the Joint Council membership. Reactionary agencies long ago recognized the

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Joint Council as an uncompromising enemy, that it is an active force among the progressive trade unions.

The membership of the Joint Council constitutes one of the largest units of the International. Per capita payments of the Joint Council are a large part of the International's income. For many years the membership of the Council paved the way for the other local unions throughout the country. The membership of the entire International was encouraged to parallel every economic gain of the Council. The attacks upon the New York Joint Council aimed to sap the strength and destroy the influence of the International Union as a whole.

This is background for the constant barrage of attacks levelled by the enemies of organized labor against the Joint Council and particularly against its capable and courageous leadership.

At the beginning of 1938, when the entire country was gripped by acute economic crisis, and after the workers had been unemployed and in dire need for many months, the New York fur manufacturers forced a general strike upon the Council's membership by declaring a lockout. They tried to take advantage of the unemployed and starving fur workers, to break their unity and solidarity, to weaken and defeat them. But after 15 weeks of strike, it was the employers who were defeated. They were compelled to settle with the union and grant many concessions to the workers. The gains achieved in the settlement of that strike were recognized by our entire International and by the progressive trade union movement as an outstanding victory, particularly because the labor movement was then on the defensive and wage-cuts were being forced upon workers in many industries.

Reactionary employers never give up their fight against a militant and progressive trade union. Their attacks against such an organization continue in one form or another. They neglect no opportunity to fight it. They never give up hope: They take advantage of every opportunity to weaken or destroy it. If they succeed in weakening a militant and progressive trade union, the less will the union be able to enforce union wages and conditions, the less control can it exercise in the shop. This means more profit for the employers at the expense of the workers' living standards.

After their defeat in 1938, the employers continued to resist and fight the union. The spearheads of their attack were the United (Greek) Fur Manufacturers Association and the newly formed employers' independent association which consisted mainly of small contractors and corporation shops utilized by certain unscrupulous, chiseling employers.

Upon the return of the delegates from the last convention, the Joint Council locals at special meetings unanimously and enthusiastically

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approved the proceedings, decisions and resolutions of the convention. Only a small group—which had opposed the unity of the union in 1935 and had distinguished itself by disruptive anti-strike activities during the union's splendid and successful general strike in 1938—only this small group bitterly opposed the convention decisions. This group opposed the union in meetings and outside the meetings, through public statements in the press and special circulars. It opposed particularly the decision to merge the fur and leather workers into one union and the amendments to the constitution adopted by the convention.

Although this insignificant group, few in number and discredited because of its anti-unity, anti-union activities, had no influence whatsoever upon the membership, nevertheless, its disruptive activities within the union were relied upon by the Independent Fur Manufacturers Association which was simultaneously attacking from without.

1939 CONDITIONS

The economic situation in the country continued very critical during 1939. The more than ten million unemployed workers still constituted one of the basic problems of our nation. Economic conditions in the fur industry were even worse than in the other industries. Thousands of fur workers were unemployed from February to August. They faced evictions and starvation. The union did everything in its power to alleviate their plight. It made strenuous efforts to enforce every provision of the contract. It declared every shop on strike that dared take advantage of the unemployment situation to violate provisions of the contract. It carried on a relentless struggle against contracting sweatshops. It made every conceivable effort to prevent the employers from opening and operating out-of-town non-union shops. It distributed \$84,176.71, practically every dollar in its treasury, to unemployed fur workers who were in dire need. The International contributed \$5,000 toward this fund.

In July of that year, the union called a large mass meeting, attended by about 6,000 workers, to discuss and adopt immediate practical measures to assist the unemployed fur workers. The meeting unanimously adopted the proposal of the union leadership that the employed fur workers contribute a day's pay of their earnings for relief to the unemployed.

The Welfare Department of the union secured financial relief, medical assistance and WPA jobs for thousands of unemployed fur workers. It helped them obtain unemployment insurance and other benefits. But these forms of relief were by no means adequate to meet the needs of the fur workers and their families.

The Independent Fur Manufacturers Association seized upon this critical state of affairs as their chance to attack the Joint Council and

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attempted to incite the unemployed workers against the union. They issued a demagogic challenge declaring that they could provide thousands of jobs if the union would conclude a collective contract with them. When challenged by Manager Irving Potash, the ringleaders of the association were forced to admit their statements were false.

In the latter part of 1939, with the sudden spurt of prosperity due to the war in Europe started by the attack of Nazi Germany upon Poland, conditions in the fur industry improved greatly. From October through January, 1940, the industry revived and fur workers were employed. The fur workers had a breathing spell for a few months. They were imbued with new spirit. They appreciated particularly the gains won in the 1938 strike, the higher scale of wages and division of work until the end of the season. All indications were that the fur industry would be busy. It was already clear that the employers and their agents, within and without, were defeated in their attempts to undermine the union. Despite all the difficulties and mass unemployment, the union remained powerful, capable of enforcing the provisions of the contract throughout the industry and of protecting its gains.

In the elections held in August, 1939, the entire administration was re-elected with a very large vote. Brother Irving Potash was re-elected Manager with 5,469 votes; Brother Winogradsky was re-elected Assistant Manager with 4,776 votes; Brother Harry Begoon was re-elected Secretary-Treasurer with 4,599 votes. Thus, the members of the Joint Council locals demonstrated their loyalty to the union, their endorsement and approval of the policies and tactics pursued by the leadership, and again voted confidence in the union administration. This was a heavy blow to the open-shoppers, the contractors and their agents.

THE SITUATION IN 1940

At the beginning of 1940, it was certain from all indications that the industry would be very active. The union leadership worked out plans to solidify the union, strengthen it organizationally and financially, to deal with all problems and meet the main task of renewing the contract which was to expire in February, 1941.

However, a sudden turn took place in the political situation in the country, in 1940. That period will be recorded in the history of the American labor movement as one of reaction and persecution of labor. The powerful Nazi military machine had scored many far-reaching successes. Austria, Czechoslovakia, were swallowed up. Poland was laid in ruins. Under the heavy blows of the Nazi panzer divisions, and betrayed by fifth column generals, industrialists and politicians, the once-proud French Republic was crushed and defeated. England was subjected to

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merciless bombardment and stood in mortal fear of invasion by the Nazi-fascist hordes.

A wave of reaction swept the country. To cover up the real fifth column of France, and as a blind for their own fifth column work here, the reactionary, monopoly-owned press and the tory politicians (recently branded as the American Cliveden Set by President Roosevelt) falsely and maliciously charged the French labor unions with responsibility for the defeat of France. A dangerous and most alarming anti-union sentiment was whipped up. "Shackle organized labor!" was the cry of the appeasers, the profiteers and their hired agencies. From poll-tax Congressmen and vicious enemies of labor came the hue and cry that Congress prohibit strikes and curb the trade unions. The open-shoppers were trying to blitzkrieg labor. The anti-trust division of the Department of Justice, headed by Thurman Arnold, indicted about 100 trade unions for alleged violation of the Sherman anti-trust laws.

ANTI-TRUST TRIALS

The Sherman anti-trust laws were adopted by Congress over 50 years ago. The rapid growth of the monopolies had even then become a serious menace to the life of the nation. The trusts and monopolies used every means including outright force and violence to eliminate competitors and small business people. As soon as a monopoly controlled the raw material, finished products and distributing centers of a given industry, it fixed high prices which meant huge profits, expansion of its control and political power. Many trusts or monopolies entered into agreements which were, in fact, conspiracies to curb the supply and artificially raise prices.

Under pressure of the trade unions and the general public, the Sherman Anti-Trust Law was passed, prohibiting restraint of interstate commerce, agreements to fix prices or restrict the supply of goods. Trade union activities to raise wages and improve working conditions were specifically exempted from any provisions of this law. This was reiterated by the Clayton Amendment to the Sherman Act in 1914.

Nevertheless, under pressure of the real monopolies, and reactionary anti-union forces in the hysterical period of 1939-1940, the Anti-Trust Law was invoked against labor. Our union, one of the most progressive and vigilant labor organizations, was forced to defend itself in the federal courts against the absurd and groundless charge that it had violated the anti-trust law.

In 1933 the union had conducted a strike against A. Hollander & Son's dressing and dyeing plant in New Jersey. The firm does most of its business with manufacturers and dealers in New York City. An in-

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dictment was returned under the Anti-Trust Law against the strike leaders charging that they interfered with interstate commerce.

In 1940, after that indictment had been dormant for seven years, in spite of the fact that some representatives of the Department of Justice admitted there was no case against the union, and in spite of the fact that A. Hollander & Son had signed a union contract in 1937 and that peaceful and amicable contractual relations existed between the firm and the union—the anti-trust division of the Department of Justice revived the indictment and began the trial.

For almost two months the defendants, among whom were International President Ben Gold; Joint Council Manager Irving Potash; Assistant Manager Joseph Winogradsky; Joint Board Manager Sam Burt; Business Agent Jack Schneider; General Organizer Herman Paul; and Business Agents Maurice Cohen, Gus Hopman and Sol Wollin and 16 others were in the federal court. During the trial, it became evident that the government authorities were determined to use the anti-trust laws to deprive the trade unions of their constitutional right to strike and to organize.

Mr. Henderson, the District Attorney especially assigned by the Department of Justice to conduct the case against our union, openly and frankly admitted this aim and purpose in the course of the trial. The Presiding Judge apparently shared the same views. A witness called to testify for the government, a manufacturer named Morgan, declared in court that in 1933 a strike was called in his shop after he had refused to sign a contract with the union. The judge and the prosecuting attorney held the following dialogue in open court:

Judge Bondy: "I don't see what this has to do with interstate commerce."

Mr. Henderson: "There is a strike and it affects interstate commerce."

Judge Bondy: "Does the GOVERNMENT contend that if any man is engaged in interstate commerce and he has a strike, that that affects interstate commerce?"

Mr. Henderson: "Yes."

Judge Bondy: "Mr. Henderson, suppose tomorrow I go into manufacturing business to manufacture some of these garments that these people make. Do you mean to say that if a labor union leader comes to me and honestly and honorably says, 'We want our union in here and if you can't take our union we will strike.'—does that affect interstate commerce?"

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Mr. Henderson: .."It does if the strike absolutely cripples his business."

Judge Bondy: "If it does, then every industry in the United States is subject to federal jurisdiction without any conspiracy charge."

From the above it is perfectly clear that every union in the United States that dared call a strike for any legitimate purpose whatsoever would be subject to indictment, and could be prosecuted under the so-called anti-trust laws.

It was precisely on this unconstitutional theory and aim—to deprive the workers of their right to strike—that the union was found guilty. Another statement by Judge Bondy in court is even more specific:

Judge Bondy: "I will tell you that I have held these defendants on this theory: that I believe there is evidence in the record, on which the jury has to pass, that in 1931 there was a conspiracy TO UNIONIZE THE ENTIRE INDUSTRY, which conspiracy might have included the dyers and dressers in New Jersey. If in 1931 the jury finds that was the conspiracy, the agreement that they were going to industrialize the whole union, including the dyers and dressers in New Jersey, whom the courts have held to be engaged in interstate commerce, then the fact that they started only local strikes becomes a relevant fact as an act which they undertook to carry out in their conspiracy."

It is obvious that under such rulings it was impossible for the union to win the cases in the lower federal courts. It mattered very little whether this was the real opinion of the judge and the district attorney or whether it represented strict instructions from the authorities in the Department of Justice or was the policy of the government. The result was the same. Eleven union leaders were found guilty and sentenced to a total of 7¼ years in jail. The individual sentences were as follows: Ben Gold, 1 year and \$2,500 fine; Irving Potash, 1 year and \$2,000 fine; Joseph Winogradsky, 6 months; Sam Burt, 1 year; Jack Schneider, 1 year and \$2,000 fine; Herman Paul, 6 months; Morris Lauber, 6 months; Julius Weil, 9 months and \$500 fine; Al Weiss, 6 months; Julius Schwartz, 6 months and Oscar Milief, 3 months.

Julius Weil, who was a union member in 1933, had since gone into business. The Court took note of this fact. Apparently business people are not treated in the same manner as union leaders. Mr. Weil's sentence and fine were suspended. What more significant commentary could climax the whole atmosphere of the trial and harsh prison sentences against the union leaders?

It is worthwhile noting that although many real trusts were from time to time charged by the government with violating the anti-trust law and

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even found guilty, in no case did the owners and operators of monopolies ever receive such harsh sentences as the union leaders.

During the very same period that our union leaders were imprisoned, a number of gigantic trusts pleaded guilty or were found guilty of violating the Sherman Law. To mention but a few examples: the Drug Trust, Standard Oil of Indiana and General Motors were let off with light fines. The case against DuPont was dropped altogether. In fact, no employer was ever sent to jail under the Sherman Act during the entire 52 years of the existence of this law.

SECOND INDICTMENT

The government authorities were none too certain of their viewpoint. They were afraid that in view of their unconstitutional interpretation of the Sherman Act and the tremendous wave of protest from the labor movement, the higher courts might not uphold the convictions. A few weeks after the anti-trust trial, the union officials were indicted on another charge, this time for an alleged "conspiracy to obstruct justice" in the anti-trust trial. The defendants in this case were: President Gold; Council Manager Potash; Assistant Manager Winogradsky; Brothers Max Kochinsky and Morris Lauber; Local 70 Manager John Vafiades; Brothers George Athens, John Demelos, John Manus and Louis Hatchios. We believe it is advisable to call to your attention certain events which preceded the new indictment against the union leaders. During the anti-trust case, a government witness, Karpouzas, created a sensation in court which placed the prosecuting attorney in a terrible predicament. After direct and cross-examination, this witness suddenly turned to the judge and said: "Your Honor, I want to make a statement." When granted permission, the witness stated:

"I want to make a full confession that my testimony was engineered by Mr. Solounias (stool pigeon) and Mr. Whelan (Assistant United States District Attorney, one of the three prosecutors in the case). It was Mr. Solounias who brought me here to testify to Whelan. . . . I wouldn't be a stool pigeon for anybody. . . . Whelan said I should try my utmost to implicate Ben Gold as much as I could. . . . He (prosecutor, Whelan) told me today during the recess to do my utmost to implicate Gold."

This confession exploded in court like a bombshell. It unmasked in the most revealing manner the activities of the stool pigeon Solounias who on many occasions threatened to "get even" with the union leaders. The enraged prosecutors thereupon obtained an indictment against the union leaders on the new charge. The first trial of the charge of "conspiracy to obstruct justice" was declared a mistrial. At the second trial,

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four defendants were convicted. The court again demonstrated its generosity towards the union leaders by sentencing them as follows: Brother Potash, 2 years; Brother Winogradsky, 15 months; Brother Vafides, 2 years; Brothers Kochinsky and Hatchios, a year and a day each.

In this case, the government witnesses against the union leaders were the same as in the first, with the exception of one witness, named Tzaras, who was forced to admit in court that he was an escaped convict who had re-entered the country illegally after being deported, a thief, and generally a "decent" individual. His word was enough for the court and jury to imprison progressive labor leaders. Subsequently, he was caught red-handed in a holdup.

At this point we wish to point out the conscious distortion and misrepresentation of certain dishonest and vicious newspapers, themselves part of the monopoly group, whose main objective and function is to attack and attempt to discredit the labor movement, while protecting and defending the plundering profiteers. Despite the fact that none of the government authorities dared to accuse or even offer the slightest hint that our union leaders were charged with racketeering, the kept press deliberately called the anti-trust case of the fur workers union "the anti-racketeering trial."

Conscious and deliberate misrepresentation by reactionary newspapers constitutes one of the most shameful blots on the life of our great nation. This mailed fist of the profiteering class never fails to strike at the trade unions. In view of the hue and cry of all the hired, demagogic, anti-labor agencies, who conducted a systematic and vicious campaign against the unions and who imply that all unions are rackets and their leaders racketeers, we informed these newspapers that our union intended to institute suit for criminal libel if they did not retract their racketeering implications.

One reason the reactionary press deliberately injected this implication of racketeering was their desire to cover up the open, clumsy, frontal attack upon labor's right to organize and strike, jeopardized by the prosecution of trade unions under the Sherman Anti-Trust Law. To mislead labor and begof the real issue, they fabricated the issue of racketeering.

Fully aware of their deliberate misrepresentation and fearing court action, some newspapers were compelled to retract. We quote here one such retraction, published by the New York Sun:

(The New York Sun, Friday, June 27, 1941)

"BEN GOLD CLEAR OF ALL CHARGES

"Anti-trust Indictments Are Dismissed

"In April of 1940, the New York Sun published a report of the con-

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viction of Ben Gold, president of the International Fur and Leather Workers Union, and of other leaders of the same union, in the United States District Court for the Southern District of New York, for alleged violation of the Sherman anti-trust law. The heading of this report has been called to The Sun's attention by Mr. Gold and other persons mentioned as being erroneous, since it might have had the tendency to create the impression that they had been found guilty of the crime of 'racketeering' in violation of Section 420-A of the United States Criminal Code, or of similar obnoxious offenses.

"The Sun desires to correct any such impression and to state that these union officials were indicted and found guilty only on a charge of violating the Sherman anti-trust law through the calling of strikes for the trade union objective of improving working conditions. The trial of the union and its officials had no relationship whatever to the crime of 'racketeering.' On November 4, 1940, the conviction of these union officials was unanimously reversed by the United States Circuit Court of Appeals, which fact was reported in The Sun on November 5, 1940. On March 31, 1941, the indictments against Ben Gold and the other named officials of the International Fur and Leather Workers Union were dismissed."

We cite this incident as one of hundreds of malicious slanders against the trade union movement that are circulated by the kept press on behalf of reactionaries every day.

Immediately after the sentences were pronounced, the union leaders were imprisoned. All appeals by the union lawyers, special committees of the trade union movement, and committees of outstanding American liberals and intellectuals, to permit the union leaders to place bail and to be free until the higher court decided on the appeal, failed. Irving Potash, Manager of the New York Joint Council; Joseph Winogradsky, Assistant Manager; John Vafiades, Manager of Local 70; and Louis Hatchios, began to serve their sentences on July 17, 1940.

On May 10, 1941, a special regional conference of all locals of our International in the Greater New York area was held at Hotel Pennsylvania. All the executive boards of the locals gathered at this meeting with over 400 representatives. A defense fund of \$100,000 was unanimously voted, each local adopting its own quota.

The union launched a nationwide campaign to obtain the release of the imprisoned union leaders. Our entire union, its officers and members, large sections of the labor movement, progressives, professional people, liberals and thousands of civic-minded individuals rallied in protest against this travesty of justice.

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Ten thousand New York fur workers signed a telegram of protest to President Roosevelt, one of the longest telegrams ever sent.

A delegation of trade union and civic leaders went to Washington and protested to the President, Thurman Arnold and other Department of Justice officials and important Senators and Representatives.

Forty-five nationally prominent educators, ministers and writers wired a protest to President Roosevelt.

A delegation of leading women trade unionists, including the wives of the prisoners, visited Mrs. Roosevelt.

A delegation of local officials of the International Ladies Garment Workers Union went to Washington with a large petition signed by ILGWU members.

One hundred and fourteen outstanding CIO, AFL, and Railroad Brotherhood officials wired the President urging the prisoners be released.

Finally a gigantic petition bearing the signatures of 100,000 workers from all over the country was presented to President Roosevelt by a delegation of important trade union and civic leaders.

Many thousands of telegrams, resolutions and letters from trade unions, fraternal and civil liberties organizations and individuals flooded the Department of Justice.

The CIO at its 1940 and 1941 Conventions unanimously went on record demanding the release of our imprisoned leaders. At the 1941 Convention practically all leading CIO officers, International Union Presidents and delegates signed a petition for their release.

The union appealed both cases, the anti-trust case and the "conspiracy to obstruct justice" case. The anti-trust case decision was reversed by the higher court. This action was hailed as a tremendous victory by the entire labor movement. The second conviction, however, was upheld. Thus, the open-shoppers, the stool pigeons, delivered an effective blow to our union.

It was the first time in the history of our union that this combination of forces had undertaken a series of persecutions against our union and its leadership. The stool pigeons and professional scabs, the open-shoppers and labor-hating manufacturers, and the association of contractors, took advantage of the unprecedented wave of reaction in the country and combined with anti-labor reactionaries who occupied influential government positions. The enemies of the union were convinced that finally the opportunity had presented itself to destroy our progressive and militant organization, to railroad the union's leaders to jail, to break the morale and discipline of our membership, to rob the fur workers of

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their union wages and conditions, and introduce the old sweatshop system which prevailed in the industry before our union had re-united its ranks.

The following official document, which was submitted by the lawyer for the Independent Fur Manufacturers Association to the chairman of its board, corroborates the foul conspiracy against our union:

"June 1, 1939

"Morris Ladenheim,
Chairman of the Board,
Independent Fur Manufacturers Association

Dear Morris:

"Since I was requested to make a report of our recent activities to the committee, and I find that I will be unable to be present due to prior engagements, I would appreciate your reading the following report to the committee:

"UNITED STATES ATTORNEY GENERAL'S OFFICE

"Several days ago I was advised by Assistant Attorney Generals McGovern and Henderson of anti-trust division of New York that when the hucksters indictment is disposed of in July, their offices will immediately bring to trial the indictment against Gold and the others who were indicted about the same time as Lepke and Gurrah. This fact was also confirmed by the first assistant to Thurman Arnold, Wendell Birges on my recent visit to Washington. The attorney general feels certain of a conviction against Gold and the others and that this will be sufficient pressure to force the union to give us the agreement we seek. In the meantime to make doubly sure he is subpoenaing witnesses to get the facts ready for presentation to the Grand Jury for an indictment against the union officials under the Sherman Anti-Trust Act. Again I have been assured that we have sufficient basis on which to obtain an indictment. I feel that the fact we have been so active has brought the attorney general's office to the point where they must bring these old indictments to trial as otherwise they will risk serious criticism.

"NATIONAL ASSOCIATION OF MANUFACTURERS

"This association communicated with us. Due to the fact that they were called to Chicago they promised that they would communicate with us on Tuesday for an appointment for Thursday. They state they are very much interested in the situation and will give us whatever aid we require in our fight.

HARRY D. GLECKMAN

Counselor at Law

222 SEVENTH AVENUE
NEW YORK
—
PHENOLANNA 2-5222

June 1, 1939

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Chairman of the Board,
Independent Fur Mfrs Ass'n

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There are other avenues of approach and pressure which we have not as yet exploited. I feel that it is unnecessary to discuss them at this time since we have so many coals in the fire right now.

Let me again thank you for the trouble to which I am putting you,
Harry D. Gleckman

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"There are other avenues of approach and pressure which we have not as yet exploited. I feel that it is unnecessary to discuss them at this time since we have so many coals in the fire right now.

'Let me again thank you for the trouble to which I am putting you,

"Very truly yours

(signed) H. D. GLICKSMAN"

This document is unimpeachable evidence that in the conspiracy of certain employers and their stool pigeons against our union, they relied upon the support and the backing of some officials of the Department of Justice. The prosecutions predicted by the lawyer for the employers' association based on the assurances of the District Attorney, Mr. Henderson, were realized. Moreover, in the above document, the lawyer clearly stated that "there are other avenues of approach and pressure which we have not yet exploited . . . we have so many coals in the fire right now." Was the charge of conspiracy to obstruct justice "another coal in the fire" for these chiselers and contractors?

The union forwarded this document to Attorney-General Jackson and asked for a thorough investigation. On May 6th the Attorney-General replied as follows: "This acknowledges receipt of your letter dated April 29, 1940 and enclosures. The matter suggested therein will be given careful consideration." This letter and its implications were never denied or repudiated. Unfortunately, however, the Attorney-General's pledge to investigate the matter was never carried out. To our knowledge, nothing was done about it.

It is not difficult for the delegates here to understand the outraged feelings of our membership and the labor movement when our outstanding and beloved leaders were imprisoned, denied even their constitutional right to bail.

With the union leaders imprisoned and the union treasury drained by large expenditures on the court cases, the enemies of the union proceeded with their next step of splitting the organization. The same week that our leaders were imprisoned, the American Federation of Labor issued a charter to a group of stool pigeons and scabs who, with the help of employers, organized a company union among workers in certain Greek shops. We will discuss this later in the report.

As soon as the leaders of our union were imprisoned, the General Executive Board, upon the request of the Joint Council, authorized President Gold and General Organizer Frank Brownstone to assist the Council in its most difficult situation. The tasks were manifold. The morale of the workers had to be maintained, the union had to see to it

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that wages and conditions were safeguarded and enforced; it had to combat the AFL dual union. At the same time, there were large fees to be paid to the lawyers for the many cases and appeals; it had to prepare a sufficient fund, and mobilize all its forces for the negotiations to renew the contract at the end of 1940.

Thanks to our excellent membership, their loyalty and devotion to the organization and its leadership—thanks to the support of the thousands of active rank and file members—the tasks of the union were met successfully.

IMPRISONMENT OF JACK SCHNEIDER

In the midst of the negotiations with the employers, one of the most capable and beloved leaders of the Joint Council, Brother Jack Schneider, was imprisoned on a conviction of "coercion." The case against Schneider grew out of the general strike which took place in 1938. The main witnesses against Schneider were: an employer incensed at the fact that Schneider had repeatedly caught him violating the agreement; and for the second witness the employer's foreman, a professed Nazi who came into the shop in a storm trooper uniform. The trial took place in 1939. Five other defendants, active rank and file leaders, were acquitted: Samuel Mencher, Isidore Gru, Isidore Rau, Morris Lauber and Alfred Liberi. But Jack Schneider, the main target of the prosecution, was convicted. Although "coercion," even where true, is a misdemeanor, Schneider was given the maximum sentence, up to three years.

The jailing of Brother Schneider was a hard blow against our union. Yet the united, disciplined membership of our organization proved that even in the most critical days it can maintain its position, protect the union, safeguard union working conditions, and make further progress. In spite of all maneuvers and attacks of employers during the period of the negotiations, the union recorded a particularly outstanding victory. Negotiations were carried on for many months. When the contract expired, the manufacturers refused to grant the demands of the union. For three months there was no contract in the industry. Yet the manufacturers were afraid to lock out the workers. They knew that despite the difficult political situation in the country, the existence of an AFL dual union, and the fact that our union leaders were in jail, the Joint Council and the International were powerful enough morally, financially and organizationally, to defeat the employers were a strike forced upon the union.

1941 AGREEMENT

The new agreement was concluded in May, 1941. It was hailed by the entire union membership and by the General Executive Board as a

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substantial gain in higher wages and better working and living conditions of the New York fur workers and a splendid contribution to the membership of the International Union and the entire labor movement. The basic gains of the union were as follows:

1. Minimum wage scales increased as follows: cutters, first class, \$63 up to June 15, \$70 for the remainder of the year; second class, \$54 up to June 15, \$59 afterward.
Operators, first class, \$55 up to June 15, \$60 afterward; second class, \$45 up to June 15, \$50 afterward.
Nailers, first class, \$50 up to June 15, \$55 afterward; second class, \$45 up to June 15, \$50 afterward.
Finishers, \$46 up to June 15, \$50 afterward; rabbit fellers, \$44 up to June 15, \$48 afterward; tapers and stayers, \$37 up to June 15, \$39 afterward.
Floor boys, \$20 up to June 15, \$22 afterward.
2. The usual "July increase" will go into effect on June 15 of each year instead of July 1st as formerly.
3. Equal division of work and no discharge is provided for nine months beginning May 1st and ending January 31st (one month more than before).
4. No more "temporary workers."
5. All workers are to receive the June 15th increased minimum wage scale even if hired after that date.
6. Every member of the Association must employ at least one worker in each craft, counting the employer for only one craft.
7. Except on flat caracul, stapling is prohibited as harmful to the health of the workers.
8. Splitting and cutting out muskrat bellies must be done by union members only.
9. Stronger penalties for contracting. Where contracting is established, the employer must pay liquidated damages equal to full amount of the labor cost based on union wage rates. Half of the amount will be given to charity, the other half to the welfare fund.
10. "Processing" on kid skins, persians and caraculs may be done outside the shop only after an investigation by a special committee will prove that such "processing" requires materials and methods that cannot be employed in the shop. In that event, such "process-

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ing" must be done only in a designated union shop employing union members covered by an agreement.

11. Other points of the agreement not specifically changed remain as before. The new agreement will expire February 15, 1944.
12. Only one employer is permitted to do productive work. However, during the months of July, August and September (the height of the season), the second partner will be permitted to do productive work provided that the entire shop is working full time. In that event the second partner may work only union hours.

The outstanding accomplishments of the new agreement would have been impossible were it not for the unity of the General Executive Board which fulfilled its pledges to the membership and carried out its tasks to the best of its ability. The enemies of our union desperately tried to destroy that unity, to divide our ranks and initiate internal strife, particularly on political issues. Instead, the independent Fur Manufacturers Association collapsed and became defunct.

In June, 1941, union elections were held in the Joint Council. Again the membership demonstrated their confidence in the leadership by re-electing them with the largest vote in the history of the union. Brother Irving Potash was re-elected Manager of the union with 6,407 votes. Brother Joseph Winogradsky was re-elected Assistant Manager with 5,962 votes. Brother Jack Schneider was re-elected Business Agent with 5,186 votes. Brother John Vafiades was re-elected Manager of Local 70 by unanimous vote of the membership.

RETURN OF WINOGRADSKY AND HATCHIOS

In May, 1941, Brother Louis Hatchios was released from imprisonment. Brother Joseph Winogradsky, re-elected Assistant Manager of the Joint Council, returned from prison in July, 1941. The industry was very busy. The fur workers were employed. Many firms clamored for union permission to work overtime. Because there were no unemployed, the union agreed to permit overtime in the industry, despite the provision in the agreement which prohibits overtime. The fur worker's wages reached a high level. They were much higher than in 1938 and 1939, and even 1940 which was considered a very good year in the industry. The overwhelming majority of the fur workers received much more than the minimum scale. The starvation and dire need of 1938 and 1939 were a thing of the past. Fur workers paid their debts and tasted a decent standard of living.

With the return of Joseph Winogradsky, the morale of the membership was further improved. A spontaneous demonstration greeted him in the fur market. The workers carried Winogradsky into the union office on their shoulders. A meeting was held in the auditorium of the

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union at which the workers greeted Winogradsky in the most brotherly manner. Brother Winogradsky was freed from jail on Friday, July 18th. The following Monday he resumed his activities in the union. In the absence of Manager Irving Potash, Brother Winogradsky became Acting Manager.

In a special letter to the General Executive Board, the Joint Council and its membership expressed their deep appreciation for the invaluable services of International President Ben Gold and General Organizer Frank Brownstone.

WAR ACTIVITIES

In addition to all the union's duties of enforcing the provisions of the contract—managing the staff of organizers, adjusting disputes with the employers' association, and many others—Winogradsky was charged with one of the most important tasks: to mobilize the membership in support of our government in its national defense and in support of our allies, the people of Great Britain, the Soviet Union and China in their heroic struggle against the Nazi-fascist aggressors.

At the end of the year the responsibilities and tasks of the union, under the leadership of Acting Manager Winogradsky, were further multiplied. The treacherous, murderous attack of the Japanese military clique upon our country called forth the indignation and wrath of every freedom-loving American, and particularly of every labor organization. A wave of patriotism swept the entire nation. Sharp internal differences were overcome. The whole country, with the exception of the fascists and appeasers, united with one aim and purpose—to defend our country and crush the enemy.

The Japanese military clique would never have dared attack our country without a pre-arranged plan with Hitler and Mussolini. The people of our country were especially enraged because the treacherous attack upon Pearl Harbor took place at a time when the official Japanese government envoys were craftily pretending to carry on peaceful negotiations with our government. It is now clear that these sham negotiations were premeditated by the Japanese military clique to cloak their treacherous conspiracy and catch our country offguard.

The attack of the Japanese military clique upon our country was similar to the sudden perfidious attack of Nazi Germany upon the Soviet Union, without the slightest reason or provocation and without warning or the formality of a war declaration and while formal diplomatic relations still existed.

It was the expressed desire of almost the entire nation that, to assure victory, our country immediately coordinate all war efforts with those of our allies: Great Britain, the Soviet Union, and China, against the fascist Axis. Our union supported that position.

Furriers Joint Council

Organized labor energetically accepted its responsibilities in this great war against fascism and slavery. This was demonstrated particularly in the moral and financial support given by labor unions to the Soviet Union, Great Britain, and China, and in the unanimous vote of the delegates to the CIO and AFL conventions in favor of President Roosevelt's foreign policy, to increase production, to strengthen our own national defense, and to assist the warring democratic nations in their desperate struggle against the fascist aggressors.

The New York Joint Council did magnificent work in translating its pledges into action. Outstanding were its war relief contributions to the Soviet Union and Great Britain. At a gigantic meeting of Council members, the recommendation of the Council to support the people of the Soviet Union and Great Britain with a contribution of \$100,000 was unanimously and enthusiastically approved. Floor Boys Local 125 joined in this decision. The workers agreed to work a day's overtime at time-and-a-half to create a fund for war relief, charities and sick aid. The \$100,000 for war relief was the first contribution from this fund. The workers carried out their decision within a very short time. Acting Manager Joseph Winogradsky handed a check of \$50,000 to the Russian War Relief and another check of \$50,000 to the British War Relief.

Contributions were also given to United China Relief, Palestine Labor Committee, Committee for Aid to Spanish Refugees and War Victims, ORT and other organizations.

Several thousand dollars were raised through a special war relief journal entitled "All for Victory" issued on the Fifth Anniversary of the Joint Council Educational Department.

The Council also organized committees for war relief work. A large committee of our women members and the wives of union members belonging to the Ladies Auxiliary set up special knitting clubs which in the brief period of a few weeks knitted 1,300 woolen sweaters, scarves and socks for British and Soviet fighters and our own union members in the army. A special committee raised funds and contributed 10,000 packs of cigarettes to British War Relief. The Joint Council Chorus itself collected \$1,500 for Russian War Relief. At the same time, the Joint Council, through these committees, sent hundreds of Thanksgiving and Christmas gift packages of cigarettes, candy and shaving kits to our union volunteers and draftees. The Ladies Auxiliary and the women's committees are collecting medical supplies and have already contributed a sterilizer to Russian War Relief.

After the treacherous attack of the Japanese military clique upon our country, the New York Joint Council intensified its program of war relief activities. Unfortunately, the manufacturing branch of the fur industry came to a standstill during October. The sudden and unexpected sus-

RUSSIAN WAR RELIEF, INC.

THIRD FLOOR • 335 FIFTH AVENUE • NEW YORK CITY • VANDERBILT 6-3203

November 10, 1941.

Mr. Joseph Winogradsky,
Assistant-Manager,
Furriers' Joint Council of N. Y.
250 West 26th Street,
New York City, N. Y.

Dear Mr. Winogradsky:

At no time in history have so many human beings been at war for the protection of their homes, their ideals, their families. In the course of this war, the valiant Russian people have demonstrated a courage and a tenacity that has aroused the admiration of the world. That great numbers of these brave people have suffered and continue to suffer great physical and mental wounds, cannot be overlooked. It is for this reason that Russian War Relief, Inc. has been created; to help the American people to express their sympathy through practical means.

Your contribution of \$50,000. has added tremendously to the store of funds gathered by Russian War Relief, Inc. With these funds we are sending the needed medical and surgical supplies which are so desperately needed.

Please accept, and transmit to your membership, our profound thanks not only for the gift itself, but for the warmth which you all have so tangibly expressed. May we hope for a continuing effort on your part to strengthen our funds so that the magnificent courage of the peoples of the Soviet Union may be sustained in the knowledge that their American friends are ever ready to be helpful to them.

Sincerely yours,


Morris Lewis,
Administrator.

Information filed with the
United States Committee on War Relief Agencies

62-204

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B.W.R.S.

730 FIFTH AVENUE
NEW YORK, N. Y.
Phone: Circle 7-3900

November 18, 1941

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DR. WILLIAM WINTHROP
WILLIAM WOODWARD

Mr. Joseph Winogradsky, Manager
Furriers Joint Council
250 West 26th Street
New York City

Dear Mr. Winogradsky,

Having received, at the luncheon at the Pennsylvania Hotel on the 13th instant, check for \$50,000 from the Furriers Joint Council, I hasten to write and thank you on behalf of the B.W.R.S. for the part you played in raising this magnificent sum. We are deeply appreciative of all the work and time you must have put in to make this contribution possible, and wish to assure you that it will be more than gratefully received by those on the other side who will benefit by it.

Sincerely yours,

Robert R. Appleby,
Vice-President.

RRR/h



OFFICE OF STATE ADMINISTRATION

TREASURY DEPARTMENT

DEFENSE SAVINGS STAFF

1270 Sixth Avenue,
New York, New York.

October 17, 1941.

Mr. Joseph Winegradsky,
Furriers Joint Council of New York,
250 West 26th Street,
New York, New York.

Dear Mr. Winegradsky:

This letter affords us the opportunity to tell you how very significant we feel the action of the Fur Industry is in offering as a group to handle the sale of Defense Bonds and Stamps to the employers and employees in your various associations. The significance of this lies in the fact that your industry is the first to assume this obligation.

Our undertaking is so vast that no single life can remain untouched by it. There is no section of our land into which it does not reach. It needs the active support of every man, woman, and child. Human imagination can hardly picture the outlines of this great project in its entirety.

Your public spirited efforts and support in the Fur Industry, on behalf of the United States Treasury's Defense Savings Program are sincerely appreciated.

Sincerely yours,

Bruce D. Smith,
Chairman, Committee on Distribution.

DMAS W. LAMONT, *Honorary Chairman*

RAYMOND BURCAM, *Chairman*

BENJAMIN J. BUTTENWHEER, *Vice Chairman*

UNITED CHINA RELIEF GREATER NEW YORK COMMITTEE



285 MADISON AVENUE, NEW YORK, N. Y.
MURRAY HILL 3-4333 CABLE UNCHINMARD

COMMITTEE AS CHINA

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STERN
A. STREBEL
URTON
TNOGRADSKY
POLCHOK

New Address.

1790 Broadway
New York City

January 17, 1942

Mr. Joseph Winogradsky, Manager
Furriers Joint Council of New York
250 West 26 Street
New York City

Dear Mr. Winogradsky:

Your check for \$1000 has been received, and we thank you most deeply for your contribution.

We notice that you say that this contribution is on account. Of course that statement pleases us too, as your generosity proves to us that you place China's fight for freedom in its proper perspective in the world wide struggle against fascism.

With good wishes to you and to the members of the Furriers Joint Council, I am

Sincerely yours,

Mildred Price
Mildred Price, Executive Secretary
United China Relief Labor Committee

mpjhs
uopwa
no.16

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China Emergency Relief Committee Indusco (American Committee in Aid of Chinese Industrial Cooperatives)
American Friends Service Committee The Chinese Women's Relief Association of New York.



POLICE DEPARTMENT

CITY OF NEW YORK
14 Precinct

February 2, 1942

Mr. Joseph Winogradsky,
Director, Furriers Control Unit,
Air Raid Protection Service,
Furriers Joint Council,
250 West 28 Street,
New York City.

My dear Mr. Winogradsky:

We want to express our sincere thanks for your splendid, patriotic co-operation in arranging for basic training of your shop chairmen in the duties and functions of the Air Raid Protection Service. The attendance and enthusiasm shown was most gratifying to all of us in the United States Citizens Defense Corps, and should serve as an example and inspiration to all organized labor.

However, in order to assure a maximum of efficiency and effectiveness, we strongly urge the the Furriers Control Unit make certain that persons in charge of buildings wherein they are employed, are giving fullest co-operation in this vital work. This department, in collaboration with an expert from the Department of Housing and Buildings, is prepared to examine each building, to determine "shelter areas". In addition drills should be arranged and all necessary equipment made available for instant use, by your trained personnel.

Our Mayor is preparing adequate legislation to make furnishing of equipment by building owners or managers, mandatory, so you should experience little difficulty on that score.

Be assured our our continued, close and whole-hearted co-operation.

With kindest personal regards,

Very cordially yours,

William Smith
Captain

NATIONAL LABOR COMMITTEE /or PALESTINE

Affiliated with Histadrut Ha'arbeit in Eretz Israel • אגודת העובדים הכללית הלאומית

275 SEVENTH AVENUE, NEW YORK, N. Y.

Telephone: WAMing 9-5291

January 16, 1942

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Mr. Joseph Winogradsky
Conference Committee of the Fur Industry
305-9th Avenue
New York, New York

Dear Friends:

We acknowledge with thanks your check in the amount of \$1000 representing the first portion of the contribution of the War Relief and Charity Fund towards the Palestine Histadrut. Enclosed herewith you will please find our receipt.

We wish to take this opportunity to express our sincerest appreciation for the splendid action you have taken in aiding the cause of the Palestine Labor Movement in this critical period. Your contribution will materially aid us in continuing the great work of rescuing the helpless victims of Nazism, and simultaneously participate fully in the war to destroy the enemies of human freedom and democracy.

We trust that you will soon be able to remit another substantial check as you have indicated in your letter.

Again thanking you for your kind cooperation, we remain

Sincerely yours,



Isaac Hamlin
National Secretary

JH:al

Under Clouds of War—Histadrut Builds and Defends!



OFFICE OF STATE ADMINISTRATION

TREASURY DEPARTMENT

DEFENSE SAVINGS STAFF

1270 Sixth Avenue,
New York, New York.

October 17, 1941.

Mr. Joseph Winegradsky,
Furriers Joint Council of New York,
250 West 26th Street,
New York, New York.

Dear Mr. Winegradsky:

This letter affords us the opportunity to tell you how very significant we feel the action of the Fur Industry is in offering as a group to handle the sale of Defense Bonds and Stamps to the employers and employees in your various associations. The significance of this lies in the fact that your industry is the first to assume this obligation.

Our undertaking is so vast that no single life can remain untouched by it. There is no section of our land into which it does not reach. It needs the active support of every man, woman, and child. Human imagination can hardly picture the outlines of this great project in its entirety.

Your public spirited efforts and support in the Fur Industry, on behalf of the United States Treasury's Defense Savings Program are sincerely appreciated.

Sincerely yours,

Bruce D. Smith,
Chairman, Committee on Distribution.

For their Service to Labor



On this occasion of their release from an unfair imprisonment,
the

**Greater New York
Industrial Union Council**

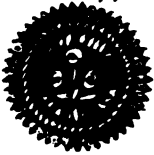
extends its heartiest felicitations in the name of half a million CIO members
in its affiliated unions to Brothers

**IRVING POTASH · JOSEPH WINOGRADSKY
JOHN VAFIADES · LOUIS HATCHIOS**

of the

Harriers Joint Council of New York

Their initiative and steadfastness as trade union leaders, their courage, patience and leadership, long since proven, have been shown once more and doubly verified for all of organized labor in New York City by their fortitude in prison. Now that they are with us once more undeterred at the head of their union, we know ourselves to be strengthened in the all-out battle ahead for the destruction of fascism - the world enemy of labor.



Presented to Harriers Joint Council of New York

Greater New York Industrial Union Council, CIO.

March 14, 1942

Paul Kelly

Joseph Curran

Greek Fur Workers Local 70

flowers expressed the joyful greetings of many shops, locals and other trade union and fraternal organizations. In response to the ringing call of the returned union leaders, the fur workers renewed their pledge to give everything possible to achieve victory over our country's enemies. The meeting was addressed by special delegations from the trade union movement who came to welcome Potash and Vafiades. Among those who spoke were: Allan S. Haywood, CIO Director of Organization; Michael J. Quill, President of the Transport Workers Union; Frederick N. Myers, National Vice-President of the National Maritime Union; Saul Mills, Secretary of the CIO Industrial Union Council of New York; Dr. Bella V. Dodd, Legislative Representative of the Teachers Union; Abram Flaxer, President of the State, County and Municipal Workers of America; Joseph Selly, President of the American Communications Association; Harry Reich, of the AFL Cooks & Pastry Cooks, Local 89; Isidore Rosenberg, Manager of the New York Shoe Workers Union, and many others. Hundreds of telegrams from various union presidents and labor leaders were received greeting the return of the fur workers' beloved leaders. At an official meeting of the Council, Brothers Potash and Vafiades were welcomed by the Council delegates and officially installed by President Gold.

The day following their return, Vafiades and Potash resumed their activities in the union, again giving their able leadership, guidance and energy to the thousands of New York fur workers.

On March 14, the four freed union leaders, Potash, Vafiades, Winogradsky and Hatchios were officially welcomed by over 1,000 fur workers at a most enthusiastic and inspiring Welcome Home Banquet at Pennsylvania Hotel.

International and local representatives of our union and outstanding leaders of CIO, AFL and fraternal organizations honored the four leaders. On behalf of 500,000 CIO members in New York City, Saul Mills, Secretary of the CIO Industrial Union Council, presented the Furriers Joint Council with a scroll, as an expression of recognition of the brilliant and consistent leadership of Potash, Winogradsky, Vafiades and Hatchios in the trade union movement, their exemplary conduct during imprisonment as befitting genuine labor leaders, and their courageous struggle against reaction and fascism.

GREEK FUR WORKERS LOCAL 70

Local 70, which consists of the Greek fur workers, approved of the decisions and resolutions of the 1939 convention, including the decision that Local 70 become one of the locals of the Joint Council. The majority of Local 70's members are employed in Joint Council shops, with

Furriers Joint Council

a small minority employed in the shops of the United Fur Manufacturers Association, which consists of small, exclusively Greek, manufacturers.

For the past 15 years, unceasing struggle has been carried on by Greek bosses against the union. The Greek bosses, who for many years operated open shops under the worst conditions in the fur industry and who paid their Greek workers the lowest wages in the industry, were compelled to settle with the union in November, 1925. Until that time, the Greek workers who worked in the open shops of the Greek employers, were forbidden to join the union. Since November, 1925, the Greek fur manufacturers have had to pay union wages, abide by union hours, and live up to all the provisions of the labor contract.

This handful of union-haters never gave up hope of defeating the union. They constantly conspired against the union. They took advantage of the economic crisis which gripped the entire country, including the fur industry, in 1939, and refused to ratify and live up to the 1938 settlement. After futile conferences and efforts of the courts and the State Labor Board, all rejected by the employers, the union was compelled to call a strike in the latter part of 1939. While this strike was in progress, the employers organized a company union called the American Federation of Fur Workers with the objective of breaking the strike. They brought together a few dozen professional scabs and concluded a contract with them. However, the employers and the company union failed to secure a sufficient number of scabs. In May, 1940, the Greek bosses were forced to conclude a contract with Local 70 and to recognize the union's demands.

As soon as the union leaders, Potash, Viafiades, Winogradsky and Hatchios were imprisoned, the American Federation of Labor issued a charter to the company union and transformed this scab agency into an official AFL dual union. With the assistance of professional scabs, dishonest leaders who had been expelled from the union, and, to our regret, so-called Socialist leaders—August Claessens, Nathan Chanin, cultural director of the Workmen's Circle; Morris Feinstein, secretary of the United Hebrew Trades; and the Jewish so-called Socialist newspaper, *The Forward*—the employers hoped to defeat the union and to start a dual mass organization in the fur industry. The ringleaders of the Greek Association discharged union members and packed their shops with learners and contractors. As a result, in the elections conducted by the Labor Board among shops of the Greek Fur Manufacturers Association employing only a small minority of the Greek fur workers, the employers' AFL union succeeded in getting a majority of 9 votes. 213 voted for Local 70; 222 voted for the company union.

After the election, many of these Greek fur workers came to the union and swore out affidavits to the effect that they had been coerced by the

Athens, January 17, 1941.

Mr. James Stephenson, President,
Greek Fur Workers Union Local 70,
255 West 28th Street,
New York.

My dear Mr. Stephenson:

In reference to your telegram of January 3, 1941, and in confirmation of mine of January 11, 1941, I am pleased to inform you that it gave me great pleasure to transmit to its destination the generous contribution of the Greek Fur Workers Union Local 70 for the Greek Red Cross, wired to me through the Corn Exchange Bank Trust Company. I enclose herewith for your information and records copies of my letter of January 11, 1941, forwarding the contribution to Mr. John Athanassakis, President of the Greek Red Cross, and of his letters in English and Greek, addressed to you, expressing to the Greek Fur Workers Union the heartfelt thanks of the Society. I also enclose copies of letters which I addressed to His Excellency the President of the Greek Council of Ministers and to His Excellency the Minister of National Welfare bringing to their attention this generous gift from my fellow citizens of Hellenic origin, together with copies of their replies, which indicate that they have both been particularly touched by your gesture.

With sincere greetings to you and Mr. Pantelias and the members of the Union, believe me

Cordially yours,


American Minister.

Enclosures:

As stated.



ΕΛΛΗΝΙΚΟΣ ΕΡΥΘΡΟΣ ΣΤΑΥΡΟΣ
89 ΣΟΛΩΝΟΣ
ΤΗΛ. ΓΡΑΜΜΑΤΩΝ 22.400

ΑΘΗΝΑ 16 Ιανουαρίου 1941

Κόριου

Καίσιμος Στέβενσον

Πρόεδρον Κατεργαστῶν γουναρικῶν

Λοκάλ 70

Νέα Ὑόρκη

α. 95

Τὸ Δ.Συμβούλιον τοῦ Ἑλληνικοῦ Ἐρυθροῦ Σταυροῦ βαθῆς συνεκινήθη ἐκ τῆς πατριωτικῆς καὶ γενναίας ἡμῶν εἰσφορᾶς ἐξ 7000 δολλαρίων διὰ τὰς ἀνάγκας τοῦ Ἐρυθροῦ Σταυροῦ ὑπὲρ τῶν κληρωμένων καὶ πολεμοπαθῶν.

Ἀπαξάπαντες οἱ Ἕλληνες ἀπὸ τῶν περάτων τῆς Οἰκουμένης εἰδειξαν τὴν ἀλληλεγγύην των πρὸς τὴν μαχομένην ὑπὲρ τῆς ἐλευθερίας Πατρίδα μας καὶ εἶνε τοῦτο λίαν παρήγορον διὰ τοὺς ἀγωνιζομένους ὑπὸ τὴν αἰγίδα τοῦ Ἐρυθροῦ Σταυροῦ πρὸς ἀνακοφίσιν καὶ παραρηγορίαν τῶν νοσηλευομένων.

Ἀπευθύνομεν ἡμῖν τὰς θερμὰς εὐχαριστίας τοῦ Διοικ. Συμβουλίου καὶ τὴν ἔκφρασιν τῆς ὑπερηφαιρίας μας βετι καὶ ἀπὸ τὰ πέρατα τῆς Οἰκουμένης οἱ Ἕλληνες πάσης τάξεως δὲν ἐλησμόνησαν τὸν Ἑλληνικὸν Ἐρυθρὸν Σταυρὸν καὶ εὐχόμεθα ὅπως ὅλος ὁ Ἑλληνισμὸς ἐορτάσῃ καὶ τὴν τελικὴν νίκην ἐντὸς τοῦ 1941 μεθ' ἀπάντων τῶν συμμάχων μας καὶ προμάχων τῆς Ἐλευθερίας.

Μετὰ πλεῖστης ἐκτιμῆσεως

Ο ΠΡΟΕΔΡΟΣ ΤΟΥ Ε.Ε.Σ.

Ι. ΑΘΑΝΑΣΙΑΔΗΣ

FAST



RCA

RADIOGRAM

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A RADIO CORPORATION OF AMERICA SERVICE

TO ALL THE WORLD — BETWEEN IMPORTANT U.S. CITIES — TO SHIPS AT SEA



DIRECT

RECEIVED AT 64 BROAD STREET, NEW YORK. AT

41 JAN 12 AM 7 5 STANDARD TIME

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LC GREEK FUR WORKERS UNION LOCAL 70 NEWYORK =
YOUR CHECK HANDED PRESIDENT GREEK RED CROSS TODAY
BRAVO .

MACVEAGH

Telephone: HAnover 2-1811

To secure prompt action on inquiries, this original RADIOGRAM should be presented at the office of R.C.A. COMMUNICATIONS, Inc. In telephone inquiries quote the number preceding the place of origin.

Furriers Joint Council

employers to vote for the AFL dual union. Among other irregularities, the workers of a non-existent shop (Argos) were included in the vote. The union appealed to have the election set aside.

The AFL dual union never actually functioned. It has no influence whatsoever in the industry. It does not control even the few shops where it receives the full cooperation of the employers. It is unfortunate indeed that at such a period in the life of the labor movement and our nation, when the utmost unity of all is required for victory over fascism, AFL officials, including AFL New York organizer Collins, Matthew Woll, and the president of the AFL, William Green, continue their shameful and futile efforts to activate this corpse. This insignificant dual union depends entirely upon the financial support given it by some employers and AFL officials.

All their hopes of taking advantage of the critical and politically reactionary situation which prevailed in the country in 1939-40—of the acute economic crisis of 1939—of the difficult situation in the union because of the leaders' imprisonment—all their nefarious plots to split the ranks of the furriers and to organize a dual union, failed to materialize. The overwhelming majority of the Greek fur workers remain loyal to the union. In the absence of its capable manager, John Vafiades, Local 70 elected two of its most dependable union members, John Demelos and Steve Leondopoulos, as organizers. The local functioned in the most splendid manner.

With the return of John Vafiades, who had been re-elected by the membership of Local 70 while in prison, the activities of the membership were redoubled.

One of the best illustrations of the excellent activities of the local is the fact that in 1940 Local 70 contributed the sum of \$9,500 for war victims in Greece. This money was turned over to the Greek Red Cross through the American Ambassador in Greece during the period when embattled Greece was struggling heroically against the fascist invaders. Since then, over \$5,000 more has been raised by the membership of Local 70 and is now in a special fund which will be used exclusively for Greek war relief.

FURRIERS JOINT COUNCIL SUMMATION

During these three years, despite the difficulties and hardships due to the economic crisis, mass unemployment and attacks directed against the New York Joint Council, and although some of the union's most experienced leaders were imprisoned, the Joint Council—thanks to the loyalty of its membership and the tireless efforts of its excellent rank and file leadership and staff of organizers—carried out its tasks in a most satis-

Furriers Joint Council

factory manner. The General Executive Board wishes the Convention to take special cognizance of the energetic work done by the New York Joint Council. To illustrate the fruitful activities and admirable vigilance of the Council, we wish to summarize the following activities:

Summary of Activities Furriers Joint Council January 1, 1939 to December 31, 1941

Complaints attended to.....	61,843
Individual shop strikes successfully conducted.....	702
Independent agreements signed	1,051
Collected from employers as security for their faithful performance of the contract	\$26,870.00
Reinstated discharged workers	535
Back pay collected for workers.....	\$88,177.47
Collected from employers and paid out to the workers for their loss of time during strikes.....	\$34,246.53
Liquidating damages collected from more than 300 manufacturers for violating provision of the contract.....	\$78,013.27

MEETINGS

During the past three years the Council held:	
Shop meetings	16,427
Huge membership meetings	13
Local meetings	52
District membership meetings	7
Shop chairman meetings	93
Membership forums	56
Building meetings	7
Meetings with newly-initiated members, young workers and women members	4
Council meetings	124
Local executive meetings	28
Joint executive and Council meetings	4
Board of Directors meetings	42
Staff meetings	37
Finance Committee meetings	151
Membership Committee	207
Educational Committee meetings	85
(June, 1939-March, 1942)	
Grievance Board meetings	129
(June, 1939-March, 1942)	

Furriers Joint Council

In 1941, the inner organizational structure of the Joint Council was further improved and strengthened. Each local set up its own executive board. Each local has its own manager. Local problems are taken up and acted upon by the local manager and executive. Hundreds of cases dealing with membership, welfare, unemployed, speed-up, sick aid and similar problems have been attended to in this manner. The local executives function and contribute greatly to the work of the Council and the union as a whole.

It is estimated that since the last convention the wages of members of the Furriers Joint Council have been increased by approximately \$2,000,000 annually. These facts speak for themselves. They prove clearly that the Council has the forces able not only to face difficulties, but also to record considerable economic improvements for its membership, even under the most adverse conditions. We wish to express our wholehearted thanks and appreciation to the leaders of the Council and to its entire membership for their valuable activities, accomplishments and loyalty to the International Union.

Summing up, we can say without hesitation that the Council recorded our union's greatest victories on every field.

The victory of the union in the anti-trust case—the defeat of its combined enemies at the hands of the Council—the victory achieved by the Council in its new contract, which guaranteed higher wages and better working conditions generally in the New York shops—these are achievements for the fur workers in the International Union and for the entire labor movement. The resolution of our beloved union leaders who were imprisoned: Brothers Potash, Winogradsky, Vafiades, Schneider and Hatchios, added much to the prestige of the union. The morale, spirit and loyalty displayed by these beloved leaders who were victimized precisely because of the militancy and progressivism of the Furriers Union, will be recorded in the history of our organization as a glorious demonstration of steadfast devotion to the ideals and principles of labor. We may well be proud that these leaders came from the ranks of our membership. They are truly the brothers of the fur workers.

POLITICAL ACTIVITIES

During these three years, the Joint Council participated in the most important political activities of the labor movement. It participated in conferences of the American Youth Congress, National Negro Congress and other progressive organizations, and in all struggles against the organized forces of reaction and their vicious attempts to introduce reactionary legislation. The Council struggled constantly against the anti-labor and anti-American Dies Committee. The Council contributed a great deal in the re-election of Governor Lehman, Mayor LaGuardia, Congressman Marcantonio, Judge Null and others who pledged to carry on the

Furriers Joint Council

fight against fascism and for democracy. The Council also participated in all phases of the activities of the New York City CIO Industrial Union Council, the State CIO Council, and other important labor organizations. It contributed thousands of dollars to trade unions in distress, and to strikes conducted by labor unions regardless of their affiliation—CIO or AFL.

FINANCIAL SITUATION

It is worthwhile recording that the finances of the New York Joint Council are in very sound condition. This despite the fact that the Council spent tens of thousands of dollars for legal defense, and contributed many thousands of dollars to assist needy, unemployed fur workers during the economic crisis of 1939. The funds of the Joint Council are at present greater than ever before in its history. Under the experienced and able guidance of Vice-President Harry Begoon, Secretary-Treasurer of the Joint Council, the financial standing of the union is truly an example of proper and responsible union management. One of the Joint Council's outstanding rank and file committees, the Finance Committee, contributed a great deal to the union's policy of economy and strict adherence to perfect control of financial affairs. Financial reports have been published regularly in the *Fur and Leather Worker*.

WELFARE, EDUCATIONAL AND RECREATIONAL ACTIVITIES

During the past several years the Joint Council developed a most effective Welfare, Education and Recreation Department, under the able direction of Sister Gretel Spiro, assisted by Brother Oscar Ward and a large, devoted, active rank and file committee. The Welfare Department has become one of the most important and constructive arms of the union. In times of crisis and unemployment, the Welfare Department obtained from the State relief agencies hundreds of thousands of dollars in relief for unemployed and sick union members. It established a close working relationship with important social service organizations, with hospitals throughout the city, and with a great number of doctors and specialists. Thus, the department can provide a great deal of medical assistance to the members of the Council and render excellent service in the interests of the workers' health. Brother Oscar Ward is also head of the New York City CIO Council's Welfare Department, assisting many local unions in their work.

This department is also responsible for collecting many tens of thousands of dollars in compensation for union members. In cooperation with the Joint Board Welfare Department, it obtained a ruling that makes asthma a compensable sickness. The Joint Council Welfare De-

partment is particularly efficient in obtaining unemployment insurance and social security.

The Welfare Department is gradually widening its scope of activities to include assistance not only to union members, but also to the families of union members. The Welfare Department has for the past few summers sent hundreds of children of union members to camp for vacation.

The Educational Committee of the Joint Council conducted 32 classes in Elementary and Advanced English, Citizenship Aid, Parliamentary Procedure, Public Speaking, Principles of Trade Unionism and History of the Labor Movement. Twelve afternoon classes for unemployed workers were held during slack season.

Sixty-five large afternoon forums were conducted, usually followed by entertainment. Well-known speakers are secured on important timely topics dealing with civilian defense, Red Cross and war relief activities, war developments, international and national events, health problems, workmen's compensation, unemployment insurance and minority groups in American life.

Among the cultural groups active in the Joint Council are a Union Chorus, English and Yiddish dramatic groups, band, mandolin orchestra, junior band, children's dancing classes, chess and checker club, photography group and others.

These cultural groups have a membership of about 300, and performed many times for the fur workers at meetings, concerts, parades and other affairs. Picnics, outings to nearby camps and beach parties were arranged for the membership. Art and poster exhibits are held in the union auditorium, including the work of the OCD, the Red Cross, New York Tuberculosis Association, British, Russian and Chinese war relief, and the New York Cancer Association.

The Joint Council Sports Department has organized excellent baseball, basketball and handball teams. Gymnasium, swimming facilities and instructors have been made available to the membership. A number of Trade Union Athletic League trophies were won by the Joint Council teams.

LOCAL 125, FUR FLOOR AND SHIPPING CLERKS UNION

Local 125 has 3,000 members and is one of our very youngest locals. The International pays particular attention to this local because its membership comprises the youth of our organization. Its members are from 18 to 25 years of age. The local's leadership, shop chairmen, executive

Local 125

board, organizers and manager are elected from the ranks of the membership and are themselves very young—the youngest in our union.

The affairs of this local are managed in a most responsible and satisfactory manner. Shop conditions are well guarded by both the leadership and the membership. Its contract is part of the collective agreement of the New York Joint Council. The staff of Local 125 receives the constant guidance and cooperation of the older and more experienced leadership of the Joint Council.

The local's headquarters are located in the building of the New York Joint Council. The membership participates in all activities of the International and in political and economic struggles of the labor movement. It is particularly active in the youth movement of our country. The membership of Local 125, besides the work of its own local, contributed a great deal towards the achievements of other local unions of our International. The General Executive Board therefore wishes to express its appreciation to the young membership and leadership of Local 125 for its loyalty, responsibility, and energetic activities.

Local 125 obtained its first collective contract after the general strike of 1938. Unfortunately, because of the acute economic crisis of 1938, and 1939, the local was unable to reap the full benefits of its first victorious collective agreement. Nevertheless, it established itself as an effective factor in the lives of its members and the International Union.

Local 125 unanimously approved all the decisions of the 1939 Convention. Its main task during 1939 was to deal with the unemployment situation and enforce its first collective agreement. Particularly noteworthy is Local 125's successful struggle for National Youth Administration and WPA jobs and relief for many of its young members who were the sole support of parents, sisters and brothers. This local's vigilance gained the respect of the entire union. The leaders of this local learned very quickly that a contract with employers is of value only when the union is on guard and takes proper measures to enforce it. Despite the widespread unemployment of 1939, the local was by no means weakened. On the contrary, it grew stronger organizationally and financially and started to function as one of our best local unions.

During 1940, the membership of Local 125 was employed. The members were conscious of the value of their union and appreciated the substantial economic improvements obtained through their organization. In preparation for the conference with the employers for renewal of the contract which expired in January, 1941, they raised a special fund through a \$5 assessment on each member. The local also met and worked out demands for the new contract.

The attack upon the Joint Council, the anti-trust and "conspiracy to obstruct justice" cases and the imprisonment of five outstanding union

Local 125

leaders, aroused tremendous indignation on the part of members of Local 125. They initiated a vigorous campaign in support of the imprisoned union leaders. They held a number of membership and open-air meetings at which resolutions demanding the freedom of the imprisoned leaders were passed. Thanks to the splendid work of Local 125, the American Youth Congress conducted a special "Free the Furriers Week" during which time hundreds of meetings were held. Hundreds of resolutions and petitions from youth organizations throughout the country demanding the freedom of our union leaders were sent to President Roosevelt and other government officials.

1941 CONTRACT

In the new collective contract, concluded in May, 1941, Local 125 obtained an increase of \$2 in the minimum wage scale and an automatic \$2 increase after June 15th for all workers. It secured an additional month of equal division of work for all its members, one week's severance pay for all members who leave for the armed forces, and other important economic gains.

Local 125 increased its membership during 1941 by organizing 250 shipping clerks not members of the union heretofore. Local 125 also organized ten new shops in the jobbing field, and obtained for these workers increases averaging 14 per cent, two weeks vacation with pay, five days sick leave with pay, 11 legal holidays with pay, 52 weeks guaranteed work, and other improvements in conditions.

The local also aided Leather Local 35 of Brooklyn by helping that local organize a number of important shops. Local 125 deserves special appreciation for its successful organization of Leather Local 215 at Bristol, Pa. The workers of that shop obtained an increase of from 15 to 35 per cent, job security, adjustment of grievances, guarantee of jobs to members serving in the armed forces, and other conditions.

Local 125 opened an Uptown Fur Center at 127th Street and Seventh Avenue in the heart of the Harlem community. This center is under the leadership of Acting Assistant Manager Tom Jasper, an able young Negro organizer of Local 125. At this center Local 125 conducted educational classes, forums on Negro history, and other cultural activities. The center helps to cement solidarity between the Negro and white workers through a more thorough understanding of the role of the trade unions. It is frequently visited by prominent Negro and white labor leaders and by labor delegates from China, India, Cuba and other countries.

The fur floor boys played a prominent role in the historic Conference of Negro Youth in Washington in November, 1941, with about 1,000 delegates and observers from fraternal, church and labor organizations.

Local 125

The conference pledged an uncompromising struggle against Hitlerism. Local 125's acting assistant manager, Tom Jasper, acted as chairman of the Youth and Labor panel at the parley, held in Washington.

Local 125 engaged in all important political and economic struggles of the American labor movement. It was especially active in campaigns on behalf of the Pacific Coast labor leader, Harry Bridges, and in the struggle to free Earl Browder, General Secretary of the Communist Party.

YOUTH CONFERENCE

One of the local's outstanding contributions to the International was its splendid work in carrying out the decision of the General Executive Board to organize a conference of our International Union's young workers. This first Youth Conference, held at Piccadilly Hotel, New York, in September, 1941, at which many of our fur and leather locals and women's auxiliaries were represented, was a huge success. The response of the youth was highly gratifying. The sincerity and keen understanding displayed by youthful delegates in dealing with the basic economic and social problems of youth, of the labor movement, and of the entire nation, was truly inspiring. The conference discussed at length the youth's role in our union and mapped out an extensive program of work for our young members. It was addressed by President Gold, Vice-Presidents Mindel, Burt, Winogradsky, Feinglass and others.

The General Executive Board is very appreciative of the contributions of Local 125 and of the excellent activities of its rank and file leadership. It is especially proud of the activities of Manager Leon Straus who was chiefly responsible for the success of the Youth Conference, and has already earned recognition as an able and promising young labor leader in our own ranks, in the national youth movement, in the National Negro Congress, and in the trade union movement.

Another feather in the cap of Local 125 was its splendid work in helping to bring to a close the prolonged strike of Locals 2 and 3 against the Hunts Point firm. Under the leadership of Local 125 Manager Leon Straus, a large rank and file committee of Local 125 consisting of the most reliable, responsible and active members of the local was on strike duty day and night for a period of three months. Liquidated damages amounting to \$455 were collected from a number of employers caught using non-union dressed skins in violation of the agreement. This money was turned over by Local 125 to the American Red Cross and charities. As reported previously, this strike was finally settled to the full satisfaction of the union.

While engaged in manifold essential activities of the labor movement, Local 125 devoted its main energies to protect and improve the working

Local 125

conditions of its membership. During the past three years, Local 125 carried out the following activities:

Shop meetings	7,420
Workers complaints adjusted with employers	6,490
Liquidated damages for violation of agreement	\$ 1,019.50
Collected Back Pay for workers	\$ 7,642.39
Severance pay for members in armed forces in 1941	\$ 512.62
Unemployed Relief distributed to Local 125 members	\$14,269.93
New workers organized	355

WAR ACTIVITIES

Local 125's war work is outstanding in our International. Fully supporting the General Executive Board's all-out victory program, Local 125 energetically mobilized its membership for splendid defense work.

With almost all of its membership within the draft age limits, Local 125 has already sent some of its best leaders and members into the armed forces. It has proportionately more volunteers and draftees in uniform than any other local. Mass membership meetings, forums and market demonstrations, particularly the huge send-off of our New York union volunteers held in the fur market a week after America formally declared war, mobilized Local 125's members to enlist in increasing numbers. Local 125 Assistant Manager Herbert Kurzer, Business Agent Bernard Stoller and Organizer Bud James head the list of the local's volunteers.

The young members and leaders of Local 125 still have much to learn. But we, who have already gone through many struggles, greet you members of Local 125 for what you are doing in this, the greatest struggle which faces all of us. Your immediate response, your splendid activities, your outstanding achievements are truly an inspiration. Well done, members of Local 125!

Local 125's Army Welfare Committee keeps in constant touch with its members in the armed forces through letters, special bulletins, gifts, and visits to the boys in nearby camps. *The Young Fur Worker* is sent to each draftee and volunteer.

Local 125 was the first trade union in the country to initiate army-trade union sports contests. A series of basketball games played by Local 125 and army teams helped cement unity of the boys in uniform and trade union members. These games received nationwide publicity. Many other unions have since followed this example. Negro players

Local 125

participated on both union and army teams and thus dealt a real blow to Jim-Crowism in sports.

To coordinate its civilian defense work, Local 125 set up a National Defense Committee. This committee rallied Local 125 members to enroll as air raid wardens, auxiliary policemen and firemen; to register as Red Cross blood donors; to buy Defense Bonds; and to learn new trades for employment in defense industries. The membership of Local 125 contributed their day's work to the \$100,000 fund raised jointly with the Furriers Joint Council for British and Russian War Relief.

Despite their comparatively low earnings, some members of Local 125 bought as much as \$200 and \$300 worth of Defense Bonds. Local 125 organized classes in various civilian defense activities. Local 125 women's auxiliary members volunteered for civilian defense work and knit for the boys in the armed forces and war relief organizations.

TRAINING SCHOOL

Under the capable direction of Brother Phil Foner, Local 125 initiated an intensive program of educational, cultural and recreational activities. A special full-time trade union training school was conducted by Local 125 in March, 1942. Six active members of Local 125 and three from Joint Board locals attended this school for three full weeks, eight hours a day. They received a thorough basic training in the principles of trade unionism, history of the labor movement and of our International and a sound understanding of the peoples' war against Nazism-fascism. The school was ably conducted by Brother Foner. Among the lecturers on the history of our union were President Gold, Vice-Presidents Potash, Klig and Burt, Editor Kleinman and Brother Martel of the Joint Board. The young students who graduated from this school will undoubtedly use their valuable training for the greatest benefit of the union and its membership. Local 125 and Brother Foner are to be congratulated for this outstanding contribution to our union.

EDUCATIONAL AND SPORTS ACTIVITIES

Rank and file educational, newspaper and sports committees are functioning. An active women's auxiliary was organized. Many classes were conducted in the history of the American labor movement, trade union principles and problems, and current events. Exhibits of photographs, drawings and posters are held on war and defense activities, educational subjects and Negro history.

Other educational and cultural activities of Local 125 include the organization of a band, dramatic group, a camera group, and the local's

Designers and Pattern Makers Local 120

monthly newspaper, the *Young Fur Worker*, a first class rank and file union publication. A union library has been established.

Local 125 has also launched a physical fitness program to prepare its members to give their utmost to the defense of our country.

DESIGNERS AND PATTERN MAKERS LOCAL 120

Local 120, which has two sections—designers employed in fur manufacturing shops and patternmakers working in fur model houses—was organized during the 1938 strike. Both sections of the local won agreements with wage increases, minimum wage scales and other gains. The agreements of Local 120 run concurrently with that of the Furriers Joint Council.

In June, 1941, with the assistance of Local 110 Manager Gus Hopman, the designers' section of Local 120 obtained a collective agreement with a 10 per cent increase in the minimum scale and two weeks' vacation with pay. The minimum scale was brought up to \$82.50 per week. This is considered the highest minimum wage scale in the whole industry. All designers are guaranteed steady work from the time of employment until January 31st of the following year. The majority receive more than the minimum scale.

The patternmakers' agreement was renewed in March, 1941, with a wage increase of \$4 for each worker, one week vacation with pay, cost-of-living clause, union label and other gains. The union label is now being stamped on every fur pattern and canvas fitting. Another wage increase of \$3 for each worker based on the rise in the cost of living was obtained in March, 1942.

Brother Sol Chakrin, now a business agent of the Joint Council, managed Local 120 until the fall of 1941 when he was succeeded by Brother Samuel Freedman. By appointment of President Gold, Brother George Kleinman, Editor of the *Fur and Leather Worker*, assisted the local in all its negotiations for renewal of contracts and wage increases.

UNITED MECHANICS OF THE GARMENT INDUSTRIES LOCAL 150

This local union organized the mechanics and helpers who build and repair fur machines, sewing machines and power tables, fabricate and move steel partitions, shelving and racks. The local affiliated with our International in 1938.

New England Locals

Local 150 has agreements with a number of employer associations. The agreement with the Fur Sewing Machinists Association was renewed in March, 1940, with wage increases and other gains. This agreement was again renewed in December, 1941, with wage increases of from \$4 to \$6, one week vacation with pay, three days' sick leave with pay and other gains.

The agreement with the Mutual Sewing Machine Dealers Association was renewed in January, 1941, with wage increases up to 12½ per cent, eight legal holidays with pay and other improvements in the contract. A number of independent shops were also brought under contract. The local increased its membership and improved its financial condition. Jurisdictional problems, which arose from time to time, were settled amicably between Local 150 and Local 3 of the International Brotherhood of Electrical Workers, AFL, and Local 814 of the International Brotherhood of Teamsters, AFL.

BOSTON LOCAL 30

During the past three years, under the leadership of Vice-President Samuel Butkowitz, the agreements of Boston Fur Workers Local 30 were renewed with wage increases. The latest increase for Boston workers was a 10 per cent raise negotiated in July, 1941, both for shops where the agreements expired and for those in which the old agreements were still in effect. The agreements usually expired in the summer and fall of each year.

Although Boston for years has been a union city, Local 30 still had to contend with a number of unorganized open shops. Every open shop has been organized by the Boston local since the last Convention, including Rook's large shop in Salem, Massachusetts. Agreements signed with the newly-organized shops are similar to the standard Boston agreements. The newly-organized shops won increases as high as \$15 per week and reduction of hours from 50 and 60 to 35 hours per week.

The Boston fur industry is 100 per cent organized today. The majority of Local 30's agreements provide minimum wage scales as follows: cutters, \$60.00; operators, \$48.00; nailers and ironers, \$42.00; finishers, \$42.00. Also thirty-five hour week, closed shop, no discharge and equal division of work, time and one-half for overtime, double time for Sunday and holiday work, ten legal holidays with pay, union label on all skins.

Local 30 has been particularly active in legislative work. Brother Butkowitz was chairman of Labor's Non-Partisan League of Ward 14 in the 1940 elections and chairman of the Massachusetts Liberal Labor Committee in the 1941 elections. The Boston local is doing its share to

New England Locals

aid civilian defense and war relief work. The membership voted a day's pay for contributions to Russian and British War Relief, charitable organizations and to the USO in 1941. The local and its members are buying defense bonds and contributing to the Red Cross.

Local 30 organized a women's auxiliary which held several successful affairs. It also has a bowling team that enters into tournaments with teams of other organizations.

PROVIDENCE LOCAL 92

The agreements of Local 92 expired after one year. In October, 1939, with the assistance of Organizer Max Roth, who was sent in by the International, Local 92 renewed its agreements obtaining wage increases which ranged from \$3 to \$7 per week, reduction in hours from 40 to 37½ hours per week and other gains. At the same time, Scott's Furriers shop in Providence was organized. This firm operated its main shop in Boston which had been organized by the Boston local earlier that year. Vice-President Samuel Butkowitz of Boston assisted the Providence local in organizing and signing up the Providence branch of this firm.

When these agreements expired in June, 1941, General Organizer Herman Paul was assigned by the International to assist in negotiations for renewal. The union again won wage increases of from \$2 to \$5 per week, reduction in working hours from 37½ to 35 hours a week, one week vacation with pay and other gains. Other provisions of the agreements include closed shop, no discharge, time and one-half for overtime, nine legal holidays with pay, union label on skins, cost-of-living clause, and other gains. These agreements expire in June, 1943. The local functions very well under the rank and file leadership of President Max Bassow and Secretary-Treasurer Samuel Cohen.

NEW HAVEN LOCAL 84

Since the fur workers of New Haven were organized in 1937, they obtained a total wage increase of 45 per cent in two years. The employers made every effort to undermine and destroy the union. They repeatedly violated the agreement. In one case, a one-day strike was necessary in one shop to compel the firm to live up to the agreement. A \$50 fine was paid by the firm for its violations.

The agreements expired in September, 1940. Refusing to negotiate a new agreement, the employers frankly stated that they were determined to restore the open shop in New Haven. When all efforts to settle peacefully failed, four shops were declared on strike. Only one of these four shops settled after a few weeks. The other three shops—Kramer's, Kresal

New England Locals

& Wolfe, and Spector's—remained on strike. The employers attempted to fight the union to the bitter end. In the fifth week of the strike, Kresal & Wolfe applied to the court for an injunction against picketing. The case was thrown out of court. Strikebreakers were recruited by the employers wherever possible.

The union sought to have the strike settled by mediation. The employers refused to accept the unanimous recommendations of the Connecticut State Mediation Board to end the strike. The New Haven Citizens Committee, including some of the most prominent citizens of New Haven, investigated the strike and issued a public statement placing the blame squarely upon the employers for denying collective bargaining rights guaranteed by both the federal and state laws. Connecticut's State Labor Department ordered the arrest of one of the employers on charges of 31 labor law violations. Finally, Governor Baldwin of Connecticut intervened. He summoned the union and the employers to meet at the Capitol. At first the employers refused to go to the Governor's mansion. Subsequently, they did go, under protest. The strike continued solidly. After 18 weeks of strike, in January, 1941, a settlement was reached with Kresal & Wolfe and with Kramer's, which renewed the closed-shop agreement and reinstated all strikers. Wage increases were to be negotiated in August, 1941, when the season started. It was agreed that should both parties disagree, the final decision would be made by the State Arbitration Board. The third shop, Spector's, which employed three workers, flatly refused to settle with the union.

Negotiations for wage increases were reopened in August, 1941, as provided for in the agreement. A settlement was reached for only a few shops. It gave the workers a 10 per cent increase. The remaining shops were referred to the State Board of Arbitration.

After several months of study and deliberation, the Board issued a decision awarding an increase of \$1.50 to the finishers and nailers which included the majority of the workers. The award was retroactive to September, 1941.

During the 18-week strike under the leadership of Brother Lewis and Sister Monterosso, the International aided the New Haven local financially and organizationally. Financial support was continued for many months in the case of the three strikers of Spector's shop. Although numerous attempts were made to end the strike at Spector's, it has been impossible thus far to obtain a satisfactory settlement.

GLOVERSVILLE LOCAL 25

The fur glove liners, Local 25 of Gloversville, renewed their agreement in October, 1939, with the Fur Liners Manufacturers Association.

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The local won a 25 per cent increase in wages, closed shop, elimination of home work and other gains. New increases were negotiated again in July, 1941, which brought the workers an additional 25 per cent.

Certain Gloversville employers made numerous attempts to transfer their work to open shops. These attempts were defeated with the assistance of Rabbit Dressers Local 85. Local 85 has a rabbit dressing shop under contract in Gloversville. Vice-President Mike Hudyma, Manager of Local 85, also supervised the affairs of Local 25 during the past year.

EASTON LOCAL 22

The members of Local 22 are employees of the Vogue Fur Company. This company ran away from the New York market many years ago. The shop was first organized in 1935. Union organization improved wages substantially and obtained other union conditions. Local 22 members have suffered a great deal from unemployment during the past three years, because of the crisis in the rabbit line. The union was maintained nevertheless, and the agreement enforced. The agreement was renewed in August, 1940, with increases of \$2 to \$2.50 for the lowest paid workers, 35-hour week, closed shop, 11 holidays with pay, and union label on skins. The agreement was again renewed in October, 1941, with a 25 per cent wage increase and a cost-of-living clause. This agreement will expire in June, 1942.

ATLANTIC CITY LOCAL 75

Local 75 is one of the locals in the Eastern Seaboard under the supervision of General Organizer Frank Brownstone. Working conditions and annual earnings of the Atlantic City fur workers are among the best in the country. Minimum wage scales are approximately the same as in New York. Local 75 renewed its agreement in June, 1940, with increases in the minimum scales. Two other important gains of this agreement were: abolition of the "Third Class" classification of finishers, which automatically increased the minimum scale of a group of finishers \$8 per week, and a system of seasonal increases ranging from \$2 to \$5 each season. The first year in which the seasonal increases were to go into effect was 1941.

In August, 1941, the union again obtained increases of from \$4 to \$10 per week as a seasonal increase. (This was double the increase called for by the agreement.)

At the end of the season, in February, 1942, Organizer Brownstone stabilized this "seasonal" increase by obtaining the employers' agreement that the increase would stand all year 'round for the life of the agreement.

Eastern Seaboard Locals

In October, 1940, Brother Brownstone collected from the firm of Kaplan & Hafter back pay for three workers totaling \$1,093.58.

The Atlantic City local takes an active part in all campaigns of the International. In 1941, its members assessed themselves a day's pay which was divided among Russian War Relief, British War Relief and United China Relief. Atlantic City fur workers are buying United States Savings Bonds and support the Red Cross.

The General Executive Board expresses its appreciation to the rank and file leaders of the local who conducted its activities in a highly responsible and satisfactory manner.

PHILADELPHIA LOCAL 53

The agreement of Local 53 with the Fur Employers Institute was renewed in September, 1940. Minimum wage scales provided for in this agreement are:

Cutters	\$58
Operators	\$49
Nailers	\$46
Finishers—first class	\$46
Finishers—second class	\$36

Other points in the agreement are: 35-hour week, closed shop, ten legal holidays with pay, time and one-half for overtime, union label on all skins, retention of job security for volunteers and draftees. The agreement will expire in September, 1942.

During the 1941 season, Local 53 obtained 7 to 10 per cent cost-of-living increases for about 85 per cent of its membership. The local also unionized a number of open shops since the last convention. In some cases, the wages of the newly-organized workers were increased 50 per cent and even 100 per cent. The Philadelphia local enforces its agreement strictly.

The affairs of Local 53 are ably administered by Manager Max Stepanky and its active executive board. General Organizer Frank Brownstone assists in the guidance and leadership of the local.

Local 53 established a loan and relief fund for needy members. The local is active in welfare work. The Philadelphia membership raised a fund in 1940 for the Allied Jewish Appeal by a day's pay assessment. In 1941, the membership again assessed itself a day's pay. This was divided among British War Relief, Russian War Relief, Allied Jewish

Eastern Seaboard Locals

Appeal, USO, Red Cross and charitable organizations. The local and its membership purchased United States Defense Bonds. The Philadelphia local is self-sustaining, pays its per capita to the International regularly. It is a sound, dependable local union.

WASHINGTON LOCAL 72

The collective agreement of Local 72 with the Washington employers was renewed in June, 1940, with a 5 per cent wage increase and reduction of hours from 37½ to 35 hours per week. The contract expires in June, 1942. All employers' attempts to violate the agreement were defeated. The local has grown in membership. An interest-free loan fund has been established. Contributions were made to war relief, national defense and charitable organizations, including the USO, Red Cross, Community Chest, Jewish Welfare and others.

At the time of the last convention, Local 72 was engaged in a court case with the firm of H. Zirkin & Sons. This firm had been declared on strike by the Washington local in 1937. During that strike, AFL officials stepped in and issued a charter to about six or seven strikebreakers. Zirkin & Sons obligingly signed a five-year contract with the AFL providing a \$14 minimum wage scale. Subsequently Zirkin obtained an injunction prohibiting picketing by members of Local 72. Although a relatively small case, these injunction proceedings became a national issue. This injunction constituted an interpretation of the National Labor Relations Act that would have deprived labor of the benefit of the Norris-LaGuardia Anti-Injunction Law. AFL officials conspired against our union and against the interests of the workers by issuing the charter to a handful of scabs. They signed the shameful agreement and associated themselves with the Zirkin Company in an equally shameful attempt to set a legal precedent injurious to every trade union, both CIO and AFL, throughout the country. Our union appealed the case to the United States Supreme Court. In December, 1939, the Supreme Court outlawed the injunction H. Zirkin & Sons had secured and stated that the strike and picketing of Local 72 were perfectly legal. Although the decision of the Supreme Court indirectly points the finger at the AFL five-year contract, the AFL, nevertheless, refused to step out of the picture. They still insist upon maintaining the fiction of a contract with Zirkin & Sons. They thereby enable the company to escape collective bargaining under which the workers would secure union wages and other conditions.

PITTSBURGH LOCAL 69

In accordance with the agreement signed in 1938, Pittsburgh fur workers were to have received an additional 5 per cent wage increase in

Eastern Seaboard Locals

1939. The Pittsburgh employers attempted to deny the 5 per cent increase to some workers. The matter was referred to an impartial chairman. After the union submitted ample proof of the correctness of the case, the impartial chairman ruled in favor of the union, and all workers received the increase.

Local 69's agreement expired in August, 1941. Vice-President Winogradsky had assisted the Pittsburgh local in its negotiations in 1937, 1938 and 1939. However, in 1941, Brother Winogradsky, just released from his imprisonment, was under parole for the remainder of his sentence which ended in October. The parole board refused to permit him to leave the jurisdiction of the Southern District of New York. The Pittsburgh local was very insistent that Brother Winogradsky conduct their negotiations. The employers acceded to the local's request and the conference committees of both the union and the employers came to New York for the negotiations.

Under Vice-President Winogradsky's leadership, the agreement was renewed with wage increases of 15 per cent and two weeks' vacation with pay. The weekly increases are as follows: cutters, \$7.50; operators, \$6.00; nailers and cleaners, \$4.80; finishers, \$4.00. A clause in the contract provides for re-opening the question of wages September 1, 1942. Other sections stipulate six legal holidays with pay for all, regardless whether employed during the holiday week or not; elimination of the system of temporary workers; union hiring; equal division of work and no discharge; time and one-half for overtime. The agreement also declared that no cleaning may be given out unless the firm's employees are working full time. In addition to the gains enumerated in the contract, an understanding was agreed upon which guarantees each worker a minimum of 45 weeks work annually and provides that the vacation period be arranged to take effect during the slack season.

The agreements of Local 69 are important not only to fur workers but also to approximately 12,000 department store workers employed in the city. Wages and other working conditions of fur workers are much better than those of the department store workers. Department stores have always been reluctant to make new concessions to the fur workers for fear of setting even higher precedents for the remaining employees. The last agreement was therefore a double victory.

Brother Nathan Tendroch has been manager of the local for several years. Local 69 established a sick benefit fund since the last Convention. The local is active in civilian defense activities. The local and its members buy United States Savings Bonds and support all the campaigns of the International.

MIDWEST DISTRICT

We call to the attention of the convention the fact that only a few years ago the International had but two locals in the Midwest and neither of them in an enviable condition. The situation has greatly changed since that time. The Midwest fur and leather locals constitute at present an important stronghold of our International Union. Gradually, step by step, the Midwest center of our International was built up into a powerful organization.

The major credit for the successful organization of our Midwest locals goes to Local 45 of Chicago. It contributed funds, and assisted other locals in time of need. Its experienced leadership, Vice-President Feinglass and Organizer Lew Goldstein, contributed a great deal of their time and ability towards the growth of the excellently functioning Midwestern locals.

At present the International Union has 24 fur and leather locals in the Midwest. All of these locals were organized thanks to the assistance of the Chicago local and its manager, Abe Feinglass. The labor agreements of these locals, their wage increases and other economic improvements, were obtained with the help of Vice-President Feinglass. The membership of the Midwest locals and the General Executive Board on many occasions proudly acknowledged the tireless and able leadership of Brother Feinglass.

We are confident that in the very near future the Midwest membership will be further increased and that the cooperation between the locals will greatly add to their strength and enable them to record ever greater victories. By building up the Midwest, the strength and influence of the International Union was greatly enhanced. The General Executive Board takes this occasion to express its thanks to Chicago Local 45 and its leadership for their valuable services and contributions.

CHICAGO LOCAL 45

The contract of Local 45 with the Fur Manufacturers Association expired in June, 1939. At that time, the Chicago fur industry was experiencing the worst crisis in its history and was practically at a standstill. After many months of unemployment, workers faced the prospect of a very bad season. During May, June, July and even August, a large number of Chicago workers were unemployed. The Employers Association chose this time to launch a drive to cut wages. Local 45 replied by mobilizing its machinery for strict enforcement of the contract. Despite the difficult economic situation, Local 45 renewed its collective agreements with improved conditions. Shortly after this agreement was signed, a shop

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by shop campaign for wage increases was started. The union gained large increases for the majority of workers, the average increase ranging from \$10 to \$15. Local 45 renewed its agreement with 45 independent and retail firms in addition to the contract with the Fur Manufacturers Association. The local organized and established union conditions in seven new shops including three Persian plate factories.

In August, 1941, Local 45 signed a new agreement with the Retail Fur Manufacturers Association, for three years, obtaining a 12½ per cent increase in the minimum wage scale. The new minimum wage scales are:

Cutters, first-class	\$64.13
Cutters, second-class	55.23
Operators, first-class	56.25
Operators, second-class	45.00
Nailers, first-class	48.38
Nailers, second-class	45.00
Finishers, first-class	41.63
Finishers, second-class	36.00

All independent agreements were renewed with increases of from 12½ to 15 per cent. A number of independent agreements also provided one and two weeks' vacation with pay, guarantee of minimum employment each year and minimum annual earnings. Increases for individual workers were as high as \$10 per week.

Three fur dressing shops in Chicago, unorganized for the past 15 years, were organized by Local 45 since the last Convention. The first agreements for these shops were won after two short strikes in December, 1940. All three agreements provided closed shop, five-day week, time and one-half for overtime, legal holidays with pay and jurisdiction over cleaning work done by these plants. The wage increases were as follows: in one shop the increases were from 5 to 25 cents an hour. In another shop, the increases were from 10 to 30 cents per hour. In the third shop, the increases ranged from \$5 to \$28 per week. These contracts were renewed in December, 1941. The following increases were again obtained: for the fleshers, an increase of \$20 to \$30 a week; for the floor workers, an increase of \$6 to \$16 a week.

Local 45 conducted a campaign against contracting for many years. Its agreements outlawed contracting. An attempt was made by the Reichelt Company to set up a system of contracting as far back as 1937. The firm locked out its workers who had just been organized by Local 45. The union took the case to the National Labor Relations Board, proved

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the lockout was to evade collective bargaining. After four years, the National Labor Relations Board issued a "cease and desist" order against the employer and an award of \$1,500 back pay for the workers.

Chicago Local 45 organized a women's auxiliary. It raised hundreds of dollars for Russian War Relief, knitted sweater sets and sewed dresses for British War Relief and participated in Red Cross activities. It has branches in all sections of Chicago and has applied to the International for a charter.

Local 45 conducted many educational and recreational activities for its members. It aided unemployed members with loans totaling \$1,600. Classes and forums were held after each season particularly for the unemployed workers. The local is very active in legislative campaigns and in the Chicago and Illinois CIO.

WAR WORK

Chicago made an outstanding contribution during the past year to the government's war effort by buying bonds, contributing blood to the Red Cross, contributing to British and Russian War Relief and the American Red Cross. In the fall of 1941, Local 45 launched a campaign to make fur-lined jerkins for British sailors who patrol the Atlantic sea lanes. The Chicago fur workers contributed their labor. The materials were obtained through the efforts of the union and the British War Relief Society and arrangements were worked out with the British War Relief Society to use the premises and equipment of certain firms. Six hundred fur-lined jerkins were made. The Chicago local was the first to initiate such a campaign. Its example was followed by the fur locals in other cities.

The Chicago fur workers have made a great deal of progress since the last Convention under the leadership of Manager Abe Feinglass and Business Agent Lew Goldstein and a number of officers and active members. Wages were increased and more shops brought under contract. The local is stronger than ever before. Vice-President Feinglass, while guiding Local 45's activities, at the same time devoted considerable time to assisting and leading all the Midwest fur locals in their organizational problems, negotiations and strikes and to improving the conditions of the fur workers throughout the Midwest. Brother Feinglass directed and energetically assisted the organizing campaign of the leather workers who have now built up a strong organization throughout the Midwest.

CLEVELAND LOCAL 86

During the first half of 1939, the Cleveland local was not in a very healthy state. Complaints of the workers were unattended. A large

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percentage of the membership was not in good standing and many workers blamed their dues indebtedness on the fact that the office was closed whenever they came to pay. Per capita payments were not being made to the International. The financial transactions of the local were not conducted properly.

After the books were audited and the facts established, Business Agent Al Bogan was asked to resign. At a membership meeting, the local requested the International to assign an organizer to set the local's affairs straight. Brother Max Roth was designated by the International to take charge of Local 86.

Within a short period of time, the entire office was reorganized. An accurate bookkeeping system was installed with quarterly auditor's reports. Dues payments, per capita and assessments were brought up to date. Complaints are attended to. Membership, executive and shop meetings are held regularly. The provisions of the agreement are enforced, including reinstatement of discharged workers and the establishment of an unemployment registration system which places workers on jobs according to the list on a rotating principle. Today, Local 86 is once again a healthy, functioning organization that deals properly with the affairs of the union and knows how to protect the interests of its membership. The record since the last Convention shows that the Cleveland local achieved a number of important gains and that the working conditions of its members today are the best in the history of the local.

Local 86's agreement with the Wholesale Fur Manufacturers Association was renewed in July, 1939, with a 5 per cent wage increase, 35-hour week, six holidays with pay and a union label on all fur garments and trimmings. The retailers' agreement did not expire until June, 1940. Main union demands for the new retail contract were the wage increase and a 35-hour week. The agreement with the large shop of Engel & Fetzer expired in the spring of 1940. The firm balked particularly on the demand for a 35-hour week agreement. Since Engel & Fetzer is the largest retail shop in Cleveland, its agreement would affect all the retailers. Although the agreement expired March 1st, the union did not renew the Engel & Fetzer agreement for several months.

In July, Local 86 won its first 35-hour week agreement with a retailer after a 20-day strike at Liberty Fur Company. In August, the union won the 35-hour week and a 5 per cent increase in wages after a 19-day strike against I. J. Fox. Vice-President Butkowitz of Boston Local 30 and Max Stepansky of Philadelphia Local 53 helped arrange the conference which led to the settlement of this strike. In September, after negotiations which had lasted several months, Local 86 renewed its agreement with Engel & Fetzer establishing the 35-hour week. Other points of the

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agreement included one week's vacation with pay, minimum guarantee of 38 full weeks of work, upward revision of wages during each year of the agreement and job security for returned volunteers and draftees. The Engel & Fetzer agreement also obligated the firm to give to any employee who volunteered or who was drafted into the Army a sum equivalent to the amount the government pays its soldiers, approximately \$343.00 each year.

At present, the 35-hour week, closed shop, paid holidays, etc., are a part of all Cleveland agreements. The wholesale agreement was renewed in June, 1941, with a wage increase of 10 per cent. An additional wage increase of from \$1 to \$3 was again obtained in October, 1941, for the retail workers. Their agreement expires September, 1942. Vice-President Feinglass, Manager of Local 45, contributed a great deal to the successful activities and accomplishments of this local.

Organizer Max Roth has given considerable time to organizing the unorganized workers of two leather plants. This drive is still going on.

DETROIT LOCAL 38

The growth and progress of Local 38 has been difficult and slow, but steady. New shops were organized and brought under union contract each season. In the majority of cases, open-shop employers in Detroit agreed to collective bargaining with their workers only after bitter strikes. The outstanding achievement of the Detroit local, since the last Convention was the organization of Newton Annis, the largest and oldest open-shop manufacturing establishment outside of New York. This agreement was signed in July, 1941, after an eight-day strike. Under the agreement, approximately 70 workers received wage increases of from \$3 to \$6 weekly for skilled workers and from \$2 to \$5 for unskilled; one week's vacation with pay; two weeks' severance pay, job security for draftees and volunteers; union hiring; seniority; and other union conditions.

Some of the other important strikes conducted by Local 38 since the last Convention are:

August, 1939, a seven week strike of 34 workers against a 15 per cent wage cut by Sally's Fur Studio. The wage cut was withdrawn. Subsequently, the union collected \$1,771.63 back pay for twenty-two workers.

September, 1940, a one month strike at Ideal Fur Company—settled with wage increases of from \$2 to \$4 per week, 40 hour week, time and one-half for overtime, 6 legal holidays with pay.

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October, 1940, a one month strike at Lloyd's Furs—settled with a reduction of working hours from 48 to 40 hours a week without a reduction in the weekly pay and with upward adjustment of wage scales.

In July, 1941, a two week strike at Wellman's was settled with increases from \$5 to \$6 weekly, closed shop, etc.

All agreements renewed by Local 38 during this period provided wage increases for the workers. Today, Local 38 has organized a large majority of Detroit fur workers and is well on its way to 100 per cent organization. In many of its strikes, the local encountered injunctions, arrests and other difficulties. Nevertheless, every strike was carried through to a successful conclusion. For a long time, the Detroit organization was unable to support itself financially because of the organizational problems it faced. Local 38 is fast becoming able to stand on its own feet.

At the same time, Manager Harry Rothenberg and other Local 38 officers contributed their time and energy to assisting the organization and establishment of a leather local in Detroit. Local 96's members comprise workers of four shops making finished leather products. These four shops employ approximately 1,200 workers. All are now under union contract. All obtained wage increases and other improvements.

Local 38 is active in the Wayne County Industrial Union Council.

Vice-President Feinglass constantly guided this local, assisted in all its negotiations and helped the local in every struggle.

MILWAUKEE LOCAL 99

Local 99 obtained a 35-hour week in its 1938 agreement. The contract was renewed in 1940, retaining the 35-hour week and all other gains of the previous agreements, and winning wage increases as high as \$5 per week in some instances. A number of open shops were organized and brought under union contract since the last Convention. The newly-organized workers received wage increases as high as \$13 per week, reduction of hours to 35 hours a week, legal holidays and vacation with pay, and other gains. The Milwaukee fur workers have experienced many difficulties from short seasons of work and prolonged unemployment. Last year, the workers obtained a 10 per cent increase in wages, due to the high cost of living, although they have no such provision in their agreement.

George Bradow, formerly Business Agent of Chicago Local 45, was in charge of Local 99 from June, 1939 until October, 1941. At that time, he was appointed organizer in the leather workers' drive and Sister Katherine Hartmann was elected Business Agent of Local 99. The

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officers and active members of the Milwaukee fur local have contributed a great deal of time and energy to the leather organizing drive and were instrumental in organizing several plants.

The Milwaukee local has been especially active in legislative, educational and welfare work. It participated in the work of the CIO and the Progressive Political Federation. Brother Bradow is a member of the State and City Executive Committees of the Industrial Union Councils.

Educational programs and forums are held during the slack season. Labor movies have been shown. A women's club was organized. It carried on welfare, educational and social activities.

The membership is strongly anti-Nazi and anti-fascist. Even before the war, Local 99 actively fought reactionary activities of pro-fascist organizations. The Milwaukee fur workers are showing their support of the program of the General Executive Board by buying bonds and savings stamps; contributing to the USO and war relief agencies and participating in civilian defense work.

Our German-American members in Milwaukee realize that the war to defeat Hitler is a war of liberation for the German people. Loyal Americans, they are active fighters for democracy. Vice-President Feinglass assisted this local in all of its negotiations and has constantly visited and helped the local.

MINNEAPOLIS LOCAL 71

Immediately after the last Convention, under the leadership of Vice-President Abe Feinglass and Local Manager Luverne Noon, Local 71 entered into negotiations with the wholesale manufacturers for a wage increase. After protracted negotiations, the wage increases were arbitrated. The union won an increase of approximately 7½ per cent. Although the retailers' contracts did not expire until 1940, the union obtained raises of from \$1 to \$3 per week for most of the retail workers.

All contracts with the Minneapolis employers expired on April 1, 1940. Represented by notoriously anti-labor individuals, the employers decided to fight the union. The local was forced to declare several key shops on strike in the beginning of September. The strike was conducted very militantly and effectively. After ten days, the strike was settled with wage increases of from \$1 to \$3 per week in the wholesale line, 5 per cent in the retail line, one week's vacation with pay for all workers, six holidays with pay, a better closed-shop clause and other important gains. Negotiations with the department stores followed and an agreement was concluded with the same conditions obtained in the Association contracts. A newly-established Clenagizing Company was

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organized and a closed-shop contract obtained with wage increases of from \$4 to \$7 a week.

Local 71 carried on a program of education, entertainment and sports, sponsoring many social affairs, parties and dances. It organized women's and men's bowling teams, ball teams, hikes and sleigh rides. The local is affiliated to the CIO State and City Industrial Union Councils, is a member of Labor's Non-Partisan League and has been active in the Farmer-Labor Party of Minnesota. Brother Luverne Noon was Secretary of the CIO Industrial Union Council and chairman of the CIO Board of Business Agents. He is a member of the Minnesota State Apprenticeship Board appointed by the Governor.

ST. PAUL LOCALS 52 and 57

The agreements of Locals 52 and 57 of St. Paul expired in March, 1940. Vice-President Michael M. Mandl, manager of the St. Paul locals, conducted a number of conferences with the employers for the renewal of the contracts. When negotiations began, the employers insisted upon a reduction in the wage scale and elimination of one paid holiday. After a series of negotiations, a two-year contract was finally concluded. It retained all provisions of the previous agreement and provided for a wage increase in September, union label on all skins, union hiring, no work or cleaning to be sent out of the city and other gains. In August, 1941, a 10 per cent raise was obtained for all workers under a cost-of-living clause. In September, 1941, members of Local 52 and 57 employed in the department stores won wage increases of from 7 to 18 per cent, one week's vacation and sick leave with pay.

The only fur dressing and dyeing shop in St. Paul was organized in May, 1941. This shop had operated for 30 years as an open shop. With the assistance of Vice-President Feinglass, a one-year closed-shop contract was concluded with wage increases ranging from \$4 to \$10 per week, 40-hour week, free boots and aprons, important improvements in sanitary facilities and other union conditions. An additional 10 per cent increase in wages was obtained for this shop in September.

Local 52 established a sick benefit fund. The St. Paul fur workers are active in the movement for progressive legislation. Chairman of the St. Paul Joint Board Locals 52 and 57, Brother Joseph Prifrel, was elected to the State Legislature as a candidate of the Farmer-Labor Party. His record as labor's spokesman in the Minnesota Legislature is a credit to our union and the whole labor movement.

The membership of Locals 52 and 57 are buying defense bonds and participating actively in civilian defense.

DULUTH LOCAL 94

Shortly after the last Convention, in June, 1939, a wage increase ranging up to 15 per cent was obtained for members of Local 94 as a result of negotiations with the Duluth employers. The agreement expired in 1940. After several conferences, it was renewed with increases of \$2 for finishers, cleaners and nailers and an increase of \$1 for all other workers, closed shop, 40-hour week, six legal holidays with pay, union label, cost-of-living clause and other important provisions.

The local is active in the CIO Council and has made many important contributions to the labor movement of Duluth. Local 94 had the able guidance of Vice-President Mandl in its major negotiations. Vice-President Mandl of St. Paul visits the local often and assists it in its activities.

RAW FURS SCRAPERS LOCAL 31

The fur scrapers employed by the raw fur merchants of St. Louis were organized and have union agreements for the past few years. In February, 1940, after a five-week strike, they renewed their agreements with a 12½ per cent wage increase. In June, 1940, a union contract was obtained for the workers of Minner & Company with increases of \$4 per week, six holidays with pay, 40-hour week, etc. To avoid jurisdictional conflict with workers in the hide department of the same company, a joint agreement was signed with the company by Local 31 and Packing-house Workers Local 45, AFL. Local 31 has jurisdiction in the scraping, fur and wool departments.

In January, 1941, the agreements were renewed with 12½ per cent increases and other gains. In January, 1942, the agreements were renewed again with an increase of about 15 per cent on all piece-work rates and a \$10 a week increase for time workers.

ST. LOUIS LOCAL 89

Local 89 of St. Louis was chartered by the International April 15, 1940. Organizer Jack Flier was in charge. An organizing committee was set up. Workers were visited and signed up. Since the organizing drive began during the slack season, the local conducted classes in trade unionism to train newly-recruited members and prepare them for the coming season. As soon as the organizing drive started, the employers retaliated by harassing Organizer Flier. Detectives broke into his room at the YMCA repeatedly in the middle of the night. Under threat of a bullet in his back, they ordered him to leave town. Detectives walked in on union meetings on other occasions and arrested Brother Flier sev-

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eral times. However, the union carried on its activities despite this intimidation.

In July, 1940, the union won its first retail contract with the Higgins Fur Co., which employed 22 workers, after a short strike. The contract stipulated wage increases of from \$2 to \$5, union shop, reinstatement of five union members, reduction in the work week from 46 to 44 hours and other important gains. The union signed up Klein's Department Store which employed 11 to 14 workers and won a union shop, 52 weeks guarantee of work, one week's vacation with pay and from \$5 to \$7 wage increase for all workers. The union then concluded agreements with a number of small shops and obtained improvements in each one. Organizing activities continued in 1941 and additional shops were signed up.

Brother Flier was transferred to Chicago in the fall of 1941. Brother Larry O'Toole replaced him as organizer. Early in 1942, Organizer O'Toole entered the merchant marine to serve the United States Government. Vice-President Feinglass assisted the local in its organizing drive and negotiations.

MIDWEST REGIONAL CONFERENCES

Three Midwest Regional Conferences of fur and leather locals were held since the last convention. The first was held in Cleveland in November, 1940, and the second and third in Chicago in June, 1940 and October, 1941. The main task facing all three conferences was the planning and intensification of organizing drives in Midwest leather. Each one provided real impetus for the drive, the results of which we can already see today.

At the third conference in Chicago, in October, 1941, there was a total of 77 delegates who represented 22 fur and leather locals from Ohio, Michigan, Illinois, Wisconsin, Indianapolis, Minnesota and Missouri. Among the International officers who attended the various conferences were: International President Ben Gold; General Secretary-Treasurer Pietro Lucchi; Vice-President and General Organizer Myer Klig; Leather Division President Augustus J. Tomlinson; Leather Division Secretary-Treasurer James J. Chenery; and Vice-Presidents Samuel Burt, Harry Beagoon, Abe Feinglass, Samuel Mindel and Michael M. Mandl.

SAN FRANCISCO LOCAL 79

Local 79's agreement with both the wholesale and retail employers expired June, 1939. Conferences for renewal ended in a complete deadlock. At Local 79's request, Vice-President Samuel Burt was sent to San Francisco by the International. After a number of conferences, during which period new members were recruited into the union, the con-

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tract with the Wholesalers Association was renewed with a wage increase of 8½ per cent, closed shop, equal division of work, 35-hour week, two holidays with pay and other important provisions. Subsequently two more holidays with pay were added, making a total of four. The retailers' agreements were renewed with practically the same gains. The fur workers of Oakland, who had received a 5 per cent increase the previous season, also obtained a 5 per cent increase during 1939.

The agreements of Local 79 were renewed in August, 1941 for a three-year period. Wages were increased \$3 and \$6 a week, an average of 12½ per cent. The minimum wage scale for cutters is \$59.50. The agreement also includes a clause permitting the wage question to be reopened each year, no discharge after a four-week trial period, 18 weeks' equal division of work, seven legal holidays with pay, unemployment insurance to be carried by all employers and other important gains. Oakland workers received increases of 12½ to 16 per cent shortly thereafter. The increases of the San Francisco workers were retroactive to July 1st.

Under the leadership of Manager Weitzman and the local Executive Board, Local 79 was able to settle all complaints and to prevent violations of the agreement during the past three years. Discharged workers were reinstated. Back pay was collected for holiday work and division of work was enforced. From one firm alone, \$1,750.00 was collected for five workers who had been paid straight time for overtime work. Local 79 is active in the CIO and in Labor's Non-Partisan League. In the early part of 1942. Local 79 moved its union headquarters to the new CIO building in San Francisco.

LOS ANGELES LOCAL 87

Local 87 experienced many difficulties since the last Convention. A number of militant shop strikes were conducted both in newly-organized shops and for renewal of agreements. These strikes were settled victoriously in practically every instance. The workers won increases as high as 20 per cent and other union conditions.

Local 87 signed 37 shop contracts including 12 newly-organized shops in July, 1940. All provided a 10 per cent wage increase. A number of jobbers were signed up. They agreed to buy only from union shops. The standard union agreement provided closed shop, 35-hour week, seven legal holidays with pay, curbing of contracting and the following minimum wage scales:

	First Class	Second Class	Coney
Cutters	\$60.00	\$54.00	\$45.00
Operators	51.00	47.00	40.00
Nailers & Squarers	46.00	37.50	35.00
Finishers	45.00	36.50	32.50

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Although most agreements cover a period of two years and expire in 1942, Local 87 was able to obtain a 10 per cent annual increase for all workers in August, 1941. Los Angeles' fur trade is not very large. Shops are relatively small and the type of work is very diversified. At present, Local 87 has approximately 53 signed agreements.

The hardest fought strike of Local 87 was the strike against the Rose Ann Sitkin Company. It started in September, 1939. The firm refused to bargain collectively with its workers or to negotiate an agreement with the union. The Rose Ann Sitkin strike was conducted very militantly with daily picketing. When Mrs. Sitkin tried to stop the picketing through an injunction, the judge refused to grant it on the grounds that her refusal to bargain collectively made her come into court with "unclean hands" and therefore she was not entitled to consideration. Local 87 then reversed the legal process and asked for an injunction against Mrs. Sitkin, which would compel her to negotiate in good faith with the union until a collective bargaining contract is concluded. This injunction was granted. The injunction ordered the firm to negotiate with the union. To avoid a contempt of court charge, Mrs. Sitkin began phoney negotiations, refusing to concede anything whatsoever. The strike continued for two and one-half years. A damage suit was filed by Local 87 against Mrs. Sitkin for contempt of court and failure to negotiate in good faith. After the attack on Pearl Harbor, the picket line was withdrawn and the people went back to work.

Local 87 made an effort to conduct educational, social and sport activities for its members. It has a functioning ladies' auxiliary. It participates actively in the CIO.

The General Executive Board notes with profound regret the death of Brother Max Suroff on November 23, 1940. Brother Suroff was a charter member of Local 87 and a veteran of decades of struggle in the ranks of the fur workers' union. A memorial meeting was held to honor his memory.

TORONTO LOCALS 35, 40, 65 and 100

The Toronto organization faced a difficult situation during the past three years. Canadian trade unions were greatly affected by the entry of Canada in the war. Our organization was confronted with the additional difficulty of struggling against the AFL dual union headed by the Federman scab outfit which was expelled from our International for racketeering.

Wartime conditions made it impossible for representatives of our International to visit Toronto to assist the organization. The lack of such personal guidance increased the difficulties of the Toronto union. At the same time, it must be borne in mind that Brother Joe Starr, the

Joint Board and Executive Board members, and the rank and file leaders of the union, are young and had to acquire the necessary experience to cope with such extremely difficult conditions.

In spite of this situation, the Toronto organization recorded many gains, although, frankly, not yet to the complete satisfaction of its membership and the General Executive Board.

One of the chief problems of the Toronto organization was the renewal of its collective contract in the beginning of 1940. Vice-President Klig was directed to assist the Toronto locals in their negotiations with the employers. Negotiations were carried on for more than two months. Despite the treacherous activities of the Federman gang, the union concluded an agreement with the employers in June, and obtained a wage increase of 7½ per cent, closed shop, and all other provisions of the former contract.

Since the renewal of the agreement, the Toronto locals conducted a campaign for further wage increases and enforcement of the contract.

It is our opinion that a more practical and more constructive form of organization of the Toronto locals is imperative in order to enable the union to render more efficient service to the membership and further improve their working and living conditions.

Our Toronto locals give full support to the Canadian Government in its war effort. Our members are buying Canadian Victory Bonds, are giving blood and participating in all relief and defense activities. The membership of the union contributed a half-day's pay to the Canadian Red Cross.

To illustrate the difficulties under which our Toronto organization has worked, it will be sufficient to cite the fact that until recently, some militant Canadian trade unionists were interned in camps. A number of representatives of international unions of the United States who came to assist their local unions in Canada were jailed without any charges or trials.

There are indications that the tension and restrictions have eased up and a better attitude is displayed by the Canadian Government towards the labor movement. The Canadian Government is rapidly being convinced that the labor movement, which has already contributed a great deal to the successful prosecution of the war, is vitally concerned with the victory over fascism. With the improved relations between the government and labor, it will be possible for our International to visit Toronto more often and give necessary assistance and guidance in its complicated tasks.

Vice-President Roy visited Toronto several times. He met with the

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staff of organizers, addressed Joint Board and mass meetings, and assisted them in solving their various problems.

In February, 1942, after an interval of two years since the last visit of Brother Klig, Vice-Presidents Samuel Burt and Samuel Mindel visited both Montreal and Toronto. Their visit to both cities was of great organizational value. They met and consulted with the officers of the locals, the Joint Boards, many active workers and addressed the membership in Montreal and Toronto. Subsequent reports prove that the constructive plans they worked out for the activities of the manufacturing and the dressing and dyeing branches of both cities are gradually being put into effect.

Vice-Presidents Burt, Mindel and Roy encouraged the workers of Montreal and Toronto to continue their assistance to the Canadian Government for the successful prosecution of the war. Following the instructions of the Sub-Committee, the Vice-Presidents bought Canadian Victory Bonds for the International Union totaling \$1,100. Brother Roy accompanied Brothers Burt and Mindel to Toronto, and, as usual, his valuable assistance was highly appreciated.

TORONTO FUR DRESSERS and DYERS LOCAL 58

Local 58 has always been distinguished for its excellent and loyal membership. Despite all the hardships of this local, as part of the Canadian labor movement, and despite the fact that some of the shops controlled by Local 58 moved out of Toronto, the organization maintained its positions. In May, 1940, the local renewed its agreements and obtained an increase of 7 per cent. In October, 1941, the local obtained an additional increase of 8 per cent.

Brother Naidenoff, who was released from activity for quite some time because of ill health, returned to the industry. The locals have great respect for and confidence in Brother Naidenoff. He was elected by the members as their organizer. Brother Naidenoff is making a successful effort to organize all dressers and dyers of Toronto. Under his able leadership, there is no doubt that Local 58 will gain new members, new strength, will improve the conditions of its membership, and also render assistance to the Montreal organization which is likewise conducting a drive to organize the unorganized dressers and dyers.

MONTREAL LOCALS 66 and 67

The Montreal organization recorded the greatest achievements in the history of the fur workers of that city. Since the last Convention, this union has been recognized as one of the best mass trade unions in the

Province of Quebec. The wages and conditions of the fur workers are the best in that Province. The Montreal union won the respect of the entire labor movement and even of its enemies.

Under the experienced leadership of Vice-President Albert Roy, the Montreal organization solved many complicated internal problems, solidified the ranks of the membership, and increased the strength and prestige of the organization. Locals 66 and 67 more than doubled their membership during these three years. The local established a splendid record in successfully enforcing the contract and union conditions. Organizers Coutourier and Feldman, under the guidance of Brother Roy, distinguished themselves by their tireless activities.

The members' loyalty to the Montreal union and to the International, their appreciation of the excellent work of the union leadership and the union's constructive activities and accomplishments, were expressed in various forms. They consistently supported the union financially. Since the last convention, for the first time in 25 years' existence of the Montreal union, it placed itself in complete good standing with the International through prompt and regular payment of its per capita. In contrast to its past financial status, and despite the fact that the union at present has more spacious headquarters and generally greater expenses, it has no debts whatsoever and meets all its financial obligations. The outstanding new feature in the financial status of the Montreal union is that, for the first time it has accumulated a large fund. The financial improvement in the Montreal union is without doubt a sign of the generally healthy condition of the organization.

The agreement between the employers and the Montreal union expired on March 4, 1940. The situation was quite serious. Canada was at war. At the same time, one of the most reactionary and vicious Premiers of the Province of Quebec, the infamous "*padlock*" Duplessis, was still in power. Under the regime of this reactionary Premier, the trade unions, and particularly progressive labor organizations, had been persecuted. The closed shop had been prohibited. This was the background in which the negotiations for renewal of the agreement took place.

Vice-President and International Organizer Myer Klig assisted the organization in its efforts to renew the contract. After months of negotiations, the agreement was finally renewed in May, 1940. The outstanding victory of the Montreal fur workers were the wage increases obtained. These ranged from 10 to 15 per cent. The agreement was unanimously ratified by the Montreal membership.

The agreement did not provide a cost-of-living clause. The union, nevertheless, reopened negotiations for wage increases for the workers in the summer of 1941. As usual, the Manufacturers Association refused to grant the union's demands. After weeks of negotiations, they finally

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agreed to wage increases ranging from \$2 to \$5 per week. These were obtained shop by shop instead of through a collective increase. This was the first time the Montreal locals obtained increases during the life of an agreement.

As a result of the union's energetic activities, \$6,584.58 back pay was collected for workers of the wholesale section in the 16 months' period of August, 1940 and December, 1941.

One of the outstanding accomplishments of the Montreal union, under the leadership of Vice-President Roy, was the organization of the Jewish fur workers into a special Jewish-speaking branch of the fur workers' union. The overwhelming majority of the Jewish workers who joined the union, personally and through letters to the International President, expressed their appreciation to Brothers Roy, Feldman and Coutourier. They commended the patient work of the officers in unifying the French and Jewish workers for better working and living conditions and for a stronger union for all.

The General Executive Board considers this as a valuable and constructive contribution to the entire labor movement.

The leaders of the Montreal organization made great strides in mobilizing its membership for support of the Canadian Government's war effort. The locals and the membership bought Canadian Victory Bonds. The membership assessed itself one day's pay for the war victims of Great Britain and the Soviet Union. They have also taken part in various other activities to support the war.

Montreal fur workers conducted many educational, social and recreational activities. Outstanding, was the Twenty-fifth Anniversary Banquet held at the Hotel Mont-Royal in October, 1941, which was attended by a large number of members and representatives of the Canadian labor movement.

Through the efforts of Brother Roy, very favorable publicity was obtained in the Canadian press on the war relief activities of our union and the constructive program announced by the visting Vice-Presidents. On a previous occasion, Vice-President Roy arranged a highly successful press conference to acquaint the newspapers with the International Union's war policy. Brother Roy also exhibited to the newspapermen photostatic copies of the two checks of \$50,000 each contributed to British and Russian War Relief by the Joint Council of New York. Even the most conservative newspapers in Canada commented very favorably on the war relief activities of the International and the local unions in Canada.

Brother Roy visits Quebec quite frequently. On these visits, he meets with the workers and is of great assistance to Brother Perron with his

Leather Division

work. Brother Roy brought the matter of the National Syndicates to the attention of the Minister of Labor who has promised to give it consideration.

MONTREAL LOCAL 54

Under the direction of Vice-President Roy, an organizing drive was started in the fall of 1941 among the fur dressers and dyers of Montreal. The International is giving substantial financial assistance to this drive. Organizer La Salle was appointed to assist Organizer Coutourier. Committees of active members assist the organizers in visits to the workers' homes after work. Many contacts were made and new workers signed up. There is every indication that the organizing drive will be successfully completed in the coming season.

QUEBEC LOCAL 68

Fur workers of Quebec under the leadership of Organizer Francis X. Perron and constant guidance of Vice-President Albert Roy, experienced many difficulties arising from the existence of the so-called National Catholic Syndicate. Although a large number of workers including the best mechanics were members of Local 68, nevertheless, in August, 1940, the Quebec Fur Manufacturers signed an agreement with the Catholic Syndicate. This agreement provided a raise which amounted to only \$1 per week for women and \$2 per week for men. First-class cutters, however, were reclassified as second class. This, in effect, meant a reduction in wages. After several interviews with the Minister of Labor, representatives of Local 68 succeeded in amending several clauses of the agreement and re-established the previous classification for cutters. These amendments were finally endorsed by the government and became binding upon the employers. The Quebec fur workers know that only by certification of our International Union as their collective bargaining agent, will their working conditions be improved and a satisfactory agreement obtained.

Since the last convention, three important Canadian Conferences were held in Montreal, Canada; Saratoga and Lake Placid, New York. The conferences were attended by President Gold, Secretary-Treasurer Lucchi, Vice-Presidents Begoon, Klig, Burt and Mindel of New York and by Vice-President Roy and representative committees from Montreal and Toronto locals. Constructive organizational policies were mapped out at these conferences, contributing greatly to the work of the Canadian locals.

ACTIVITIES IN LEATHER

Every delegate to this Convention received a copy of the report submitted to the Leather Division Convention of our International Union

Leather Division

which was held on April 24th. This detailed report deals with the activities, struggles and accomplishments of our union.

It will be recalled that at our 1939 Convention, in the course of discussing the proposal to merge with the leather workers, the Convention took note of the tremendous difficulties involved in undertaking to organize the leather workers. We recognized the AFL's wretched failure to organize this industry. Independent unions which sprang up from time to time during the course of the past 50 years, failed to organize the leather workers. Even the CIO National Leather Workers Association, with its main base in Massachusetts, failed to build a national organization, despite the fact that it existed in a period when millions of unorganized American workers swelled the ranks of the CIO in an unprecedented manner.

The 1939 Convention noted the fact that the leather industry was infested with company unions organized by the employers, their lawyers and foremen to prevent the organization of a genuine union. At that Convention, some delegates doubted whether our International Fur Workers Union was prepared with sufficient funds and organizers to undertake such a great task, particularly because the industry was controlled by monopolists and traditionally anti-union employers.

Our union's task was even greater, since the small leather workers organization of 1939 had no national organizational apparatus to speak of. (The one national organizer subsequently had to be removed because of dishonesty.) It had no funds. Many of its locals were defunct, others greatly weakened by prolonged and difficult strikes.

According to the report of Daniel J. Boyle, then secretary-treasurer of the National Leather Workers Association, of 14 local unions existing at that time, less than half functioned. There was a dues-paying membership of less than 5,000.

We can report to this Convention that our union accomplished this difficult task. For the first time in the history of the leather industry, there is a powerful leather workers mass organization. Practically all of the 14 old locals at present are well-functioning organizations. In the past three years, 42 new locals were organized and chartered by our union. This makes a total of 56 active local unions in 15 states and in the Canadian Province of Ontario.

Every local obtained union agreements with its employers. Through these new agreements and renewal of every old agreement, the workers won substantial wage increases. During 1941 alone, wages of the organized leather workers were increased by over \$5,500,000 annually.

Leather Division

LEATHER DIVISION'S GROWTH

The Leather Division's membership is now more than 30,000 and growing every month. This is an increase of 400 to 500 per cent compared with the membership of three years ago.

Eighteen local and shop strikes were conducted in the past three years. Every strike was won.

In New England, we now have eight locals instead of five. The Atlantic Seaboard area, instead of four locals, now has 12. Western Pennsylvania and upstate New York now have 18 functioning locals instead of three defunct locals. The Midwest has 14 functioning locals. There are three new locals in Canada and 1 on the Pacific Coast. Leather locals participated in 48 elections of which we won 42 and lost six. Most of the elections were won with big majorities.

Almost all organized leather workers now receive a week vacation with pay. Practically all agreements stipulate a union shop, 40-hour week, time and one-half for overtime, job security, cost-of-living clause, free rubber boots, gloves and aprons and many other improvements in working conditions.

Sixteen full-time organizers are on the International payroll. They give their full time to the leather drive. In addition to these organizers, Vice-Presidents Klig, Feinglass and Burt, General Organizer Brownstone, Chicago Local 45 Business Agent Goldstein, Harry Rothenberg of Detroit, Ernest Moyer of Easton, Pa., Leon Straus, of Local 125, J. Miller, of Los Angeles, and almost the entire staff of organizers of the Fur Division, shared in the responsibility of organizing this union. The excellent work of Vice-Presidents Klig and Feinglass and Organizer Brownstone deserves special praise.

Three years ago, the leather division was involved in numerous protracted labor board cases and court appeals. Today every case has been settled, the overwhelming majority in favor of the union. In six of these labor board cases, 20 workers were reinstated with awards of \$17,850.33 back pay.

The growth of this new mass organization, the sound condition of its locals and the response of the workers, can best be illustrated by the finance report submitted by Secretary-Treasurer Pietro Lucchi. In 1939 in addition to its per capita to the CIO, the Leather Division contributed \$1,400 for organization purposes. In 1940 it contributed \$7,458.60. In 1941, it contributed \$44,431.12. These figures tell the story of the rapid growth of this young organization.

The increases obtained are concrete evidence of the gains won by the workers, and offer proof that the newly-organized union of the leather workers follows in the footsteps of the most progressive trade unions.

Fur and Leather Worker

ACHIEVEMENTS IN LEATHER

In the opinion of the General Executive Board, this Convention and the entire fur workers' membership may well be proud of this achievement. It is one of the most important contributions our union has made to the labor movement. It is of invaluable benefit to the tens of thousands of leather workers who formerly worked under non-union conditions for low wages, under the whip of company unionism, without any protection whatsoever. The improved working and living conditions are an achievement for the wives and children of these leather workers who are entitled to a better livelihood. The organization of the leather workers union and the substantial economic gains of its membership are a contribution to the living standards, health and welfare of the people of our country. The funds spent to organize leather workers, the energy and ability of our vice-presidents and organizers, were invested in a splendid undertaking. The reward is invaluable. The organization of the leather workers will forever remain a source of pride to our organization. Where the AFL failed in the past 50 years, where the independent unions failed, our union, in conjunction with the leather workers and their organizers, was victorious.

Considering that this union was built at a time when our organization was faced with vast unemployment as in 1939, and with vicious attacks from the enemies of labor at a time when a group of our most experienced and able leaders were in jail—at a time when reaction swept the country—the organization of the leather workers union may well be considered an outstanding accomplishment of our International Union.

We are confident that the Convention will go on record instructing the incoming Board to continue its work and assistance to complete the organization of the unorganized leather workers, to strengthen the leather workers' union and solidify the friendship and cooperation in the ranks of the fur and leather workers.

The General Executive Board extends its wholehearted appreciation to all organizers who helped organize the leather workers' union. It particularly thanks Vice-Presidents and Organizers Klig, Feinglass and Brownstone, who, in addition to performing their duties to the fur workers honorably, contributed a great deal of time, energy and ability to guide and assist the leather workers in their many problems.

FUR and LEATHER WORKER

The *Fur & Leather Worker* is one of the many outstanding contributions of our union. This monthly publication can be counted among the most effective weapons of our organization. All phases of the complicated activities, hardships, struggles, strikes, settlements, economic

Fur and Leather Worker

gains, organizational accomplishments, and the growth and expansion of our International Union are reflected in the *Fur & Leather Worker*.

Our International publication fulfills its tasks to the deep satisfaction of our entire union. While it is true that the task of a publication of an International union is mainly to report on the activities and achievements of the organization, the *Fur & Leather Worker* has become much more than a mere reporter. In fact, it is one of the best organizers of our union. The paper is mailed to almost all our union members. It enables them to know the work and policies of our organization and its accomplishments. Through the *Fur & Leather Worker*, our members learn to appreciate the union not only from the viewpoint of their own interests, but also of the interests of the entire membership.

The *Fur & Leather Worker* reached many thousands of unorganized leather workers and carried the message of our union to them. Special articles, appealing to these unorganized workers to join our ranks and pointing out the advantages of organization, proved to be of real assistance to our organizers in the field. Thus, our publication can be considered as one of our organizers, with this one distinguishing difference, that it is able to speak to workers in many different states, different cities, and different plants at one and the same time. Moreover, our paper is read by the wives and children of our workers. Thus, the role of our union is brought home both to our members and their families.

The *Fur & Leather Worker* exposed the organized and systematic attacks of the appeasers upon labor and national unity, unmasked the tory politicians, agents of the monopolies and employers, who persist in vicious attempts to undermine the trade unions and deprive the workers of their constitutional rights and economic gains. It consistently fought the conspiracies of the poll-tax tories to introduce reactionary and fascist legislation to shackle labor. It was instrumental in uniting and rallying our membership in defense of their union and their human rights. Thus, the *Fur & Leather Worker* fulfilled a valuable task as educator and mobilizer of our workers' resistance against the labor-baiters who utilize their government positions in the interests of the profiteers.

Our publication distinguishes itself with its courageous struggle against every form of discrimination and oppression practiced against the Negro people. It fights anti-Semitism and all other efforts of reactionary individuals and organizations to foster racial hatred and pave the way for fascism. It struggles unflinchingly for preservation of our democratic institutions and the civil and human rights of the American people.

Particularly since the treacherous attack upon our country by the fascist Axis powers, the *Fur & Leather Worker* has devoted many of its pages to mobilize our membership for systematic and effective support

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to our government's efforts for successful prosecution of the war. One of the most distinguishing features of our publication is its forthright position on all problems that concern the well-being of American labor and the American people. Thus our publication has already established a splendid record of sincere and loyal service to the people.

In sharp contrast to most of the daily, weekly and monthly newspapers and magazines controlled and utilized by the monopolies to protect the privileges of the rich minority at the expense of the overwhelming majority of toilers—in sharp contrast to their publications that distort the truth, misrepresent the facts, demagogically spread poisonous labor-baiting propaganda, confuse public opinion and whip up anti-labor hysteria, extol reactionaries and reactionary legislation, disrupt national unity and so undermine the nation—the *Fur & Leather Worker*, as a progressive trade union paper, renders a distinct service to the nation by its sincere and consistent work as an organizer and educator of the workers and their families, and as a champion of national unity, democracy, progress and true Americanism. The General Executive Board is justly proud of the work of this young member of our family, the *Fur & Leather Worker*.

Editor George Kleinman, a member of Cutters Local 101, was a cutter for many years. He devoted a great deal of hard work to make the paper what it is. He is assisted by an able and highly responsible staff.

The circulation of the *Fur & Leather Worker* has more than doubled in the past three years. Although the membership mailing lists of the local unions are still incomplete, 65,000 copies were published and circulated in April, 1942. The list is growing at an average rate of 1,000 each month. The *Fur & Leather Worker* is mailed to our members in the armed forces.

Conscious of the value of this publication, it will be the duty of the incoming General Executive Board to continue improving the paper both in content and form and to enable it to continue its valuable service to our membership to an even greater and more effective degree.

CONGRESS of INDUSTRIAL ORGANIZATIONS

Our union sent delegates to each of the CIO conventions for the last three years. Our delegates to the 1939 San Francisco Convention were Ben Gold, Harry Begoon, Irving Potash and Samuel Mindel. At the Atlantic City Convention of 1940, our union was represented by Ben Gold, Pietro Lucchi, Harry Begoon, Samuel Burt, Myer Klig, Samuel Mindel, Abe Feinglass, James J. Chenery and Daniel J. Boyle. Delegates to the 1941 Convention in Detroit were Ben Gold, Pietro Lucchi, Joseph

Appreciations

Winogradsky, Samuel Mindel, Abe Feinglass, Samuel Burt, Myer Klig, Augustus J. Tomlinson and James P. Chenery.

President Ben Gold was re-elected at each convention as a member of the CIO Executive Board. Our delegates were on a number of committees at each convention.

Our International has been in full agreement with and rendered whole-hearted support for the progressive political and organizational policies of the CIO during this entire period. On June 15, 1940, our General Executive Board endorsed the "Declaration of the Executive Board of the CIO on National Defense" adopted earlier that month by the CIO, subsequently published in full in the *Fur & Leather Worker*. Our General Executive Board approved unanimously the CIO Resolution on Foreign Policy adopted at the 1941 Convention and endorsed the Murray Industrial Council Plan. Our union is giving complete and enthusiastic support to the CIO's policy of all-out support for the government's war effort.

APPRECIATIONS

The General Executive Board, at this our Fourteenth Biennial Convention, takes pleasure on this special occasion in expressing its sincere appreciation to the many individuals and organizations in the labor movement who have so ably demonstrated their devotion to labor's fight for its rights, to the great principles and traditions of freedom, liberty and progress for which our union and all progressive people stand, by rendering valuable services and extending cooperation to our membership, our local unions and our International. We wish particularly to express our thanks to Philip Murray, President of the CIO; Allan S. Haywood, National Director of Organization, CIO; Lee Pressman, General Counsel, CIO; Michael Quill, President, Transport Workers Union; Joseph Curran, President, National Maritime Union; Reid Robinson, President, International Union of Mine, Mill and Smelter Workers; Harry Bridges, President, International Longshoremen's Union; Austin Hogan, President, Local 100, Transport Workers Union; Ferdinand Smith, National Secretary-Treasurer of the National Maritime Union; Frederick Myers, National Organizer of the National Maritime Union; Saul Mills, Secretary of the New York City Industrial Union Council.

We wish also to express our thanks and appreciation to the many CIO Regional Directors who have given valuable assistance to our local unions whenever called upon.

We express our appreciation to the well-known labor attorneys who have served our union and our membership for the preservation of the civil and political rights of the labor movement, particularly Louis B.

Conclusion

Boudin; former attorney Samuel Leibowitz, now New York State Supreme Court Judge; Paul O'Dwyer; Kenneth E. Walsler; Samuel Markowitz; J. L. Cohen of Toronto and Louis J. Castellano.

We wish to record our profound appreciation of the high-minded public spirit and the liberal and progressive attitude shown to our locals and our members by many public officials, particularly the Honorable Fiorello H. LaGuardia, Mayor of the City of New York; Honorable Vito Marcantonio, American Labor Party Congressman from New York and Honorable Henry Epstein, Solicitor General of the State of New York.

We especially express our heartfelt appreciation to the many labor, fraternal and civic organizations and the outstanding progressive and liberal individuals who participated in the campaigns to free our imprisoned leaders and safeguard labor's constitutional and civil rights and who joined in delegations to government officials and sponsored a nation-wide campaign of resolutions and telegrams of protest: Dr. Bella V. Dodd, Legislative Representative of the New York Teacher's Union; Magistrate Anna Kross of New York; Prof. Franz Boas of Columbia University; Prof. Margaret Schlauch of New York University; Elmer Brown, former President of Local 6 Typographical Union, AFL; Harry Broach, Educational Director of Local 3, IBEW, AFL; Miss Rosalie Manning, President of the New York Conference for Inalienable Rights; Mrs. Bertha Josselyn Foss, Secretary of the New York Conference for Inalienable Rights; Earl Bassett, Legislative Representative of the International Brotherhood of Railroad Trainmen; Prof. E. A. Ross, University of Wisconsin, Chairman of Civil Liberties Union; Benedict Wolf, prominent attorney and Vice-President of New York Lawyers Guild; Milton Kemnitz, Washington representative of the National Federation for Constitutional Liberties; Hugh De Lacy, Chairman of the Washington Commonwealth Federation. We also express our profound appreciation to the hundreds of leaders and members of CIO and AFL unions, particularly to leaders of ILGWU Locals 35, 9, 117, 22, and 66, and to the outstanding writers, professors, liberals and civic leaders who took such a keen interest in the preservation of our civil liberties and labor's rights by joining in the sending of telegrams and signing of petitions urging the release of our imprisoned leaders.

CONCLUSION

Delegates: We hope that this brief, factual report tells you the story of our union's difficulties, hardships and struggles during the past three years. You will realize that these were not the usual problems with which a trade union is confronted in the course of its activities. The chain of federal and state court cases instituted against our union and its leadership created a difficult task for our organization. The leader-

Conclusion

ship of our union had to spend many months of valuable time in the offices of lawyers and in the courts. Later our beloved leaders were forced to serve long prison sentences, and our organization was deprived of their greatly needed experience, guidance and assistance particularly during negotiations for the renewal of agreements. These court cases and the imprisonment of our leaders were not designed solely to punish our consistent, militant and progressive leadership. They were also aimed at sapping the strength, vitality and resources of our union. Our organization was also faced with the special difficulties which arose from the reactionary wave that swept the country during 1939 and 1940 and menaced the entire labor movement.

Because of these hardships, our union was compelled to postpone its Convention which was to have been held in May, 1941, for one year. We hoped that, within a year, the political situation in our country would improve, that our leaders would be free, and that the condition of our organization would improve, so that we would be able to spend the necessary months to prepare and convene a national convention.

It was a painful and difficult period. The 1939 economic crisis was one of our outstanding problems; in 1940, the court cases and imprisonment of our leaders. During that time the most important collective contracts in both the fur and leather industries had to be renewed. The attempts of the AFL leadership to set up dual unions in the fur industry and to split our organization created additional difficulties.

Our organization's accomplishments establish the outstanding fact that our union possesses an unlimited reservoir of strength, endurance and ability to overcome all hardships, defeat all its enemies' attacks and continue its uninterrupted march of progress. Our organization carried out almost all the decisions of the last Convention. Every collective and independent agreement signed in the fur industry in the United States and Canada provided our members with higher wages and better working and living conditions. Our organization organized a leather workers' union which today has tens of thousands of members who improved their living and working conditions thanks to the organization. These are the decisive proofs of the strength, ability and influence of our organization.

Finally, there is the fact that all attacks of our enemies, and particularly the efforts of the AFL leadership to split our organization, failed miserably—This is the final and conclusive proof that our union has become a powerful organization, qualitatively and quantitatively, an organization that can be depended upon to weather all storms.

The strength of our union lies primarily in the union-conscious, loyal and active membership, who are at all times ready to volunteer whatever sacrifices may be necessary in stubborn defense of their organization

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which they recognize and appreciate. One of the most valuable contributions made by our great membership to its union is the development of its leadership. This leadership of the fur workers comes from the ranks, participates in all struggles, strikes and activities of the union and is imbued with the same courage and spirit of loyalty and determination as the masses of fur workers. This leadership acquired the necessary knowledge, experience and devotion to the cause of the labor movement—all of which makes them able, steadfast, reliable leaders of the union and part of the strength of our organization.

During the past three years of continuous struggle and hardship, during which our union passed the acid test, the unified efforts and the close bonds between the membership and leadership, were the guarantee of our union's success. Unity, responsibility, and steadfastness on the part of a trade union membership and particularly of its leadership, are imperative, especially in time of crisis. It is precisely during critical periods that the membership and particularly the leadership must demonstrate the necessary courage and ability to maintain unity, morale and discipline in the ranks. The leadership must set the example. Upon their example depends the victory or defeat, the life or death of the organization.

We take great pride and satisfaction in stating to you delegates to the Fourteenth Biennial Convention of the International Fur and Leather Workers that, during the past three critical years, the leadership of our organization manifested all the qualifications required to meet the tasks and problems of the organization. Our Vice-Presidents, the members of the General Executive Board of the International Union, were conscious of their responsibilities in the face of difficulties. Despite all attacks from enemies within and without, the unity of the Board remained solid and unshakeable. Regardless of differences in political opinions, the Board remained solidly united on the basis of our progressive trade union program and was imbued with one aim and one will—to carry out its great responsibilities and tasks and live up to the expectations and desires of our membership. This basic principle was adhered to during the past three years without the slightest deviation. Every Vice-President contributed his abilities and efforts to the manifold struggles and activities of our union. Every Vice-President made an extraordinary effort to carry out the decisions of the Board and of the Convention to the best of his knowledge and ability.

Special mention must be made of the organizers of the International Union. Vice-President Feinglass, Manager of Chicago Local 45 and Midwest Organizer of the International, and General Organizers Myer Klig, Frank Brownstone, and Herman Paul, distinguished themselves with their responsible, loyal and capable leadership, and have again earned the respect of our membership and of the entire General Execu-

Recommendations

tive Board. The tireless, energetic, and responsible work of our organizers contributed a great deal to the accomplishments of the fur workers' locals; and they are particularly responsible for leading, guiding, assisting and organizing the leather workers' union, in accordance with the decision of our 1939 Convention.

Thanks to this unified activity and to the harmonious relationships among the Vice-Presidents, the General Organizers, local managers, business agents, and hundreds of loyal and dependable rank and filers, thanks to the unshaking confidence and active support of our membership, our union can report to this Convention that the sum total of all our activities, struggles and achievements, is a larger union, a stronger union, a financially sounder organization, a union more united than ever before in its history. Above all, we can state at this Convention that practically the entire fur industry is under union control, that the wages and conditions of the fur workers are the best in the history of our union, and that the leadership of the organization zealously and vigilantly guards the working conditions of our membership.

In the new fields of activity, our union developed welfare departments, sick relief and insurance, credit loans, cultural and educational work, and sports activities. In these fields our union is making rapid progress and has already accomplished a great deal in the interests and for the well-being of our membership and their families.

In our primary task of the day, to assist our government to defeat the bloody fascist monster, our union already made an honorable beginning.

This is the precious reward to all our members and leaders who contributed to the unity and the strength of our organization. It is our firm conviction that this Convention will not only rejoice in the past performances and accomplishments of our organization, but will also contribute its share in adopting a practical and constructive program to enable our organization to continue its excellent activities, to maintain its gains and improve further the working and living conditions of our membership, and to assure the continuous progress of our militant and progressive International Union.

RECOMMENDATIONS

We are charged with a number of important and decisive tasks. These are: to maintain our united, progressive and militant organization and preserve its gains; to work out practical and constructive plans to strengthen and improve our organization and enable it to extend and improve our conditions; and above all, to mobilize our membership for maximum support to our government to win the war.

Recommendations

The General Executive Board meeting in December, 1941, adopted unanimous decisions setting an immediate minimum quota of \$2,000,000 war bonds for our membership and pledging to contribute four ambulances to our government, Great Britain, Soviet Union and China, contribute funds to the Red Cross and blood for our wounded soldiers, and enroll our membership in all civilian defense activities.

Our union and our membership have already overfulfilled the first quota of \$2,000,000 worth of war bonds. We recommend that this Convention go on record setting an additional quota of \$5,000,000 worth of war bonds, that we continue and intensify our support to the Red Cross financially and by contributing blood, and that our union members join the National Guard and enroll for Civilian Defense activity. We appeal especially to our women members to volunteer as nurses' aides and for first aid and far relief work.

We propose that our Convention go on record volunteering the services of our organization to the government authorities for utilization of the fur industry.

We propose that this convention work out a program enabling the organization to keep in constant touch with our union members who are in the armed forces, to assist them and their families, if they are in need; that our union members in the armed forces be maintained as good standing members entitled to all union benefits, and that a special fund be created for this purpose; that all members of Local 125 in the armed forces who distinguish themselves with loyal service, be considered as first on the list entitled to become skilled mechanics in the industry.

We propose that our organization continue and intensify our war relief activities for our allies, Great Britain, Soviet Union and China; that a substantial amount of money be raised for relief of the starving population of Greece.

ORGANIZATIONAL

We propose that the organizational structure of our union be strengthened in a more practical, constructive and closer knit form of organization, in complete accord with democratic principles and procedure and preserving the full autonomy of each division of the union.

We propose that the incoming General Executive Board be instructed and empowered to give all necessary assistance to maintain the living standards of our members and secure wage increases to compensate for the rising cost of living; to obtain job security for all sections of our membership; to complete the organization of the dressers and dyers in Canada and fur workers in Winnipeg; and to complete the organization drive in the leather industry.

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We propose that this convention work out a practical, effective program to encourage the organization of women's auxiliaries in our local unions.

We propose that the local unions be instructed to organize Welfare Departments and demand from employers the institution of a sick insurance system for the workers; that the incoming General Executive Board be instructed to establish health clinics in the fur industry for union members and their families; to carry out the decision of the last Convention to establish a rest home for sick fur workers and their families; to encourage and develop local credit loan funds.

We propose that the General Executive Board be instructed to take practical measures and establish effective policies to combat all forms of racism, anti-Semitism, discrimination against Negroes and national minorities.

EDUCATIONAL, CULTURAL AND RECREATIONAL

We propose that the *Fur & Leather Worker* be further improved as one of the outstanding educational instruments of our union; that ever larger participation of local rank and file correspondents be developed.

We propose that an extensive program of educational activities be developed in every local union with the guidance and assistance of the General Executive Board; that wherever possible, full time district training schools be established; that the Educational Department of the International publish pamphlets and other literature for the education and guidance of our membership; and that special funds be provided to carry out these recommendations.

We propose that our locals be encouraged and assisted to form bands, choruses, dramatic groups, sports groups and other cultural groups for the membership. It is our opinion that such a program improves the health of the workers, corresponds to their cultural needs and enables our organization to better the economic conditions of the men and women engaged in our industry.

We are confident that our organization is in possession of the necessary forces and determination to carry out these decisions and assure the fur and leather workers a stronger and better organization and greater services that will raise the living and cultural standards of our members and their families.

Above all, the most important contribution that our organization can, must and will make to secure a better life for our union members is the all-out support that we will mobilize to help our government and our

Recommendations

allies crush the treacherous enemy, to help free the nations from barbaric fascism, to help our country and the freedom-loving peoples of the world win the decisive, imperative victory for mankind!

Fraternally Submitted

GENERAL EXECUTIVE BOARD

International Fur and Leather Workers Union
of the United States and Canada, CIO

FUR DIVISION

Ben Gold, General President

Pietro Lucchi, General Secretary-Treasurer

Harry Begoon

Irving Potash

Michael M. Mandl

Joseph Winogradsky

Samuel Burt

Samuel Mindel

Nathan Freiman

Myer Klig

Hyman Feigelman

Samuel Butkovitz

Albert Roy

Mike Hudyma

Abe Feinglass

John Vafiades

Howard Bunting

Associate
SIDNEY HIRSCH, C. P. A.

WALTER M. COOK
PUBLIC ACCOUNTANT AND AUDITOR
174 STATE STREET
BROOKLYN, N. Y.

NY State: MAIN 4-0001

March 9th, 1942

International Fur and Leather Workers
Union of U. S. & Canada,
251 Fourth Avenue,
New York City, N. Y.

Gentlemen:

We have audited the books of your organization each quarter period beginning April 1st, 1939 and ending December 31st, 1941, and have found same correct as set forth in our respective certified quarterly reports thereon. We have now compiled a consolidated report of your finances for the above named thirty three months period as follows:

Exhibit I - Statement of Assets and Liabilities as at April 1, 1939; Dec. 31, 1939; Dec. 31, 1940; and finally as at December 31st, 1941.

Exhibit II - Statement of Income and Expense for the periods: Nine months, April 1st to December 31st, 1939; Calendar Year 1940 and Calendar Year 1941 - and the Consolidated report for the Thirty Three Months period April 1st, 1939 to December 31st, 1941.

Schedules 1 to 7 substantiating in detail the general figures of the Exhibit I above.

We hereby certify that to the best of our knowledge and belief the herewith accompanying financial reports set forth a true and accurate statement of your finances and operations for the period April 1st, 1939 to December 31st, 1941.

Respectfully submitted,

Walter M. Cook
Public Accountant and Auditor
Sidney Hirsch
Certified Public Accountant

International Fur and Leather Workers Union

of United States and Canada

FUR DIVISION

251 Fourth Avenue, New York City, New York

Financial Report for Period April 1, 1939 to December 31, 1941

STATEMENT OF ASSETS AND LIABILITIES AS AT:

	Apr. 1, 1939	Dec. 31, 1939	Dec. 31, 1940	Dec. 31, 1941
A S S E T S				
Cash on hand and in Banks				
Stocks	\$ 19,298.45	\$ 33,637.98	\$ 49,558.33	\$ 67,750.89
N. Y. Furriers Joint Council Bldg. Bond	240.00	240.00	240.00	240.00
U. S. Government Defense Bonds		5,000.00		14,800.00
Security Deposits	65.00	490.00	490.00	475.00
Furniture and Fixtures, Depreciated	7,901.19*	7,744.83	8,096.40	10,353.90
Loans Receivable	6,859.60	6,279.60	4,294.60	6,244.60
Exchanges and Clearings Receivable	711.14	1,177.32		126.35
Automobile	1,090.43	885.60		
Total Assets	\$ 36,165.81	\$ 55,455.33	\$ 62,679.33	\$ 99,990.74
L I A B I L I T I E S				
Funds in Trust	\$ 140.40	\$ 396.36	\$ 2,108.11	\$ 426.46
Assessments for Sanitarium				817.75
Loans Payable	6,000.00	1,000.00		
Exchanges and Clearings Payable	859.00	1,699.75		
Total Liabilities	\$ 6,999.40	\$ 3,096.11	\$ 2,108.11	\$ 1,244.21
SURPLUS: Assets in excess of Liabilities By:	\$ 29,166.41*	\$ 52,359.22	\$ 60,571.22	\$ 98,746.53

*Note: Depreciation of Furniture & Fixtures for the period prior to March 31st, 1939, was written off after the last Convention and adjusted here to reflect that fact in the following accounts: Furniture & Fixtures \$12,571.53 less Depreciation of prior years, \$4,670.34—Value \$7,901.19; Surplus, March 31, 1939, shown \$33,836.75, less Depreciation prior years, \$4,670.34—\$29,166.41 as shown above in April 1, 1939.

Accountant
SEYMUR MERSCH, C. P. A.

WALTER M. COOK
PUBLIC ACCOUNTANT AND AUDITOR
174 STATE STREET
BROOKLYN, N. Y.

NY License: MA No. 4-0081

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March 9th, 1941

International Fur and Leather Workers
Union of U. S. & Canada,
251 Fourth Avenue,
New York City, N. Y.

Gentlemen:

We have audited the books of your organization each quarter period beginning April 1st, 1939 and ending December 31st, 1941, and have found same correct as set forth in our respective certified quarterly reports thereon. We have now compiled a consolidated report of your finances for the above named thirty three months period as follows:

Exhibit I - Statement of Assets and Liabilities as at April 1, 1939; Dec. 31, 1939; Dec. 31, 1940; and finally as at December 31st, 1941.

Exhibit II - Statement of Income and Expense for the periods: Nine months, April 1st to December 31st, 1939; Calendar Year 1940 and Calendar Year 1941 - and the Consolidated report for the Thirty Three Months period April 1st, 1939 to December 31st, 1941.

Schedules 1 to 7 substantiating in detail the general figures of the Exhibit I above.

We hereby certify that to the best of our knowledge and belief the herewith accompanying financial reports set forth a true and accurate statement of your finances and operations for the period April 1st, 1939 to December 31st, 1941.

Respectfully submitted,

Walter M. Cook
Public Accountant and Auditor
Seymour Mersch
Certified Public Accountant

International Fur and Leather Workers Union

of United States and Canada
FUR DIVISION
251 Fourth Avenue, New York City, New York

Financial Report for Period April 1, 1939 to December 31, 1941

STATEMENT OF ASSETS AND LIABILITIES AS AT:

	Apr. 1, 1939	Dec. 31, 1939	Dec. 31, 1940	Dec. 31, 1941
A S S E T S				
Cash on hand and in Banks	\$ 19,298.45	\$ 33,637.98	\$ 49,558.33	\$ 67,750.89
Stocks	240.00	240.00	240.00	240.00
N. Y. Furriers Joint Council Bldg. Bond		5,000.00		
U. S. Government Defense Bonds				14,800.00
Security Deposits	65.00	490.00	490.00	475.00
Furniture and Fixtures, Depreciated	7,901.19*	7,744.83	8,096.40	10,353.90
Loans Receivable	6,859.60	6,279.60	4,294.60	6,244.60
Exchanges and Clearings Receivable	711.14	1,177.32		126.35
Automobile	1,090.43	885.60		
<i>Total Assets</i>	\$ 36,165.81	\$ 55,455.33	\$ 62,679.33	\$ 99,990.74
L I A B I L I T I E S				
Funds in Trust				426.46
Assessments for Sanitarium	\$ 140.40	\$ 396.36	\$ 2,108.11	\$ 817.75
Loans Payable	6,000.00	1,000.00		
Exchanges and Clearings Payable	859.00	1,699.75		
<i>Total Liabilities</i>	\$ 6,999.40	\$ 3,096.11	\$ 2,108.11	\$ 1,244.21
<i>SURPLUS: Assets in excess of Liabilities By:</i>	\$ 29,166.41*	\$ 52,359.22	\$ 60,571.22	\$ 98,746.53

*Note: Depreciation of Furniture & Fixtures for the period prior to March 31st, 1939, was written off after the last Convention and adjusted here to reflect that fact in the following accounts: Furniture & Fixtures \$12,571.53 less Depreciation of prior years, \$4,670.34—Value \$7,901.19; Surplus, March 31, 1939, shown \$33,836.75, less Depreciation prior years, \$4,670.34—\$29,166.41 as shown above in April 1, 1939.

STATEMENT OF INCOME AND EXPENSE FOR:

Nine Months
4/1 to 12/31
1939

Year
1940

Year
1941

Total Thirty-three Months:
Apr. 1, 1939 to Dec. 31, 1941

I N C O M E

Income from Locals:

Dues Stamps	\$103,561.11	\$129,712.15	\$114,780.99	\$348,054.25
Initiations	3,130.46	12,878.66	25,970.15	41,979.27
Assessments	36,048.00	44,111.55	49,058.35	129,217.90
Joint Board Dues	102.00	114.00	129.00	345.00
	<hr/>	<hr/>	<hr/>	<hr/>
Total Income from Locals, Sch. 1 ..	\$142,841.57	\$186,816.36	\$189,938.49	\$519,596.42

Other Income:

Supplies for Locals.....[Loss:	695.11]	\$ 1,288.85	\$ 779.80	\$ 1,373.54
Canadian Exchange and Check Collections	266.34]	169.51	540.40	443.57
Interest and Dividends .....	.....	22.58	11.45	34.03
	<hr/>	<hr/>	<hr/>	<hr/>
Total Other Income.....[Loss:	961.45]	\$ 1,480.94	\$ 1,331.65	\$1,851.14
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL INCOME	\$141,880.12	\$188,297.30	\$191,270.14	\$521,447.56

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STATEMENT OF INCOME AND EXPENSE FOR:

(Continued)

	<i>Nine Months</i> 4/1 to 12/31 1939	Year 1940	Year 1941	<i>Total Thirty-three Months</i> <i>Apr. 1, 1939 to Dec. 31, 1941</i>
Totals Brought Forward:				
TOTAL INCOME	\$ 141,880.12	\$ 188,297.30	\$ 191,270.00	<u>\$ 521,447.56</u>
TOTAL ADM., ORG. & STRIKE EXP.	\$ 100,699.07	\$ 155,036.40	\$ 128,578.57	<u>\$ 384,314.04</u>
DEATH BENEFIT FUND:				
<i>Benefits Paid, Schedule 6</i>	\$ 4,465.00	\$ 7,260.00	\$ 10,150.00	<u>\$ 21,875.00</u>
FUR & LEATHER WORKER PUBLICATION EXPENSE:				
Salaries	\$ 4,759.42	\$ 7,547.87	\$ 8,610.46	<u>\$ 20,917.75</u>
Printing	5,389.55	5,912.37	6,044.79	<u>17,346.71</u>
Other Expense	3,685.71	5,663.57	6,370.19	<u>15,719.47</u>
Gross Expense Fur & Lea. Wkr.	\$ 13,834.68	\$ 19,123.81	\$ 21,025.44	<u>\$ 53,983.93</u>
Less: Adv., etc., & Rec., Lea. Div.	311.44	1,334.91	6,659.18	<u>8,305.53</u>
<i>Net exp.: F. & L. Wkr. Pub. Sch. 7</i>	\$ 13,523.24	\$ 17,788.90	\$ 14,366.26	<u>\$ 45,678.40</u>
TOTAL EXPENSE, ALL FUNDS	\$ 118,687.31	\$ 180,085.30	\$ 153,094.83	<u>\$ 451,867.44</u>
GAIN—Income over Expense by:	\$ 23,192.81	\$ 8,212.00	\$ 38,175.31	<u>\$ 69,580.12</u>

SCHEDULE I—INCOME FROM LOCALS

Local No. City	Nine Months 4/1 to 12/31		33 months: Apr. 1, 1939 to Dec. 31, 1941		Dues	Initiations	Assessments	Dues J. B.
	1939	1940	1941	Year				
2—Brooklyn	\$ 4,020.40	\$ 5,155.80	\$ 5,224.00	\$ 14,400.20	\$ 9,488.40	\$ 956.80	\$ 3,955.00	
3—Brooklyn	4,842.90	5,713.90	6,494.10	17,050.90	10,750.70	1,708.20	4,592.00	
4—Brooklyn	177.00	234.85	294.20	706.05	473.50	40.55	192.00	
22—Easton	108.20	106.00	135.60	349.80	237.80		112.00	
25—Gloversville	78.00	195.00	211.30	484.30	464.30	20.00		
30—Boston	904.45	1,977.70	1,514.35	4,396.50	3,019.25	284.25	1,093.00	
31—St. Louis	195.40	240.00	185.70	621.10	497.30	2.80	121.00	
35—Toronto	111.60	319.30	224.30	665.20	522.50	19.20	123.50	
37—Elkland	314.40			314.40	305.40	9.00		
38—Detroit	181.50	100.00		281.50	278.50	3.00		
40—Toronto	237.40	647.50	992.03	1,876.93	1,504.34	74.09	298.50	
44—Gowanda	50.00			50.00	50.00			
45—Chicago	2,733.11	3,072.41	2,862.37	8,667.89	5,922.67	553.22	2,192.00	
48—Easton	3,328.70	3,668.80	3,629.40	10,626.90	7,560.90		3,066.00	
52—St. Paul	452.80	516.50	613.30	1,582.60	1,158.00	11.60	413.00	
53—Philadelphia	700.00	1,826.80	1,180.55	3,707.35	3,020.70	275.35	411.30	
55—Buffalo	37.00	1.00		38.00	29.90	8.10		
57—St. Paul	890.50	859.90	1,129.30	2,879.70	2,084.20	8.50	787.00	
58—Toronto	108.10	673.90	608.40	1,390.40	934.60	52.80	403.00	

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SCHEDULE I—INCOME FROM LOCALS
(Continued)

Local No.	City	Nine Months 4/1 to 12/31		33 months:			Dues	Initiations	Assessments	Dues J. B.
		1939	1940	Year 1941	Apr. 1, 1939 to Dec. 31, 1941	Dues				
61	New York	3,277.80	6,667.65	129.00	129.00	83.40	45.60	.....	.....	.....
64	New York	108.80	342.00	7,046.51	16,991.96	10,982.90	1,299.06	4,710.00	4,710.00	.....
65	Toronto	1,615.39	2,762.18	216.40	667.20	517.40	8.30	141.50	141.50	.....
66	Montreal	984.90	1,575.05	2,480.97	6,858.54	4,733.60	415.89	1,709.05	1,709.05	.....
67	Montreal	136.96	366.70	1,504.70	4,064.65	2,840.60	250.80	973.25	973.25	.....
68	Quebec	681.30	1,030.97	95.00	598.66	578.20	20.46	.....	.....	.....
69	Pittsburgh	1,163.50	1,191.05	876.65	2,588.92	1,915.60	118.92	554.40	554.40	.....
71	Minneapolis	399.40	491.70	1,312.59	3,667.14	2,623.90	58.64	984.60	984.60	.....
72	Washington	437.70	542.40	370.75	1,261.85	1,075.70	84.65	101.50	101.50	.....
73	Flemington	256.60	380.70	157.50	1,137.60	766.60	73.00	298.00	298.00	.....
75	Atlantic City	1,890.37	2,299.75	356.56	993.86	706.50	30.36	257.00	257.00	.....
79	San Francisco	4,066.30	10,487.30	2,406.23	6,596.35	4,051.40	556.95	1,988.00	1,988.00	.....
80	New York	216.30	173.80	7,751.79	22,305.39	15,217.10	631.29	6,457.00	6,457.00	.....
84	New Haven	3,750.60	6,422.64	253.40	643.50	454.30	72.20	117.00	117.00	.....
85	New York	700.00	1,028.00	5,603.88	15,777.12	10,876.70	324.42	4,576.00	4,576.00	.....
86	Cleveland	829.50	1,047.85	390.30	2,118.30	2,103.00	15.30	.....	.....	.....
87	Los Angeles	6,127.05	8,176.83	1,148.70	3,026.05	2,361.78	294.27	370.00	370.00	.....
88	New York	.....	185.80	8,597.66	22,901.54	15,026.50	1,368.04	6,507.00	6,507.00	.....
89	St. Louis	170.50	12.40	140.00	325.80	237.30	88.50	.....	.....	.....
91	Winnipeg	166.20	434.40	.....	182.90	180.90	1.00	.....	.....	.....
92	Providence	165.00	336.50	282.80	883.40	599.90	61.50	222.00	222.00	.....
94	Duluth	270.90	746.65	352.40	853.90	841.50	12.40	.....	.....	.....
99	Milwaukee	.....	.....	707.90	1,725.45	1,642.45	11.00	72.00	72.00	.....

100—Toronto	133.80	309.80	232.70	676.30	554.90	45.40	76.00
118—Newark	27.60	85.00	73.90	186.50	122.90	8.60	55.00
120—New York	1,033.85	1,721.41	1,552.88	4,308.14	2,631.70	691.44	985.00
122—New York	1,136.40	1,374.60	1,444.10	3,955.10	2,804.70	.40	1,150.00
125—New York	5,000.00	10,022.10	11,119.99	26,142.09	19,494.60	3,340.39	3,307.10
130—Long Branch ..	.....	169.20	643.30	812.50	592.00	12.50	208.00
135—Middletown ..	.....	1,599.20	3,166.75	7,011.95	4,701.50	371.25	1,989.20
140—Newark	4,504.60	5,557.20	6,188.10	16,249.90	11,042.90	359.00	4,848.00
145—Mt. Vernon ..	373.30	498.70	543.70	1,415.70	958.70	51.00	406.00
150—New York	112.29	.....	1,135.42	1,247.71	725.60	245.11	277.00
155—New York	319.90	360.50	296.90	977.30	728.60	14.70	234.00
160—New York .....	.....	.....	75.40	75.40	33.20	39.20	3.00
Furriers Jt. Council							
(L. 70, 101, 105,							
110 and 115)	81,612.10	92,346.17	95,845.76	269,804.03	174,942.76	26,930.27	67,931.00
Jt. Bd. DR. & Dyers	27.00	36.00	36.00	99.00			99.00
Jt. Bd., Montreal	24.00	39.00	30.00	93.00			93.00
Jt. Bd., Toronto	30.00	3.00	27.00	60.00			60.00
Furriers Jt. Council	21.00	36.00	36.00	93.00			93.00
TOTAL	\$142,841.57	\$186,816.36	\$189,938.49	\$519,596.42	\$348,054.25	\$41,979.27	\$129,217.90

SUMMARY

Dues Stamps	\$103,561.11	\$129,712.15	\$114,780.99	\$348,054.25
Initiations	3,130.46	12,878.66	25,970.15	41,979.27
Assessments	36,048.00	44,111.55	49,058.35	129,217.90
Joint Board Dues...	102.00	114.00	129.00	345.00
TOTALS	\$142,841.57	\$186,816.36	\$189,938.49	\$519,596.42

SCHEDULE 2 — SALARIES

	<i>Nine Months</i>		<i>Total Thirty-three Months</i>	
	<i>4/1 to 12/31</i>	<i>Year</i>	<i>Year</i>	<i>Apr. 1, 1939 to Dec. 31, 1941</i>
	<i>1939</i>	<i>1940</i>	<i>1941</i>	
OFFICERS:				
B. Gold, President.....	\$ 3,280.00	\$ 4,160.00	\$ 4,800.00	12,240.00
P. Lucchi, Sec'y-Treas.	3,280.00	4,160.00	4,800.00	\$12,240.00
	\$ 6,560.00	\$ 8,320.00	\$ 9,600.00	\$24,480.00
ORGANIZERS:				
<i>Total to Officers</i>				
M. Klig	\$ 2,440.00	\$ 3,190.00	\$ 3,640.00	\$ 9,270.00
H. Paul	2,460.00	3,120.00	3,440.00	9,020.00
F. Brownstone	2,415.00	1,860.00	1,050.00	5,325.00
L. Lewis	1,230.00	1,560.00	420.00	3,210.00
M. Boerum	2,010.00	1,080.00	.....	3,090.00
J. Vafiades	650.00	700.00	.....	1,350.00
I. Beckman	500.00	.....	.....	500.00
	\$11,705.00	\$11,510.00	\$ 8,550.00	\$1,765.00
<i>Total to Organizers</i>				

SCHEDULE 2 — SALARIES
(Continued)

	Nine Months 4/1 to 12/31		Year		Total Thirty-three Months 1939-1941
	1939	1940	1940	1941	
CLERICAL STAFF:					
H. Schaffner	\$ 1,757.20	\$ 2,466.32	\$ 2,466.32	\$ 2,549.15	\$ 6,772.67
H. Wenneis	1,748.14	2,466.77	2,466.77	2,569.19	6,784.10
B. Schertz	1,181.13	1,696.55	1,696.55	1,797.89	4,675.57
R. Newman	1,180.50	1,693.29	1,693.29	1,566.00	4,439.79
E. Bogos	1,173.00	1,660.78	1,660.78	528.00	3,361.78
L. Coller	.....	.....	.....	392.00	392.00
J. Goroff	.....	.....	.....	25.00	25.00
T. Delsignore	.....	.....	.....	258.80	258.80
A. Lucchi	87.00	.....	.....	.....	87.00
E. Maslow	20.00	.....	.....	.....	20.00
E. Arnold	35.00	.....	.....	.....	35.00
<i>Total to Clerical Staff</i>	\$ 7,181.97	\$ 9,983.71	\$ 9,983.71	\$ 9,686.03	26,851.71
TOTAL OF ALL SALARIES	\$25,446.97	\$29,813.71	\$29,813.71	\$27,836.03	\$83,096.71

SCHEDULE 3 — DELEGATES, CONVENTION AND G.E.B. EXPENSE

	<i>Nine Months</i>	<i>Year</i>	<i>Year</i>	<i>Total Thirty-three Months</i>
	<i>4/1 to 12/31</i>	<i>1939</i>	<i>1940</i>	<i>Apr. 1, 1939 to Dec. 31, 1941</i>
FUR WORKERS NATIONAL CONVENTION:				
Atlantic City—May, 1939	\$ 3,644.06		\$ 1,023.42	
<i>Total</i>				\$ 4,667.48
GENERAL EXECUTIVE BOARD:				
Atlantic City—May, 1939	\$ 2,494.55			
—January, 1940			\$ 1,460.47	
—June, 1940			1,731.89	
—May, 1941				\$ 2,243.41
—December, 1941				1,390.13
<i>Total</i>				9,260.45
LEATHER DIVISION:				
Convention: Apr., 1940—Boston			\$ 681.63	
Conference: Aug., 1940—Boston			113.03	
Feb., 1941—Boston				\$ 45.00
Natl. Ex. Bd.: Feb., 1941, N. Y. City			45.00	
Convention: June, 1941—N. Y. City			1,091.26	
Conference: Sept., 1941—N. Y. City			26.50	
<i>Total</i>				2,002.42
C.I.O. CONVENTION:				
San Francisco—October, 1939	\$ 1,257.85			
Atlantic City—November, 1940			\$ 867.01	
Detroit—November, 1941				\$ 1,390.56
<i>Total</i>				3,515.42

ALL OTHER CONFERENCES, ETC.:

Sub-Committee Meetings	\$	43.72	\$	256.43	\$	161.67	\$	461.82
C.I.O. Executive Board Meetings		25.00		40.00		73.80		138.80
American Youth Congress Meetings		4.00		15.00		40.00		59.00
Cleveland Conference—October, 1940				277.37				277.37
Midwest Conf.—May, 1940, Chicago				553.89				553.89
Oct., 1941, Chicago						964.87		964.87
Canadian Conf.—Dec., 1939, Montreal		493.91		275.51				769.42
June, 1941, Saratoga Springs						496.30		496.30
Aug., 1941, Lake Placid						276.39		276.39
Wisconsin Amer. Youth Congress				165.10				165.10
Local 92 Banquet				18.40				18.40
St. Louis Banquet				14.00				14.00
Local 75 Banquet				13.50				13.50
Youth Conference: New York City						192.36		192.36
West Pennsylvania Conference						83.30		83.30
Legislation: Wicks Bill						14.40		14.40
Connolly Bill						57.45		57.45
Writers Conference						10.00		10.00
American Comm. Prot. Foreign Born						27.70		27.70
Priorities Conference						29.64		29.64
Eleanor Roosevelt Dinner						36.90		36.90
<i>Total</i>								<u>4,660.61</u>

TOTAL DELEGATES, CONV. & G.E.B.

EXPENSE	\$	7,963.09	\$	7,506.65	\$	8,636.64	\$	24,106.38
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SCHEDULE 4 — ORGANIZATION EXPENSE BY CITIES AND DISTRICTS — LEATHER DIVISION

	Nine Months 1939			Year 1940			Year 1941			Total Thirty-three Months 1939-1941		
DISTRICT NO. 1—NEW ENGLAND STATES:												
Boston		\$ 545.04	\$ 537.85	\$ 201.28	\$ 1,284.17							
Danbury					10.00							10.00
Haverhill					2,610.35							2,610.35
Lawrence, A.C.			996.97		2,708.32							3,705.29
Littleton					25.77							25.77
Lynn		153.09	173.21	27.30	353.60							353.60
Massachusetts			617.76		2,054.25							2,672.01
Norwich					6.50							6.50
Norwood					13.97							13.97
Peabody		131.88	658.19	58.61	848.68							848.68
Providence		4.10			4.10							4.10
Salem					159.25							159.25
Woburn		20.98			20.98							20.98
Worcester		650.23	998.74	33.84	1,677.81							1,677.81
Total District No. 1		\$ 1,519.29	\$ 3,977.72	\$ 7,895.47	\$ 13,392.48							\$ 13,392.48

EXPLANATION DISTRICT NO. 1 EXPENSES

	Org. & Misc.	Strike Expense	Transpor- tation	Per Diem	Salary	Subsidy	Atty. & Acct. Donations for Fees & Exp. Org. Work	Total 39 Mos. 1959-1941
DISTRICT NO. 1—NEW ENGLAND STATES:								
Boston	\$ 291.38		\$ 520.96	\$ 318.83			\$ 150.00	\$ 1,284.17
Danbury	2.00		2.00	6.00				10.00
Haverhill	2,594.53		15.82					2,610.35
Lawrence, A.C.	2,640.57		124.82	3.15			996.75	3,705.29
Littleton	20.00		2.77	3.00				25.77
Lynn	192.15		76.45	85.00				353.60
Massachusetts	825.71		469.63	41.67	1,395.00			2,672.01
Norwich	3.50		3.00					6.50
Norwood			3.97	10.00				13.97
Peabody	24.70		104.28	79.70		640.00		848.68
Providence			4.10					4.10
Salem	22.95		68.80	67.50				159.25
Woburn	3.00		7.98	10.00				20.98
Worcester	74.26		213.53	240.02	725.00	425.00		1,677.81
Total District No. 1	\$6,697.75		\$1,618.11	\$ 864.87	\$2,060.00	\$1,065.00	\$ 150.00	\$ 996.75
								\$13,392.48

SCHEDULE 4 — ORGANIZATION EXPENSE BY CITIES AND DISTRICTS — LEATHER DIVISION
(Continued)

	<i>Nine Months 1939</i>	<i>Year 1940</i>	<i>Year 1941</i>	<i>Total Thirty-three Months 1939-1941</i>
DISTRICT NO. 2—NEW YORK AND NEW JERSEY:				
Balston Spa		36.50		\$ 36.50
Binghamton	\$ 714.60	75.00	\$ 134.59	924.19
Broadalbin		4.75		4.75
Brooklyn	159.50	121.45	262.80	543.75
Buffalo	256.00	74.23	505.45	835.68
Corning			9.70	9.70
Gloversville	76.80	613.83	1,290.07	1,980.70
Gowanda	1,884.48	842.10	1,245.34	3,971.92
Hacketstown	6.00			6.00
Hoboken	175.85	225.00		400.85
Johnstown		50.18	1.02	51.20
Little Falls		5.10		5.10
Newark	197.48	1,760.14	1,269.67	3,227.29
New Brunswick	4.00	765.64	476.95	1,246.59
New York	4.00			4.00
Northville	3.50	21.65		25.15
Schenectady	18.75	6.75		25.50
<i>Total District No. 2</i>	\$ 3,500.96	\$ 4,602.32	\$ 5,195.59	\$ 13,298.87

DISTRICT NO. 3—EASTERN PENNSYLVANIA:				
Baltimore, Md.			\$ 126.36	\$ 151.36
Bristol		60.60	1,429.14	1,489.74
Camden, N. J.	372.07	1,040.53	1,826.47	3,239.07
Philadelphia	479.68	620.76	1,321.03	2,421.47
Wilmington, Del.		1,157.72	4,887.60	6,045.32
<i>Total District No. 3</i>	\$ 876.75	\$ 2,879.61	\$ 9,590.60	\$ 13,346.96

EXPLANATION OF DISTRICTS No. 2 AND No. 3 EXPENSES

	Org. & Misc.	Strike Expense	Transportation	Per Diem	Salary	Subsidy	Atty. & Acct. Fees & Exp.	Donations for Org. Work	Total 33 Mos. 1939-1941
DISTRICT NO. 2—NEW YORK AND NEW JERSEY:									
Balston Spa	\$ 18.00		\$ 12.25	\$ 6.25	\$ 80.00	\$ 375.00		\$ 300.00	\$ 36.50
Binghamton	46.00		65.19	58.00					924.19
Broadalbin	.90		2.85	1.00					4.75
Brooklyn	4.75	\$ 100.00	10.75	.75		270.00		157.50	543.75
Buffalo	235.80		241.35	92.58	200.00		\$ 35.95	30.00	835.68
Corning			9.70						9.70
Gloversville	733.07		300.01	387.62	560.00				1,980.70
Gowanda	144.02		143.50	194.70	120.00	2,335.00	984.70	50.00	3,971.92
Hacketstown			3.50	2.50					6.00
Hoboken	13.75	370.00	17.10						400.85
Johnstown	21.27		14.93	15.00					51.20
Little Falls	1.85		1.75	1.50					5.10
Newark	132.23		133.56	6.50	700.00	1,460.00		795.00	3,227.29
New Brunswick	870.10		96.80	5.00				274.69	1,246.59
New York	4.00								4.00
Northville	10.90		10.00	4.25					25.15
Schenectady	6.75		12.75	6.00					25.50
<i>Total District No. 2</i>	<i>\$2,243.39</i>	<i>\$ 470.00</i>	<i>\$1,075.99</i>	<i>\$ 781.65</i>	<i>\$1,660.00</i>	<i>\$4,440.00</i>	<i>\$1,020.65</i>	<i>\$1,607.19</i>	<i>\$13,298.87</i>
DISTRICT NO. 3—EASTERN PENNSYLVANIA:									
Baltimore, Md.	\$ 5.00		\$ 43.11	\$ 78.25			\$ 25.00		\$ 151.36
Bristol	652.60		322.64	514.50					1,489.74
Camden, N. J.	536.16		357.76	254.65	\$1,495.00	\$ 525.00		\$ 70.50	\$3,239.07
Philadelphia	637.19		457.18	837.00		455.00		15.10	2,421.47
Wilmington, Del.	1,141.97		287.05	206.20	3,215.00		339.10	856.00	6,045.32
<i>Total District No. 3</i>	<i>\$2,992.92</i>		<i>\$1,467.74</i>	<i>\$1,890.60</i>	<i>\$4,710.00</i>	<i>\$ 980.00</i>	<i>\$ 364.10</i>	<i>\$ 941.60</i>	<i>\$13,346.96</i>

SCHEDULE 4 — ORGANIZATION EXPENSE BY CITIES AND DISTRICTS — LEATHER DIVISION
(Continued)

	<i>Nine Months 1939</i>	<i>Year 1940</i>	<i>Year 1941</i>	<i>Total Thirty-three Months 1939-1941</i>
DISTRICT NO. 4—WESTERN PENNSYLVANIA:				
Clearfield		\$ 102.49	\$ 375.40	\$ 477.89
Curwensville	\$ 58.33	46.24	38.00	142.57
Elkland	1,015.08	1,977.89	3,854.77	6,847.74
Gleasonton			4.80	4.80
Ludlow			5.00	5.00
Middleville		59.50		59.50
Mount Jewett	4.30	83.31		96.54
Noxen			13.72	13.72
Quakertown	8.76		136.01	144.77
Ridgway	14.96		413.76	1,111.29
St. Mary's			18.40	18.40
Salamanca, N. Y.	30.90	238.47	163.63	493.00
Westfield	10.06		290.21	300.27
West Hickory	9.00	6.25		15.25
Westover			27.54	27.54
West Pennsylvania		3,698.86	5,471.90	9,170.76
Wilcox		104.91		104.91
Williamsport	25.57	8.39	3,398.50	3,372.46
Total District No. 4	\$ 1,176.96	\$ 7,008.88	\$ 14,160.57	\$ 22,346.41

EXPLANATION OF DISTRICT NO. 4 EXPENSES

	Org. & Misc.	Strike Expense	Transpor- tation	Per Diem	Salary	Subsidy	Atty. & Acct. Fees & Exp.	Donations for Org. Work	Total 33 Mos. 1939-1941
DISTRICT NO. 4—WESTERN PENNSYLVANIA:									
Clearfield	\$ 248.36		\$ 154.58	\$ 74.95					\$ 477.89
Curwensville	10.60		67.02	64.95					142.57
Elkland	2,167.75		388.67	392.16	\$ 2,530.00	\$ 260.00	\$ 720.76	\$ 448.40	6,847.74
Gleasonton			3.30	1.50					4.80
Ludlow	5.00								5.00
Middleville	19.50		28.00	12.00					59.50
Mount Jewett	45.17		41.87	9.50					96.54
Noxen	1.63		4.59	7.50					13.72
Quakertown	4.00		67.02	23.75			50.00		144.77
Ridgway	392.27		253.25	111.65				354.12	1,111.29
St. Mary's			8.40	10.00					18.40
Salamanca, N. Y.	152.95		188.10	86.95			5.00		433.00
Westfield	202.36		76.68	21.23					300.27
West Hickory			10.25	5.00					15.25
Westover	4.20		23.34						27.54
West Pennsylvania	1,796.39		1,310.12	229.75	3,000.00	2,240.00	305.00	289.50	9,170.76
Wilcox	63.38		41.53						104.91
Williamsport	793.49		637.03	521.94	1,420.00				3,372.46
Total District No. 4	\$5,907.05		\$3,303.75	\$1,512.83	\$6,950.00	\$2,500.00	\$1,080.76	\$1,092.02	\$22,346.41

SCHEDULE 4 — ORGANIZATION EXPENSE BY CITIES AND DISTRICTS — LEATHER DIVISION
(Continued)

	<i>Nine Months</i>	<i>Year</i>	<i>Year</i>	<i>Total Thirty-three Months</i>
	<i>1939</i>	<i>1940</i>	<i>1941</i>	<i>1939-1941</i>
DISTRICT NO. 5—MIDWEST:				
Ashtabula			\$ 372.42	\$ 372.42
Boyne City			1,407.39	1,407.39
Chicago	2,401.90	4,372.01	6,228.21	13,002.12
Cincinnati			554.13	554.13
Cleveland		102.38	1,030.27	1,132.65
Cudahy			31.48	31.48
Des Moines			31.45	31.45
Detroit		538.86	3,361.12	3,899.98
Girard		70.38	128.43	198.81
Grand Rapids			36.23	36.23
Indianapolis		201.94		201.94
Midwest			2,752.46	2,752.46
Milwaukee	439.90	1,570.85	824.52	2,835.27
Petoskey			28.82	28.82
Rockford			40.35	40.35
St. Louis		77.50	724.34	801.84
Sault Ste. Marie			646.19	646.19
Waukegan			2,235.46	2,235.46
Wyandotte			23.50	23.50
Youngstown			59.45	59.45
Total District No. 5	\$ 2,841.80	\$ 6,933.92	\$ 20,516.22	\$ 30,291.94

EXPLANATION OF DISTRICT NO. 5 EXPENSES

	Org. & Misc.	Strike Expense	Transpor- tation	Per Diem	Salary	Subsidy	Atty. & Acct. Fees & Exp.	Donations for Org. Work	Total 33 Mos. 1939-1941
DISTRICT NO. 5—MIDWEST:									
Ashtabula	\$ 238.02		\$ 75.90	\$ 63.50					\$ 372.42
Boyne City	830.46		264.60	312.33					1,407.39
Chicago	1,464.01	\$ 850.50	256.88	60.50	\$ 7,990.00	\$ 1,510.00	\$ 50.00	\$ 820.23	15,002.12
Cincinnati	101.92		340.71	111.50					554.13
Cleveland	434.29		158.36	85.00	455.00				1,132.65
Cudahy	10.08		6.40	15.00					31.48
Des Moines			26.45	5.00					31.45
Detroit	947.58		429.65	566.25	1,370.00			586.50	3,899.98
Girard	26.58		89.73	82.50					198.81
Grand Rapids	.75		25.48	10.00					36.23
Indianapolis	25.44		64.00	112.50					201.94
Midwest	2,650.00		102.46						2,752.46
Milwaukee	299.66		218.61		1,110.00	140.00	100.00	657.00	2,835.27
Petoskey	7.14		13.34	8.34					28.82
Rockford	22.25		3.10	15.00					40.35
St. Louis	476.65		141.44	183.75					801.84
Sault Ste. Marie	217.93		252.93	175.33					646.19
Waukegan	507.10	750.00	168.36	285.00			325.00	200.00	2,235.46
Wyandotte	15.00		8.50						23.50
Youngstown			36.95	22.50					59.45
Total District No. 5	\$ 8,269.86	\$ 1,600.50	\$ 2,683.85	\$ 2,424.00	\$ 10,925.00	\$ 1,650.00	\$ 475.00	\$ 2,263.73	\$ 30,291.94

SCHEDULE 4 — ORGANIZATION EXPENSE BY CITIES AND DISTRICTS — LEATHER DIVISION
(Continued)

	<i>Nine Months 1939</i>	<i>Year 1940</i>	<i>Year 1941</i>	<i>Total Thirty-three Months 1939-1941</i>
DISTRICT NO. 6—CANADA:				
Kane .....	.....	.....	\$ 11.35	\$ 11.35
Kingston .....	.....	.....	28.30	28.30
Oshawa .....	.....	\$ 374.00	416.45	790.45
Owen Sound .....	.....	.....	106.25	106.25
Toronto .....	.....	.....	1,750.15	1,750.15
Whitby .....	.....	.....	72.69	72.69
<i>Total District No. 6</i> .....	.....	\$ 374.00	\$ 2,385.19	\$ 2,759.19
NON-DISTRICTED CITIES AND MISC.:				
Miscellaneous	\$ 232.25	\$ 273.21	\$ 631.71	\$ 1,137.17
Richmond .....	.....	67.25	72.05	72.05
San Francisco	200.00	.....	.....	267.25
<i>Total</i>	\$ 432.25	\$ 340.46	\$ 703.76	\$ 1,476.47

EXPLANATION OF DISTRICT NO. 6 AND MISCELLANEOUS EXPENSES

	<i>Org. & Misc.</i>	<i>Strike Expense</i>	<i>Transportation</i>	<i>Per Diem</i>	<i>Salary</i>	<i>Subsidy</i>	<i>Atty. & Acct. Fees & Exp. Org. Work</i>	<i>Total \$5 Mo. 1939-1941</i>
DISTRICT NO. 6—CANADA:								
Kane	\$ 11.35	.....	.....	.....	.....	.....	.....	\$ 11.35
Kingston	.....	.....	\$ 18.30	\$ 10.00	.....	.....	.....	28.30
Oshawa	225.05	.....	41.40	24.00	.....	.....	\$ 500.00	790.45
Owen Sound	56.95	.....	21.30	28.00	.....	.....	.....	106.25
Toronto	595.91	.....	97.11	147.13	.....	\$ 910.00	.....	1,750.15
Whitby	42.44	.....	30.25	.....	.....	.....	.....	72.69
<i>Total District No. 6</i>	\$ 931.70	.....	\$ 208.36	\$ 209.13	.....	\$ 910.00	\$ 500.00	\$2,759.19
NON-DISTRICTED CITIES AND MISC.:								
Miscellaneous	\$ 92.98	.....	\$ 600.99	\$ 46.94	.....	.....	\$ 244.73	\$ 1,137.17
Richmond	.42	.....	26.63	45.00	.....	.....	.....	72.05
San Francisco	21.50	.....	35.75	.....	.....	\$ 200.00	10.00	267.25
<i>Total</i>	\$ 114.90	.....	\$ 663.37	\$ 91.94	.....	\$ 200.00	\$ 254.73	\$ 1,476.47

SCHEDULE 4 — ORGANIZATION EXPENSE BY CITIES AND DISTRICTS — LEATHER DIVISION
(Continued)

Recapitulation				
	<i>Nine Months</i>	<i>Year</i>	<i>Year</i>	<i>Total Thirty-three Months</i>
	<i>1939</i>	<i>1940</i>	<i>1941</i>	<i>1939-1941</i>
DIST. 1—New England	\$ 1,519.29	\$ 3,977.72	\$ 7,895.47	\$13,392.48
2—N. Y. and N. J.	3,500.96	4,602.32	5,195.59	13,298.87
3—Eastern Pennsylvania ..	876.75	2,879.61	9,590.60	13,346.96
4—Western Pennsylvania ..	1,176.96	7,008.88	14,160.41	22,346.41
5—Midwest	2,841.80	6,933.92	20,516.22	30,291.94
6—Canada .....	.....	374.00	2,385.19	2,759.19
7—Miscellaneous	432.25	340.46	703.76	1,476.47
Total	\$10,348.01	\$26,116.91	\$60,447.40	\$96,912.32

RECAPITULATION—EXPLANATION OF DISTRICT EXPENSES—LEATHER DIVISION

	Org. & Misc.	Strike Expense	Transpor- tation	Per Diem	Salary	Subsidy	Atty. & Acct. Fees & Exp. Donations for Org. Work	Total 35 Mos. 1939-1941
DIST. 1—New England.	\$6,697.75		\$1,618.11	\$ 864.87	\$2,060.00	\$1,065.00	\$ 936.75	\$13,392.48
2—N. Y. & N. J.	2,243.39	\$ 470.00	1,075.99	781.65	1,660.00	4,440.00	1,607.19	13,298.87
3—Eastern Pa.	2,992.92		1,467.74	1,890.60	4,710.00	980.00	941.60	13,346.96
4—Western Pa.	5,907.05		3,303.75	1,512.83	6,950.00	2,500.00	1,080.76	22,346.41
5—Midwest	8,269.86	1,600.50	2,683.85	2,424.00	10,925.00	1,650.00	2,263.73	30,291.94
6—Canada	931.70		208.36	209.13		910.00		2,759.19
7—Miscellaneous	114.90		663.37	91.94		200.00	151.53	1,476.47
Total	\$27,157.57	\$2,070.50	\$11,021.17	\$7,775.02	\$26,305.00	\$11,745.00	\$3,845.24	\$6,992.82

	Nine Months 1939	Year 1940	Year 1941	Total 33 Months 1939-1941
Total Org. Expenses				
Leather Division	\$10,348.01	\$26,116.91	\$60,447.40	\$96,912.32
Lea. Div. Contributions for Organization Work	\$ 1,400.00	\$ 6,506.60	\$38,245.56	\$46,152.16
Deficit Covered by Fur Division	\$ 8,948.01	\$19,610.31	\$22,201.84	\$50,760.16

SCHEDULE 5 — ORGANIZATION EXPENSE BY CITIES — FUR DIVISION

<i>City</i>	<i>Nine Months:</i>		<i>Year</i>		<i>Total Thirty-three Months</i>	
	<i>1939</i>	<i>1940</i>	<i>1941</i>	<i>1941</i>	<i>1939-1941</i>	
Atlantic City	\$ 165.28	\$ 195.71	\$ 92.05	\$ 453.04		
Baltimore	1,242.13	15.09	12.25	1,269.47		
Brooklyn	38.20	88.50	5.50	132.20		
Buffalo	2,022.68	1,912.30	354.89	4,289.87		
Chicago		600.00		600.00		
Cleveland	241.40	692.75	24.06	958.21		
Danbury	329.87			329.87		
Detroit	1,916.15	2,258.60	2,274.36	6,449.11		
Duluth		100.00		100.00		
Easton	19.89	29.53		49.42		
Flemington	772.93	127.99	27.80	928.72		
Gloversville	178.70	647.83	187.45	1,013.98		
Hartford	5.00	42.33	33.81	81.14		
Long Branch	44.75	298.70	146.15	489.60		
Los Angeles	697.13	2,160.00	1,560.00	4,417.13		
Middletown	240.00	214.95	71.09	526.04		
Milwaukee	598.24	1,956.29	2,098.14	4,652.67		
Minneapolis	502.89	822.78	416.84	1,742.51		
Miscellaneous		1,696.95	1,418.02	3,114.97		

Montreal	698.82	378.26	361.50	15,820.00	140.00	254.50	17,653.08
Mt. Vernon	1.00	2.86	.....	.....	.....	106.05	109.91
Newark	53.95	234.03	30.48	20.00	.....	106.05	444.51
New Haven	602.75	327.29	810.89	.....	300.00	.....	10,109.38
New York	239.09	11.00	39.25	1,310.00	35.00	15,199.85	21,834.19
Northville	6.35	6.75	1.50	.....	.....	.....	14.60
Norwalk	1.75	1.35	.....	.....	.....	.....	3.10
Philadelphia	26.55	142.89	222.75	.....	.....	.....	392.19
Pittsburgh	14.50	94.19	30.00	.....	.....	.....	138.69
Providence	35.07	109.48	196.33	.....	.....	16.00	356.88
Quebec	119.51	404.65	397.40	4,265.00	46.85	107.46	5,340.87
Rochester	196.95	24.00	14.45	470.00	.....	122.40	827.80
St. Louis	1,408.60	378.87	319.56	3,270.00	148.00	494.15	6,584.18
St. Paul	561.56	212.91	195.00	.....	.....	.....	968.75
Salem	51.00	.....	.....	.....	.....	.....	51.00
San Francisco	15.00	132.55	262.50	.....	.....	.....	410.05
Schenectady	8.55	15.95	12.50	.....	.....	.....	37.00
Seattle	.....	.....	.....	1,905.00	.....	25.00	1,930.00
Toronto	1,114.04	414.25	400.25	5,205.00	1,050.00	1,769.25	10,102.79
Washington	12.23	239.90	227.50	.....	1,902.16	140.88	2,672.67
Winnipeg	575.00	72.11	15.00	950.00	340.15	1,586.29	3,538.55
Total	\$8,786.48	\$6,829.27	\$6,175.69	\$7,030.00	\$4,922.43	\$28,290.82	\$115,118.14

EXPLANATION OF SCHEDULE 5—ORGANIZATION EXPENSE BY CITIES—FUR DIVISION

	Org. & Misc.	Strike Expense	Transportation	Per Diem	Salary	Subsidy	Atty. & Acct. Fees & Exp.	Donations for Org. Work	Total 33 Mos. 1939-194
Atlantic City	\$ 5.08	\$ 172.96	\$ 275.00					\$ 453.00	
Baltimore	19.64	139.08	210.75		\$ 900.00			1,269.47	
Brooklyn	132.20							132.20	
Buffalo	922.70	103.74	69.00		2,075.00		1,119.43	4,289.87	
Chicago							600.00	600.00	
Cleveland	62.14	338.57	382.50		100.00		75.00	958.21	
Danbury	18.07	6.80	30.00		275.00			329.87	
Detroit	461.47	313.71	471.25		2,150.00	1,475.00	70.00	6,449.43	
Duluth							100.00	100.00	
Easton	4.97	14.45	30.00					49.42	
Flemington	4.56	98.89	60.00				765.27	92.72	
Gloversville	365.08	175.00	169.40		150.00		25.00	1,001.48	
Hartford	13.05	15.76	27.33					56.14	
Long Branch	7.80	76.51	73.00		75.00			232.61	
Los Angeles		107.13	120.00			3,390.00		4,617.13	
Middletown	37.75	89.25	168.00					395.00	
Milwaukee	459.29	45.84	147.50		100.00	2,000.00		3,052.63	
Minneapolis	499.29	493.22	445.00		100.00			1,537.51	
	31.12	1,441.39						1,503.61	

Montreal	4,645.15	6,253.71	6,754.22	17,653.08
Mt. Vernon	109.91	109.91	109.91	109.91
Newark	85.02	215.90	143.59	444.51
New Haven	68.70	5,337.23	4,703.45	10,109.38
New York	4,826.02	9,440.90	7,567.27	21,834.19
Northville	14.60	14.60	14.60	14.60
Norwalk	3.10	3.10	3.10	3.10
Philadelphia	192.92	96.98	102.29	392.19
Pittsburgh	110.71	27.98	27.98	138.69
Providence	233.92	16.93	106.03	356.88
Quebec	1,347.67	2,129.05	1,864.15	5,340.87
Rochester	816.79	11.01	827.80	827.80
St. Louis	780.69	2,953.66	2,849.83	6,584.18
St. Paul	161.24	356.08	451.43	968.75
Salem	410.05	51.00	51.00	51.00
San Francisco	410.05	410.05	410.05	410.05
Schenectady	37.00	37.00	37.00	37.00
Seattle	600.00	805.00	525.00	1,930.00
Toronto	2,682.10	4,869.33	2,551.36	10,102.79
Washington	2,253.57	266.10	153.00	2,672.67
Winnipeg	1,662.11	1,196.44	680.00	3,538.55
<i>Total</i>	<u>\$29,891.90</u>	<u>\$47,973.23</u>	<u>\$37,253.01</u>	<u>\$115,118.14</u>

SCHEDULE 6 — DEATH BENEFITS PAID

Local No.	City	Nine Months			Total Thirty-three Months		
		1939	1940	1941	1939-1941		
2—	Brooklyn	\$ 700.00	\$ 700.00	\$ 1,000.00	\$2,400.00		
3—	Brooklyn	200.00	900.00	900.00	2,000.00		
4—	Brooklyn	100.00	.....	.....	100.00		
30—	Boston	.....	150.00	.....	150.00		
31—	St. Louis	100.00	.....	100.00	200.00		
45—	Chicago	.....	100.00	.....	100.00		
48—	Easton	.....	200.00	200.00	400.00		
52—	St. Paul	.....	100.00	75.00	175.00		
53—	Philadelphia	200.00	.....	.....	200.00		
64—	New York	200.00	200.00	300.00	700.00		
65—	Toronto	100.00	.....	.....	100.00		
66—	Montreal	100.00	100.00	.....	300.00		
67—	Montreal	.....	.....	100.00	100.00		
69—	Pittsburgh	.....	.....	200.00	200.00		
70—	New York	25.00	.....	.....	25.00		

71--Minneapolis	.....	100.00	.....	100.00	.....	100.00
75--Atlantic City	.....	100.00	.....	100.00	.....	100.00
79--San Francisco	.....	100.00	100.00	.....	100.00	200.00
80--New York	.....	100.00	100.00	150.00	400.00	650.00
85--New York	.....	700.00	700.00	650.00	900.00	2,250.00
87--Los Angeles	.....	.....	.....	50.00	.....	50.00
88--New York	.....	300.00	300.00	600.00	400.00	1,300.00
94--Duluth	.....	50.00	.....	.....	100.00	150.00
101--New York	.....	200.00	200.00	775.00	1,125.00	2,100.00
105--New York	.....	150.00	150.00	500.00	1,300.00	1,950.00
110--New York	.....	200.00	200.00	400.00	850.00	1,450.00
115--New York	.....	690.00	690.00	1,185.00	1,200.00	3,075.00
122--New York	.....	.....	.....	.....	100.00	100.00
125--New York	.....	50.00	.....	.....	.....	50.00
135--Middletown	.....	100.00	.....	.....	200.00	300.00
140--Newark	.....	100.00	.....	300.00	400.00	800.00
145--Mt. Vernon	.....	.....	.....	.....	100.00	100.00

Total Death Benefits Paid

\$ 4,465.00

\$ 7,260.00

\$ 10,150.00

\$ 21,875.00

SCHEDULE 7—FUR AND LEATHER WORKER PUBLICATION EXPENSE

	Nine Months: 1939	Year 1940	Year 1941	Total Thirty-three Months 1939-1941
SALARIES:				
G. Kleinman, Editor	\$ 2,380.00	\$ 3,120.00	\$ 3,440.00	\$ 8,940.00
S. Galanopulo, Ass't. Editor ..	334.30	190.30	.....	524.60
P. Novick, Jewish Ed'n Editor ..	280.00	.....	.....	280.00
M. Auerbach, Addressogr. Opr. .	1,223.12	1,871.89	2,018.05	5,113.06
R. Blitstein, Secretary	413.00	1,808.18	1,458.00	3,679.18
M. K. Millstone, Ass't Editor ..	.....	500.00	1,158.00	1,658.00
A. Case, Secretary .....	.....	.....	287.00	287.00
Assistants for Addressograph...	129.00	57.50	249.41	435.91
	<hr/>	<hr/>	<hr/>	<hr/>
<i>Total Salaries</i>	\$ 4,759.42	\$ 7,547.87	\$ 8,610.46	\$ 20,917.75
PRINTING:				
English Edition	\$ 4,541.55	\$ 5,912.37	\$ 6,044.79	\$ 16,498.71
Jewish Edition	848.00	.....	.....	848.00
	<hr/>	<hr/>	<hr/>	<hr/>
<i>Total Printing</i>	\$ 5,389.55	\$ 5,912.37	\$ 6,044.79	\$ 17,346.71

OTHER EXPENSE:

Mailing, Postage, etc.....	\$ 1,753.90	\$ 3,647.53	\$ 3,492.69	\$ 8,894.12
Photos, Cartoons, Engrvg., etc.	925.05	1,201.21	1,841.57	3,967.83
Addressograph Supplies	733.99	520.15	581.11	1,835.25
Stationery, Supplies and Misc. Exp.	272.77	294.68	454.82	1,022.27
<i>Total Other Expense</i>	<u>\$ 3,685.71</u>	<u>\$ 5,663.57</u>	<u>\$ 6,370.19</u>	<u>\$ 15,719.47</u>

TOTAL EXPENSE OF FUR &
LEATHER WORKER

\$19,123.81

\$21,025.44

\$53,983.93

LESS: INCOME FROM:

Leather Division	\$ 952.00	\$ 6,185.56	\$ 7,137.56
Advertising	199.22	189.54	562.51
Mailing: Fur. Jt. Council	84.92	254.08	526.67
Refund of Expense	27.30	30.00	78.79
<i>Total Income F. & L. W.</i>	<u>\$ 311.44</u>	<u>\$ 6,659.18</u>	<u>\$ 8,305.53</u>

NET EXPENSE FUR & LEATHER
WORKER PUBLICATION

\$17,788.90

\$14,366.26

\$45,678.40

Tuesday Morning Session

CHAIRMAN POTASH: According to the rules of this Convention we are supposed to adjourn at six o'clock, and I think it is six o'clock right now. The Convention will reconvene tomorrow morning, ten o'clock sharp. There is a lot of work to be done and we urge the delegates to be on time.

. . . Announcements . . .

CHAIRMAN POTASH: If there is nothing else, the Convention is adjourned until tomorrow, ten A.M. sharp.

. . . The meeting adjourned at six o'clock . . .

TUESDAY MORNING SESSION

MAY 12, 1942

The meeting convened at ten-twenty o'clock, President Gold presiding.

PRESIDENT GOLD: Will the delegates please be seated. In the name of the International Fur and Leather Workers Union I call this third Session of the 14th Biennial Convention to order.

According to the rules, we will proceed with the roll call of the delegates.

DELEGATE POTASH: Since the majority of the delegates are here, I don't think there is a need of spending a half hour taking a roll call. I therefore move that we dispense with that point of the rules calling for a roll call.

DELEGATE FRANK FRIMMERMAN (Local 101): I second the motion.

DELEGATE WINOGRADSKY: Mr. Chairman, I have no objection, but that should not be taken for granted by the delegates, that we are not going to have roll calls and that is why they can come in whenever they please. There may be an exception this time, but there are some delegates who are still not here.

PRESIDENT GOLD: All the delegates that are here will remember that they will be marked absent if they are not going to be here.

It has been regularly moved and seconded to suspend the rules regard-

Tuesday Morning Session

ing the roll call this morning. Is there any discussion? Any further remarks? All in favor of this motion signify by saying, "aye"; opposed, say "no." Carried.

. . . Delegate Leon Straus resumed reading the report of the General Executive Board, followed by Delegate Feinglass, who continued to the end of the report. Upon finishing the reading of the report, the audience applauded, and cheered incessantly, extending a tremendous ovation . . .

PRESIDENT GOLD: Delegates: It affords me great pleasure to make just a few remarks to you and for the record. The full attendance and the presence of each and every delegate to the Convention during the reading of the report submitted by the General Executive Board, your patience, your attention and interest displayed during both sessions while the report was read, is additional, inspiring proof of your sincerity and loyalty to our organization, to its problems, its tasks, and to its work. It is a guarantee that this Convention will serve its purpose.

The report deals only with the most important activities, the important accomplishments. There are many details that were left out, otherwise the report would take twice as much time to read. There may be some of the delegates, some of the local managers, who will want to make some corrections, additions. You will have a chance to do so when the report of the Committee on Officers' Reports is submitted. You will have all the opportunity to discuss and make all the observations you deem advisable. We had to make this report as short as possible, even at the expense of leaving out important activities and struggles of many locals, for the sake of saving time and to be able to carry through our work at this Convention.

Thanks for your discipline and for your patience and for your attention given to the work of the organization during the past three years.

DELEGATE MINDEL: Brother President, I propose that this report be handed over to the Committee on Officers' Reports.

PRESIDENT GOLD: Is that proposal in the form of a motion?

DELEGATE MINDEL: I move to that effect.

DELEGATE RUBIN: I second the motion.

PRESIDENT GOLD: Are there any remarks? It has been regularly moved and seconded that the report submitted to you by the General Executive Board be turned over to the Committee on Officers' Reports. Are you ready for the vote? All in favor of this motion, signify by saying "aye"; all opposed say "no." The motion is carried.

Will the Committee on Officers' Reports be good enough to get organized and be the first Committee to really do some work. I expect a full

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and complete report of this Committee by Thursday morning. At this time I just want to read the names of some committees.

DELEGATE WINOGRADSKY: Before you read the Committees, I think it would be proper that we have the final report of the Credentials Committee, because some of them are left out.

PRESIDENT GOLD: No objection. All right, Secretary Winogradsky will complete the report of the Credentials Committee.

DELEGATE WINOGRADSKY: Mr. Chairman, the Credentials Committee now submits this final report. We recommend the seating of the following delegates:

Local 22: Peter Di Giacomo

Local 25: Mary Bowers

Local 58: Tony Kuzyk

Local 70: John Demelis

Local 86: Max Roth

Local 87: Abe Shafron

Local 89: Sol Axelrod

Local 125: Albert Bland

Local 130: Anthony Villani

Local 165: Sam Fallon

We further recommend the seating of Sister Jeanne Dupuis, Montreal, Local 67, and Harry Smith, Washington, Local 72, with voice but no vote.

In the case of Brother Harry Rothenberg, Local 38 of Detroit, we recommend that he be not seated since the local union did not pay any per capita during the fiscal year of 1941.

In all, there are 137 delegates, representing 48 local unions, 3 Joint Boards, 1 Joint Council, 14 states, the District of Columbia, and 3 Provinces of the Dominion of Canada. Fifteen are from the dressing and dyeing industry and 33 from the manufacturing.

Your committee also recommends the seating of Brother Augustus Tomlinson and Isadore Pickman, President and Secretary-Treasurer representing the Leather Division, as fraternal delegates.

We also recommend seating Samuel Freedman, the manager of the Designers and Pattern Makers, to be a fraternal delegate representing Local 155 and Local 120.

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The Committee has the unanimous recommendation of the following who were in the Committee:

Albert Roy, Chairman; Daniel Coradi, Local 3; Max Stepansky, Local 53; Charles Weksler, Local 45; Joseph Prifrel, Jr., Local 52; Melito Fuentes, Local 88; Harry Rosenzweig, Local 100—Absent; Abe Shafron, Local 87; Herman Steinberg, Local 101; Albert Bland, Local 125; Joseph Winogradsky, Secretary.

We move the adoption of this report.

DELEGATE SAM MENCHER (Local 105): I second the motion.

DELEGATE CHARLES WEKSLER: I wonder whether a minority committee may make a report on the case of Harry Rothenberg?

PRESIDENT GOLD: What is the decision of the Rules and Regulations Committee? A minority report may be submitted by a committee providing how many?

DELEGATE WEKSLER: Two.

PRESIDENT GOLD: Have you got two?

DELEGATE WEKSLER: Stepansky and Charles Weksler.

PRESIDENT GOLD: All right. Who will report for the minority?

CHARLES WEKSLER: I will, Brother Chairman.

PRESIDENT GOLD: State your name again.

DELEGATE WEKSLER: Charles Weksler, Local 45, member of the Credentials Committee. On the case of Brother Harry Rothenberg, Local 38, Detroit, there was a division of votes. There was an amendment offered after the motion and the amendment was seconded and two voted for it. However, before I speak in favor of that amendment, I wish to state that I do not wish to defend Local 38 for its failure to pay its per capita to the International. That is out of the question.

However, reading the history of the Detroit Local, we find that they had many difficulties, organizational difficulties, many strikes, financial difficulties. They had to look forward to financial aid from the International, which they received. On those bases, and also because we would like to see a united convention and a full national representation, I would urge the delegates to consider the amendment of the minority and to seat Brother Rothenberg with a voice but without vote.

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PRESIDENT GOLD: Second Committeeman of the minority, Delegate Stepansky, Local 53.

DELEGATE STEPANSKY: Brother Chairman and Delegates: The brother speaking previously already stated why we made an amendment and supported the seating of Brother Harry Rothenberg. But at this time, I also want to raise the question of another brother. That is Brother Harry Smith. Brother Harry Smith comes from one of our small locals in Washington, D. C. That local does not have any paid functionaries or an office or secretaries and girls in their office. It so happens that this brother was at one time, during 1941, seventeen weeks in arrears.

Now, it is true enough that all of us have to watch our payment of dues and see that we are in good standing, but when it comes to the small localities where you have to look for the secretary on the corner to pay dues, I think in a case like that we can overlook the fact that Brother Harry Smith was at one time 17 or 16 weeks in arrears.

I would ask the convention to seat Brother Harry Smith with voice and vote at this convention.

PRESIDENT GOLD: Now you have a real convention—a majority and minority report. (Laughter) Any discussion?

DELEGATE SAM RUBIN (Local 115): I would like to speak in Jewish, because I can express myself.

PRESIDENT GOLD: Will Brother Potash please make notes of what the delegate says in English, and translate it. All right, Delegate Rubin.

...Delegate Rubin made his remarks in Jewish...

PRESIDENT GOLD: Delegate Potash will be good enough to translate for the convention.

DELEGATE POTASH: Briefly, Brother Rubin states that he cannot understand how it is possible to carry on a campaign among the rank and file workers to build the morale of our union among the rank and file workers, if we at this convention tolerate the seating of delegates who did not maintain their good standing membership in the Union.

Brother Rubin declares that a good union man means one who has a good standing union book in his pocket; that a good standing union book means that the Union possesses the ammunition with which to carry on the struggle against the employers for maintaining the Union and the Union conditions.

He therefore believes that this convention should not permit the

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seating of delegates who did not maintain themselves in good standing with the Union.

DELEGATE MORRIS REISS (Local 2): I must disagree with the minority on the question of Local 38. The minority claims that Local 38 had all kinds of difficulties for the past two years, and they could not pay any per capita. According to your financial report, it shows that for the last two years not a cent was paid to the International. But on the other hand, it shows over \$6,000 from the International went into Local 38.

In other words, it means that the International took care of part of the difficulties which Local 38 had. If the International took care of part of the difficulties of Local 38, they must recognize that funds must come in from somewhere to help those locals.

In Local 38, especially the officers of Local 38, should have in mind if they want to belong to an International and attend a convention, no matter what the difficulties may be, they must pay per capita. And if they want more funds to help them in their difficulties, the International is always there to help them. Therefore, I oppose the minority.

DELEGATE HYMAN SHAMES (Local 101): I rise in support of the minority report, especially pertaining to Local 72 of Washington. A few years ago I happened to be in Washington and I could see the way the local functioned.

We are fortunate in New York to have our officers, business agents, and therefore we cannot realize the functioning of small localities, where there is no secretary or there is no office, or sometimes not even a telephone to call. And therefore, it creates certain hardships for its members to pay their dues. Their meetings only take place twice a month, and sometimes if there are certain occasions they cannot meet twice a month. That is the only place where a member can come to pay his dues.

Especially Brother Smith is an active worker who worked with me in Washington and he has done a great deal of work in building up that small local, and I think it would be unjust not to seat a delegate, an active worker, pertaining to a local where they have no activities and they have no chance at times to pay their dues.

Therefore, I think it would be a justice of the convention to seat Brother Smith, and it would be a great deed to help Local 72 to continue their activities.

DELEGATE GEORGE BRADOW (Local 99): Brother President, Fellow Delegates: I think in order to appreciate the case of Brother Rotherberg of Local 38, we have to first appreciate the condition of

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activities in the small localities. It is very easy for delegates from large mass organizations in New York, some of the delegates who take the position for the majority report, to say that we expect that every single local should be full in good standing with the International Union.

Let me point out that Local 38 and other localities of that sort do have financial difficulties. We must realize that all these locals require full time business agents to take care of their business since they have scattered shops throughout the cities, and this is also true in Detroit, where the membership is small. I understand only about 250 is what they have, and also, the fur workers' local there has made a splendid achievement in organizing the leather workers.

Some of you who speak against the minority report, I wish you were present in Detroit a couple of weeks ago and would have attended the dance of the finished leather locals which the fur workers contributed greatly in organizing. And I certainly think it was worth while for the International Union to invest funds, yes, and even now, do everything possible to keep the good will—they will keep that anyway—but to encourage the fur workers of Detroit by seating Brother Rothenberg.

Let me point out further that the New York fur workers, the fur workers of Chicago, yes, the fur workers even in Milwaukee and even the smaller localities, and even the fur dressers and dyers benefit greatly by organization in Detroit. We can't overemphasize too much how much of a bulwark, how much of a reinforcement to the organization in larger localities are these organizations in the smaller cities where the fur industry is small.

Therefore, I urge, in the name of encouragement to these Detroit fur workers to even greater efforts to organize the leather workers, for the sake of our International Union and greater contribution to the victory effort, I ask you to seat Brother Rothenberg here today. I ask you to favor the report of the minority.

BROTHER ROTHENBERG: Brother Chairman and Delegates: I realize that I have no defense, and I also realize the correctness of the decision of the Credentials Committee. I take the whole responsibility and plead guilty before this convention for any action that was done by the Detroit Local.

But, Brother Chairman and Delegates, I want to just state a few facts of the hardships of Detroit. You read the report and those of you who follow the *Fur & Leather Worker*, there were almost monthly reports in the *Fur & Leather Worker* about Detroit for the past five years.

I was sent into Detroit by Brother Gold. I found a situation where the fur workers had just previously had a general strike, and lost their

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general strike—a trade of about 400 workers, in the main elderly people and elderly women. After staying there for a while, I found that it was very hard to organize Detroit and I wanted to pull out.

It was only upon the insistence of Brother Gold and the encouragement that Brother Gold gave me that I stayed in Detroit.

It took us a number of years to get together a few fur workers. It took us then another two years to strike each individual shop in Detroit. As you know, Detroit was never organized before. The automobile industry would not have been organized in Detroit if it was not for the sit-down strikes. That was the only way they could organize in Detroit.

When we took a small shop of five people out on strike in Detroit, I found 25 coppers there, and in every strike that we had, we had injunctions. It cost us a lot of money. I don't say that the International did not help us. The International helped us. They kept up the local in Detroit. But since last year, the Union was made in Detroit. We succeeded in organizing about 85 per cent of the workers to join the Union.

Then again, we found additional hardships, the hardship of stabilizing the local. At the same time we organized, with the aid and assistance of Vice-President Feinglass, 1,000 leather workers in the city of Detroit, for which the International had little expense. Well, the International did have an expense in granting our Local over \$6,000 in the past three years.

Now, these are the facts about Detroit. I am ready to accept any decision made by this convention. Just from the viewpoint of the workers there, to whom I will have to render a report (I don't think it would be good for me to render such a report) that I was not seated at this convention. It would not do us any good. We are just in the process of negotiations with the employers and at this time we are asking for union shops in order to be able to maintain ourselves, and we are going to get it.

I say this with full confidence because I know it will be so, because the workers want the union now. We have created a leadership. We have friends in Detroit. We have an organization. We are asking for a 25 per cent increase in wages and other conditions. And if the International wants more, help us, send Vice-President Feinglass in to help us negotiate the agreement next week, I am sure the Detroit Local will be stabilized and will meet all its obligations to the International.

Thank you. (Applause)

DELEGATE SAM BURT (Joint Board Dressing & Dyeing Industry: Brother Chairman and Delegates: I don't think that there is any

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delegate present here who would disagree with the correctness on the part of the majority of the Credentials Committee. I am glad that this discussion is taking place here. I hope that at this convention we draw the proper conclusions, learn the proper lesson, and not to forget it and repeat it at the next convention.

I imagine it is very difficult for a member of the Union who is nominated to be a delegate to the convention and elected to be a delegate to the convention, to come to the convention and not be seated because he has not been in continuous good standing for three or four weeks, or another similar reason.

I know for a fact that most active members of local unions are elected as delegates to conventions. It is therefore a surprise to me why any active member of the Union should be neglectful in paying his dues in accordance with the constitution and should have such difficulties at a convention.

Yet these small local unions who have this problem—and we recognize that they have the problem—they don't have paid officers, they don't have established offices and so on. Well, the delegates to the conventions of 1939 and 1937 witnessed a similar discussion and I am sure that they have reported it to their locals. Let it therefore be a lesson to all of us and remember our obligation to our local unions in connection with being in good standing. That must be sacred.

Now, in connection with Rothenberg, you have heard the record of Detroit. You have listened to Rothenberg's short statement of activities and accomplishments of the Detroit local of fur workers and the splendid contribution to the leather workers.

Well, Brother Rothenberg, you almost spoiled an excellent record by your own negligence and irresponsibility. I am sorry to have to tell it to you. You admit that it is wrong on your part. You ask that the convention forgive you. You state that you had difficulties. It is true. There isn't a delegate here who does not realize that you had difficulties. But why didn't you, Rothenberg, also make this part of your problems and difficulties, throughout this period, to sit down once a month and say, "How much can I send to the International?" Why didn't you take it up with Brother Gold? Why didn't you take it up with Feinglass, to find ways and means of being at least partially in good standing with the International?

I again repeat, let this be a lesson to our delegation. Let each and every delegate report back to the local union, place this on the order of business, speak and discuss the importance of being in good standing; the entire membership, not only those who come as delegates, and I ask you delegates to this convention to support the minority report.

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I regret Brother Winogradsky and the rest of the Committee favored, voted for the majority report. I think that, as I said before, constitutionally they are correct 100 per cent, but I say that we should make this exception this time and draw the proper lesson and not repeat it again. (Applause)

DELEGATE GOLDSTEIN: Mr. President, Fellow Delegates: I want to commend the Committee on Credentials for their report. I think that as officers, committeemen elected by a convention, they did an excellent, splendid job, and to take issue with their report, I don't think would be in correct line of trade union practices and in the best interest of our International Union.

. However, I think that while we are experienced, broadened trade unionists, we must realize and understand that we have a delegate present with us who is still an officer in a union and has a problem of continuing to improve the conditions of his workers in Detroit and has a problem of carrying out the mandates and the decisions of this convention. And I firmly believe that it would be in the best interest of our International and in the best interest of the fur workers of Detroit, that Brother Rothenberg be given the privileges and the benefits from the experiences he will get through remaining seated at this convention.

I agree that he did commit an error and a crime against the International Union that certainly should not be followed by any other worker or any other representative. However, I ask this delegation to take into consideration everything that has been said in regard to the problems and the shortcomings of Detroit and give Brother Rothenberg the benefit of remaining with us. I am certain that if he will be seated, I think he should be punished and the right to vote taken away from him, but he should be seated for the remainder of this convention, so that we can support the rank and file workers who, knowing of these problems, still elected him to come here, knowing that he will be enriched by the discussion and deliberations. I am certain he will prove to be a better and a more loyal and a more staunch representative of our International and will not commit the same error any more. (Applause)

DELEGATE REISS: Just a remark on Delegate Goldstein's talk. He said the delegates must take a lesson from this discussion and go home and discuss it with their locals and come to the next convention in good standing.

If I may remind the officers of the International and the delegation, we had the same question with Local 38 in 1935, 1937, 1939, and we are here in 1942 and still we have the same question with Local 38. In fact, in 1935 we set up a certain ruling, that we would forget whatever was before up to that time, that whoever would come to the convention in

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1937 with paid per capita, we would forget whatever happened before. I think that Local 38 had the knowledge and had the lesson and they should have come in today in good standing with the International. I still say I favor the majority and oppose the minority.

SECRETARY-TREASURER LUCCHI: For the information of the convention, I am not going to dispute at this moment the convention of 1939, but it should be said that Local 38 was not present at the 1937 or the 1935 conventions. Local 38 was only chartered, in my opinion—I don't remember the exact date—but it was chartered between 1937 and 1938.

... The question was called for ...

PRESIDENT GOLD: Is there a motion to close the discussion?

DELEGATE JOE MORGANSTEIN (Local 105): I so move.

DELEGATE HERMAN FEIGELMAN (Local 3): I second the motion.

PRESIDENT GOLD: Is that dispute settled? All in favor of this motion, signify by saying "aye"; all opposed, say "no." Unanimously carried.

The minority will sum up, or the majority—which one first? The majority will sum up first, according to the strict rules.

DELEGATE WINOGRADSKY: First let's clear up why we made that decision about Washington. The reason for it was that at the last convention in 1939, we had the same situation with the same delegate and he received at that time the instructions that it shall not repeat itself any more. It was Brother Smith of Washington in the 1939 convention who was not in good standing. At that time we made the exception and at that time it was understood and made clear that next time we were not going to make those exceptions, not for Brother Smith or for anybody else. The minutes of 1939 show that. And when Brother Smith came to this convention again, and again not in good standing, the second time and the same delegate, we felt that we were very liberal in making the exception in as far as permitting the delegate to be seated with voice but without vote.

Now, as far as Brother Rothenberg is concerned, first of all, I do want to speak to you also as a member of the Finance Committee of the International. We have that question, the question of local unions, of local unions not paying and local unions being in good standing and local unions making contributions, and approximately once a month we have taken up the communications of the Secretary-Treasurer.

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Brother Rothenberg was present several times during the last year in New York City. Why didn't he take up the problem with us, with the Finance Committee, or send in a communication about the question of the local, telling us that it is not in a position, but at the same time make at least an attempt to pay in 10 per cent of his per capita during the year or 5 per cent, any attempt whatsoever? He didn't do it.

At a convention of the CIO in Detroit we took up with Brother Rothenberg the question of making an attempt to send in some money. We told him the convention was going to be held in the month of May. Brother Rothenberg, after speaking to them in Detroit, did not make that attempt either.

Next, Brother Rothenberg was a delegate to the convention in 1937, representing Local 105, elected member of the Joint Council previously. He remembers the discussion that we had in 1937. He was a delegate to the convention in 1939, representing Detroit. He remembers the discussion we had in as far as being in good standing is concerned; and it is about time that we established the morale and discipline that when they collect money that belongs to the International, that it should be paid in. And according to the financial statement that you have in the report you can see that the Finance Committee and the International as a whole was very liberal in making contributions, subsidies to the out-of-town local unions and kept them up.

We made exceptions to other locals too that were not in good standing 100 per cent. But we took into consideration their behavior. They made some attempts, and showed that respect and discipline to the International by making some payments. Brother Rothenberg failed completely for an entire year in doing that.

Brother Goldstein says that he committed a crime against the International in not doing that. He also committed, Brother Goldstein, a crime against his members of the local union, because any accident in case of death, by not paying the ten cents into the International, that member was not in good standing. By acting this way, he took away from his entire local union membership all rights and privileges, and he knows it. He is an active worker. He is a good leader. You read of the accomplishments of the local union. But in this respect he acted in an irresponsible manner. That is why in order to have an example, yes, for how many times at conventions we are going to have the same discussion? There must be a limit and a stop to it.

We must be 100 per cent in order in the International, and stop this behavior once and for all. I think we acted in the proper manner in including the Washington Local, and I think the convention should uphold the majority decision of the Credentials Committee.

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PRESIDENT GOLD: The spokesman of the minority.

DELEGATE STEPANSKY: Brother Chairman and Delegates: On the question of Brother Smith, I just want to say to the delegates of this convention that the Credentials Committee has seated delegates from larger organizations that are better equipped with officers, with an office, with girls in the office, where dues can be paid, and they have overlooked the fact. But what we are trying to do here is make an example of Washington.

Now, it seems to me that some of the larger organizations do not understand or don't want to understand the hardships of these smaller localities. I think Washington has done a splendid job on the question of Zerkin, for instance. This Washington Local for instance has done real fine work and when we overlook the question of some of the bigger localities, I don't think Washington especially should be made an example of.

Now, on the question of Harry Rothenberg and Detroit. I think Harry came up before the convention and he presented the facts. It is true enough, we know our International cannot exist if our locals don't pay per capita. But we also must go in and take into account the difficulties that Brother Rothenberg had in Detroit, and I think Harry would learn at this convention by staying here, and I want to again ask the convention to seat Brother Harry Rothenberg and Brother Harry Smith.

DELEGATE SOL WOLLIN (Local 105): Brother Chairman, May I offer a motion?

PRESIDENT GOLD: There is a motion before the convention. When you defeat the motion of the Committee, you may have another motion.

DELEGATE WOLLIN: I would like to amend, if I may, the motion of the minority committee.

PRESIDENT GOLD: You can, but not now.

Delegates, I am afraid that this convention will get bad publicity. It is not even a real fight—a furriers' convention so peaceful, even when there is a minority and a majority report—something is wrong with us.

Well, we will see how the thing will develop. We will give you a chance yet.

I think it should be clear that the Committee refused to seat Delegate Rothenberg, not because the local of which he is the manager recorded a number of important gains. That is not why the Committee refused

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to seat you. It is true, as Secretary-Treasurer Lucchi stated, that Detroit was chartered in 1937, but there was no local union. It was just a group of workers, the beginning of a local union.

After the convention, Brother Rothenberg was sent to Detroit to build up a local. It was a hard job and every year, the local, under the leadership of Brother Rothenberg, recorded a number of achievements, carried through a number of successful strikes. They had to face attacks, injunctions, court cases—that is true. Only recently, the local recorded one of the outstanding victories of our International Union. One of the largest shops in the midwest, one of the oldest shops in the industry, Annis, which was never organized before, was finally organized in that city, and a good contract was concluded by Rothenberg and Feinglass. That is true, all of it is correct.

But these things are recorded in the report, and the convention will no doubt go on record to express its appreciation for this splendid work.

However, if Rothenberg is such a good, responsible, energetic union leader, how can he explain that negligence? If Rothenberg were a poor leader, then there would be no problem. It would be the job of the General Executive Board to release such an organizer. But he is a good organizer; he is a good leader. How do you explain this kind of an attitude toward the International Union?

This is not a financial problem. The International Union was able to function without the per capita of Detroit. It is an organizational problem. For an entire year, the good, responsible, able leader of Detroit Local forgot his responsibility so far as the International is concerned, didn't think of that responsibility. Rothenberg is part of an International Union and he has to fulfill his obligations. How do you explain that?

If I begin to explain, it would look very bad. It is a very unhealthy attitude—something that a convention cannot overlook, something that a convention must take note of. I am afraid that there are some of our progressive young union leaders who do not understand the importance of making a local union a self-sustaining organization. There may be some of our progressive trade union leaders who are under the impression that they commit a sin against progressiveness if they remind workers that they have to pay their dues. And that means failure to build an organization in the proper manner, organizing workers, getting conditions for them, and teaching them the importance of maintaining their organization, and the responsibility for their own union and to the parent body. Particularly when this is the second time.

I might state here before the convention, that if Brother Rothenberg would have sent in the per capita to the office, he could have asked

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that a contribution be made to the local in Detroit, and he would have gotten it. On many occasions he did receive it.

The majority of the Committee couldn't help it. It is impermissible to seat a delegate of that kind. It would destroy the entire idea of responsibility of local unions to their parent body; and the very fact that Rothenberg agrees that the action of the Credentials Committee was correct, that makes it even worse. You didn't have to wait for a convention to understand that. You must have understood that a year ago, two years ago, even ten years ago.

However, since you claim that you are going into a negotiations with the employers and some delegates are of the opinion that at least your voice be strengthened, that at least the voice be given to you, although I say a voice is not going to be strong enough to fight for the workers, suppose we send back, refer the matter back to the Committee, and the majority and the minority try to find a happy medium to satisfy both the convention, the constitution, the organization and the local union of Detroit. Will that be agreeable to the convention and to the Committee?

All right, then let's deal with the report. First, a recommendation of the names read off of the delegates to be seated. Is that motion seconded?

DELEGATE FEINGLASS: I second the motion.

PRESIDENT GOLD: Any discussion about that matter? All in favor of this motion, signify by saying "aye"; opposed say "no." Unanimously carried.

What is the recommendation so far as Brother Smith of Washington is concerned?

DELEGATE WINOGRADSKY: A voice and no vote.

PRESIDENT GOLD: Voice and no vote.

DELEGATE BURT: May I make a motion?

PRESIDENT GOLD: When you defeat this motion. I understand that in so far as Brother Smith is concerned, it is a matter of not being continuously in good standing for seventeen instead of thirteen, and this is already the second time. Do you want to refer this matter back to the Committee too?

DELEGATE FRANK FRIMMERMAN (Local 101): I so move.

PRESIDENT GOLD: What about Dupuis—19 weeks? Well, if you send back the question of Smith it should be that one too. All right?

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Is that the sentiment of the convention? Is it agreeable to the Committee? Then the matter of seating or unseating Brothers Rothenberg and Smith, and Sister Dupuis, is referred back to the Committee for a report at the afternoon session.

DELEGATE POTASH: I move to that effect.

DELEGATE FRIMMERMAN: I second the motion.

PRESIDENT GOLD: All right. The Chairman, on behalf of the convention, sends this back to the Committee. You are still not dissolved. You have to work.

Delegates, come to order. Your pencils and papers, and write your names for the various committees. What time is it?

DELEGATE POTASH: I make a motion that we suspend the rules until the President appoints the necessary committees, and also takes up some other matters that are necessary for this convention.

DELEGATE JACK OSTROWER (Local 80): I second the motion.

PRESIDENT GOLD: All in favor of this motion, say "aye"; all opposed, say "no." The motion is carried.

All right. Yesterday we appointed a Committee on Officers' Reports and the Committee on the Finance Report.

RESOLUTIONS COMMITTEE:

Lew Goldstein, Local 45, Chairman; Sam Burt, Joint Board Dressers & Dyers, Secretary; Isidore Opochnsky, Local 105; Morris Pinchewsky, Local 101; Moe Peterseil, Local 110; Dora Mailman, Local 115; Michael Gougousis, Local 70; Max Stepansky, Local 53; Leon Straus, Local 125; James Sipler, Local 48; Henry Shaefer, Local 88; Jack Ostrower, Local 80; Miss G. Armstrong, Local 65; Joseph Dordick, Local 40; Peter DiGiacomo, Local 22; Joe Eisenbach, Local 64; Nicholas Papaceno, Local 135; Joseph Karrass, Local 2; George Bradow, Local 99; James Del Cioppo, Local 80; Al Borden, Local 140.

When I get through reading these committees, if I left out some of the delegates will you please submit your name to Secretary-Treasurer Lucchi and you will be added to the committees.

CONSTITUTION COMMITTEE:

Joseph Winogradsky, Local 115, Chairman; Lyndon Henry, Local 88, Secretary; Hyman Shames, Local 101; Harry Greenberg, Local

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105; Gus Hopman, Local 110; Sam Rubin, Local 115; John Demelis, Local 70; Morris Reiss, Local 2; Irving Sea, Local 30; Ernest Moyer, Local 48; John Mudry, Local 85; Jay Miller, Local 87; Francis X. Perron, Local 68; Thomas Jasper, Local 125; Nathan Tendroch, Local 69; John Temple, Local 61; Harry Rosenzweig, Local 100; Louis Romagnoli, Local 145; Esther Westburg, Local 57.

YOUTH COMMITTEE:

Luverne Noon, Local 71, Chairman; Leon Straus, Local 125, Secretary; Bella Metz, Local 115; Max Cohen, Local 105; Morris Breecher, Local 101; Burton Sutta, Local 64; Louise Fowler, Local 80; Francis X. Perron, Local 68; Tony Kuzyk, Local 58.

GRIEVANCE AND APPEALS COMMITTEE:

Albert Roy, Local 66, Chairman; Samuel Mencher, Local 105, Secretary; Gus Hopman, Local 110; Joseph Morganstein, Local 105; Ida Langer, Local 115; Frank Frimmerman, Local 101; Louis Cohen, Local 110; William Richmond, Joint Board Toronto; Mrs. S. Adams, Local 67; Edward Kainen, Local 125; Sam Davis, Local 110.

COMMITTEE ON ORGANIZATION:

Morris Angel, Local 64, Chairman; Gus Hopman, Local 110, Secretary; William Greenberg, Local 105; Sam Kramer, Local 105; Jay Miller, Local 87; Sam Davis, Local 110; Philip Klurman, Local 85; Ernest Moyer, Local 48; Sol Wollin, Local 105; Miss G. Armstrong, Local 65; John Temple, Local 61; Irving Feingold, Local 150; Salvatore Pinto, Local 122.

UNION LABEL COMMITTEE:

Mike Hudyma, Local 85, Chairman; Herman Feigelman, Local 3, Secretary; Morris Reiss, Local 2; Henry Bloom, Local 115; Max Rosenblatt, Local 110; Morris Lauber, Local 105; Jacob Rovner, Local 115; Lew Goldstein, Local 45; Oreste Belotti, Local 88; Frank DePrisco, Local 85; Harry Feldman, Local 66; Harry Smith, Local 72—if he is seated; Edward Kainen, Local 125; Max Weitzner, Local 79; Domingo Agilar, Local 140.

WOMAN'S COMMITTEE:

Ida Langer, Local 115, Chairlady; Katherine Hartmann, Local 99, Secretary; Anna Venturi, Local 80; Hannah Bock, Local 80;

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Mary Bowers, Local 25; Bella Metz, Local 115; Ida Thal, Local 115; Dora Mailman, Local 115; Henry Bloom, Local 115; Emerande Brien, Local 67; Murray Brown, Local 110; Joseph Winogradsky, Local 115; Jack Ostrower, Local 80; Earnest Moyer, Local 48; Sam Kane, Local 75; Esther Westburg, Local 57.

Again I ask those delegates whose names I didn't mention, please submit your names to Secretary-Treasurer Lucchi. You will be added to the various committees.

Now, Delegates, these are committees that usually function at our conventions, as is prescribed by our constitution.

As you know, Delegates, this convention is held in a period of great historic importance, and you know that one of the main tasks of this convention will be to deal with the war problems of our country. The General Executive Board therefore recommends to you that a special committee be organized at this convention and that this committee be named the Win-The-War Committee. (Applause) It is one of the most important committees for this convention. I hope that in the very near future we will be able to celebrate the victory over this gang of Fascist murderers and there will be no need any more for great unions to have such committees.

At this time, I will have to organize such a committee. Is there any motion to support the recommendation of the General Executive Board?

DELEGATE JOSEPH DORDICK (Local 40): I so move.

DELEGATE BREECHER (Local 101): I second the motion.

PRESIDENT GOLD: It has been regularly moved and seconded that the convention go on record to organize a special Win-The-War Committee, to crystallize a program for the entire Union, a program which will enable the organization to mobilize its membership to help our government win the war. Is there any discussion? All in favor of this motion signify by raising your right hand. Down. Opposed. Unanimously carried.

Delegates, I will read the names of the Committee and then you will understand that this Committee will have to work and work hard.

Irving Potash, Secretary. (Applause) Ben Gold, Chairman. (Applause) Members of the Committee: Pietro Lucchi. (Applause) He is definitely concerned and very much interested to be present at the funeral of his best friend Mussolini. (Laughter and applause) He insists on having the pleasure of being present. Well, we will send him there.

That peaceful delegate, another member of the Committee, doesn't

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like Fascists, Joseph Winogradsky. (Applause) Another delegate, son of a race who contributed to the struggle against Fascism, John Vafiades, Local 70. (Applause) Morris Reiss, Local 2. (Applause) Samuel Burt, Joint Board Dressers & Dyers. (Applause) Samuel Mindel, Local 2. (Applause) Abe Feinglass, Local 45. (Applause) Samuel Mencher, the chairman of the Joint Council of New York. (Applause) Albert Roy, Canada. (Applause)

Lyndon Henry, Local 88. (Applause) He doesn't like Fascism. Harry Begoon, First Vice-President. (Applause) Ida Langer, Local 115. (Applause) Mike Hudyma, Local 85. (Applause) Leon Straus, Local 125. (Applause) Ernest Moyer, Local 48. (Applause) Sol Wollin, Local 105. (Applause) Edward Carroll, Local 35. (Applause) Howard Bunting, Local 135. (Applause) Morris Angel, Local 64. (Applause) William Kaplan, Local 140. (Applause) Michael Santimauro, Local 122. (Applause)

I may, during the course of the convention, add some more names. I would like this Committee to begin its work as soon as possible. I will inform you when the meeting will be held. This practically exhausts all the committees.

DELEGATE SAMUEL MINDEL: Mr. President, I rise to a point of privilege.

PRESIDENT GOLD: I have a slight suspicion what you want the privilege for. I will ask the convention to vote in favor of that privilege. Delegate Samuel Mindel requests the privilege of the convention for a short statement.

DELEGATE BURT: I move that Delegate Mindel receive the privilege of the convention for a short statement.

DELEGATE FEIGELMAN: I second the motion.

PRESIDENT GOLD: All in favor of this motion signify by saying, "aye"; opposed. Carried. You have your privilege.

DELEGATE MINDEL: Mr. President and Delegates: I think it is appropriate at this time that I make these remarks, inasmuch as a few moments prior to this discussion on the Credentials Committee, we heard the complete report read before you in concise form, dealing with the activities of our International Union and its affiliates.

We need have no hesitation in stating that it is a report that we are all genuinely proud of. The Committee on Officers' Reports will carefully consider it, analyze it, and report on it at a later session. However, in passing, I contend that this report is not only a thing that we can be proud of, but it is a report that contains achievements that the

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entire labor movement can really be proud of. It can bear the scrutiny and the closest examination of every labor union and those anti-union forces who would discredit our union and the union movement in general. I dare say that I would be ready to submit this report to such great brain busters or trusters as that great, great writer who is so friendly to the bona fide labor unions, our beloved writer Westbrook Pegler. (Hisses) Yes, even that gentleman who is the paid agent of the Tory press, of the forces of reaction, whose salary, I can frankly state, is higher than the salaries received by all these people whose photographs are above us, and who have the entire destiny of the world in their hands. And yet, he would have the public believe that the entire labor movement is nothing but a glorified racket.

Well, our report gives a lie to that opinion. Yes, we cannot deny it is most regrettable that there are labor unions that are not only a disgrace to the trade union movement but a disgrace to humanity and should be obliterated.

I have known of labor unions that do not meet in convention halls such as we do. I know of one in particular that had an "annual" convention every fifteen years. That is the sort of an organization that is a blot and a disgrace on the bona fide trade union movement.

So, we have this report, and we feel that none of it could be accomplished without the cooperation of not only the delegates seated here but the locals that they represent. Each and every one of them contributed their part to make these successes possible; and we should like, in appreciation of those services, to give you a little memento, a little token of our appreciation.

. . . Brother Mindel announced that each delegate would receive a traveling shaving kit inscribed as a souvenir of the 14th Biennial Convention . . .

PRESIDENT GOLD: Before the distribution of the gifts to the delegates, I want to ask that the President of the Leather Division, Brother Gus Tomlinson, Secretary-Treasurer of the Leather Division, Isador Pickman, and our organizers, Myer Klig, Frank Brownstone, Herman Paul, and our Editor, George Kleinman, to work with the Win-The-War Committee. (Applause)

I shall later announce the names of the organizers and the representatives of the Leather Division to the various other committees, but this is the most important committee, and all of you will have to carry the burden to see to it that the program is carried out.

The time is now one-thirty. I ask for a privilege. You have to be back at two-thirty sharp, all of you. We expect, this afternoon, distinguished guests who will address the convention.

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I would like to have a special committee to receive these distinguished guests. Lew Goldstein, Lyndon Henry, Katherine Hartmann, Louise Fowler, Sol Wollin, will meet with George Kleinman immediately after adjourning this session. This committee will receive Alderman Dickerson.

Irving Potash, Samuel Mindel, Pietro Lucchi, Dora Mailman, Esther Westburg, Mary Wilkosz, Duluth, and George Kleinman will meet after the session is adjourned, to receive the Chinese Consul of Chicago.

Now, if you will just have patience, it will take a few minutes, and we will distribute the gifts.

DELEGATE FEINGLASS: I move we adjourn immediately upon the distribution of these gifts and reconvene at twenty minutes after two.

PRESIDENT GOLD: Two-thirty sharp. That is the understanding—roll call at two-thirty.

... The gifts were distributed...

There is a motion to adjourn and reconvene at two-thirty sharp. Is that motion seconded?

... The motion was duly seconded...

PRESIDENT GOLD: All in favor of this motion say "aye"; opposed. Carried.

... The meeting adjourned at one-forty-five o'clock...

TUESDAY AFTERNOON SESSION

MAY 12, 1942

The meeting convened at two-forty-five o'clock, President Gold presiding.

PRESIDENT GOLD: Will the convention come to order please. Delegate Lucchi will read a few telegrams at this time.

... Secretary-Treasurer Lucchi read telegrams of greetings ...

SECRETARY-TREASURER LUCCHI: "Entire Executive Board and membership of Local 79 unanimously request full time organizer be established on Pacific Coast. International assistance Midwestern area

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has resulted in tremendous increase, strength and prestige of International Union. Pacific Coast fur and leather workers demand that gainful working conditions of eastern workers be extended to entire Pacific Coast locality. We sincerely urge convention that immediate action be taken in uniting Western United States Area into potent and dynamic force with Eastern, Midwestern Section of International Fur and Leather Workers. Pacific Coast workers await and trust International assistance will be timely in accordance with above.

“International Fur and Leather Workers Union,
Local 79, San Francisco, Cal.”

PRESIDENT GOLD: This telegram requires action on the part of the convention, whereas the other telegrams that the Secretary-Treasurer read are greetings. This telegram from San Francisco deals with organizational measures.

DELEGATE BURT: I move that the telegram from San Francisco be referred to the Committee on Organization.

DELEGATE GEORGE BRADOW (Local 99): I second the motion.

PRESIDENT GOLD: Is there any discussion? The Chairman or Secretary of the Organization Committee, will you please come up to the platform and get these telegrams.

At this time, Delegates, I shall call upon the Secretary of the Credentials Committee to complete the report of this Committee. Chairman of the Committee, Brother Albert Roy.

DELEGATE ROY: Mr. Chairman, Sisters and Brother Delegates: As Chairman of the Credentials Committee and speaking in the name of the Committee, I wish to say that according to the request made by the convention, the Committee has taken into consideration the case which was returned to the Committee, and I want to tell you that at this time, the Credentials Committee is ready to make a report which is the final report. I will call on the Secretary to make the report.

DELEGATE WINOGRADSKY: We took into consideration again the request of the President, as you were told by the Chairman of the Committee, and the Committee unanimously decided that as far as Brother Rothenberg is concerned, that we take into consideration the question of the expiration of the agreements of the local, that we take into consideration that with locals going into conferences it may reflect as far as the prestige of the spokesman of the committee is concerned, not the excuses given by the manager of that local union, but the situation that the local is confronted with. For this reason, we propose that he should be seated as a delegate, with voice but without vote.

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As far as the others are concerned, there are two more, we take the same position as before, they did not change, that all of them be seated with voice, without vote.

DELEGATE STEPANSKY: Brother Chairman and Delegates: I just want to go on record that I was in favor of seating Brother Smith with full voice and vote, that it wasn't a unanimous decision.

PRESIDENT GOLD: The motion of the Committee is to seat all the three delegates with voice and no vote. Is that motion seconded?

DELEGATE SOL REVKIN (Local 88): I second the motion.

PRESIDENT GOLD: Is there any discussion? All in favor of this motion signify by saying "aye"; all opposed? Carried. There is one opposed.

It is understood, Delegates, that coming conventions will not tolerate that kind of an attitude on the part of the delegates who are the leaders of locals. I don't justify the rank and file workers for their failure to pay dues to their local unions on time. This disease was cured a long time ago in our Union. The workers used to wait for many months and then pay up. But inasmuch as there is still some excuse on the part of some rank and file workers, there is no excuse for the leaders of the local unions to fail to see to it that the local unions are in good standing with the parent body.

I hope that the incoming General Executive Board will understand the spirit of the criticism made by the delegates at this convention, and there will be no more discussion, because those delegates that will repeat such action will not receive any credentials and there will be no discussion at all on the floor.

Again I make clear that it is not a question of the few dollars of per capita. That is not the main principle, not at all. The principle is the respect and the recognition of the parent body, and the fact that your locals must be in good standing, because of the benefits that your members are entitled to. No member of the Union is to suffer even to the slightest degree on account of the negligence of the local representatives.

I hope that this is the understanding and the agreement of the delegates at this convention. With that, this chapter is closed, and all the delegates are seated, some of them with voice and no vote, with a full right to participate in the committees and in the discussions of the convention, but without vote. That is a concession and I hope you appreciate it. I think that the Committee, for the sake of the complete unity of the convention, acted very generously.

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I will entertain a motion to express the thanks to the Credentials Committee and dissolve the Committee.

DELEGATE SAM MENCHER (Local 105): I make a motion to that effect.

DELEGATE HARRY STOFKY (Local 115): I second the motion.

PRESIDENT GOLD: All in favor of this motion say "aye"; opposed say "no." Motion carried. The Committee stands dissolved, and on behalf of the convention I express its appreciation for your good work. (Applause)

I wish to add a few delegates to committees. First on the Resolutions Committee: Napoleon Morrier, Joint Board, Montreal. He is to be added to the Resolutions Committee, a very important committee. And also to be added to the Resolutions Committee, Max Roth, Local 86, Cleveland.

. . . The audience arose and applauded as the guests came into the convention hall . . .

Isidore Kamenetsky, Local 125, added to the Education, Legislation, Press and Welfare Committee. Mary Wilkosz, Local 94, added to the Education, Legislation, Press and Welfare Committee.

Max Bronswick, Local 125, Charles Weksler, Local 45, Sol Axelrod, Local 89, and Joseph Prifrel, Jr., Local 52, to be added to the Organization Committee.

I already announced before that all organizers, Myer Klig, Herman Paul, Frank Brownstone, Abe Feinglass and Gus Tomlinson, the President of the Leather Division, and Isador Pickman, the Secretary of the Leather Division, and Editor George Kleinman, were added to the "Win-the-War" Committee. Frank Magnani, Local 3, was added to the Win-the War Committee. I also have the pleasure to add Sam Butkovitz to the Win-the-War Committee.

Next we announce the names of the Arrangements Committee: Howard Bunting, Local 135, Chairman; Samuel Butkovitz, Local 30, Secretary; Peter Gardini, Local 2; Lew Goldstein, Local 45; Harry Greenberg, Local 105; Simon Lunine, Local 3; Jack Bruno, Local 101; George Bradow, Local 99; Jack Jasper, Local 101.

The Chairman and Secretary stand instructed to call together this Committee as soon as possible. There is plenty of work for you.

. . . President Gold introduced Mr. Earl B. Dickerson, Negro Alderman of Chicago. The audience arose and cheered and applauded . . .

. . . Alderman Dickerson delivered a stirring address dealing in the main with the struggles of the Negro people for democracy and their desire to defeat Hitler.

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ALDERMAN EARL B. DICKERSON (2nd Ward, Chicago): . . . Although I speak to many audiences every day on subjects of vital importance to the people of the nation, in an appeal to the people of the nation to include in the fabric of our American system the Negro people, I don't believe I have experienced such an enthusiastic, free, spontaneous reception from many audiences in the past, as I have from you this afternoon.

You sustain me in my belief that democracy can have an opportunity to live and to be a part of this country. I hate to feel that the promise of democracy so eloquently stated in our Constitution, in our Declaration of Independence, in the amendments to the Constitution, this promise of democracy could never be realized. I wouldn't have any heart for the struggle to win the war, which is your struggle at this moment, and the struggle of all decent Americans, if I didn't feel that this promise of democracy so eloquently stated in the Declaration of Independence, could finally be realized. . . .

I knew that in the place where I was born, in Mississippi, not unlike other Southern states, all of them, many sections of the North too, that the Bill of Rights didn't have any real meaning for Negroes.

The first amendment, which is really the foundation of our democratic system, the guarantee of freedom of speech, freedom of press, freedom of people, the right of people peaceably to assemble and petition the government for wrongs perpetrated against them, freedom of religion, the liberty guaranteed to individual citizens, the right which makes possible unions such as you have this afternoon, I knew that the first amendment and all the rest of the Bill of Rights, did not apply to the Negro people in this hour.

I knew, moreover, that the 14th amendment, which is the foundation for the citizenry of the Negro people, which guarantees equal protection of the laws to all citizens without regard to their race or color, which guarantees due process of law to citizens without regard to their race or color, didn't apply to Negroes, although the 14th amendment was written into the fundamental law of our Constitution for the Negro people.

So, I was willing to go to the War No. 1, in order to make my contribution in the struggle to attain democracy. Many of us did the same thing, of my race, and many of your race did it. Many men that I know who died alongside me, died in the feeling that there would be something coming out of the war, and that if America and its allies should physically overwhelm the others and win the war, the peace would be won, and they knew that inescapably to win the peace would be to win democracy and freedom for all. . . .

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Now we come to another war. We have the same slogan today, that we had 25 years ago. "Win the war," they say, and we join. Why do we fight the war? . . . We are in it because we say that here the way of life in America is under attack. This democracy, this promise of democracy that the American people cherish is now about to be destroyed by another ideology. Nazism comes on the scene.

Democracy under the Constitution, means equality of opportunity for all citizens. It means that black and white citizens, Jew and gentile, no matter whether you came from the Northern part of Europe or your fathers or mothers did, or whether you came from the Southern or the Balkans or whatever place in the world, it means that when you came to America, you came within the shelter of the democratic system which guarantees to each individual the right to live and to work his own way in the world, and to be a part of American life, and by the vote, and by joining in societies and organizations like this, each individual making his own contribution to the sum total of our democratic system.

It means, this democracy does, the right of men and women to organize in labor unions, in order to work for the good of the members of the union, not alone for the members and their families, but to work for the good of America, because as the economic benefits accrue to the members of these unions, as members of the unions become potent factors in forming the policies of our nation, they make a definite contribution to the whole of America, and thereby give to America a tone and a spirit which enables it to struggle and fight to win and to maintain this democracy.

You are interested, as we are, in winning it, for we know what Nazism is. Nazism makes for an ethnic racism. Only the Germans are the people who will rule in the event that Nazism prevails. We have some examples of it in Europe. Even the Frenchman, who also is an aryan now is a slave to the German master. The Hollanders, the Poles, all the rest of Europe, even the Swedes, and they are not in the war, are slaves to the Nazi machine. And even Italy, which is an ally in this struggle in Europe, is a slave to the German system.

We know what a racism such as they preach will mean, if it becomes the dominant factor in America and in the world, that not only black people, but that people of your own race and your own groups will be under the heel of the Nazi system. The individual liberties which you have as individuals will be a thing thrown into the limbo of the past. It will mean, as it has meant in Europe, that labor unions will have no more rights.

Think of those great labor unions in Germany after the war, the first war. Think of those great leaders in the labor movement, all through

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Europe. Labor had its inning in the German Republic, the first Republic. Today, the men who were the leaders of the unions in Europe, in Germany and throughout, are either in the concentration camps or they are dead, and they are memories of a forgotten past.

Therefore, you and I, as individuals in our American system, you and I as labor people, must be concerned with the winning of the war which will mean the winning of democracy.

Now, there are many people in America who say they want to win the war, and therefore they want to win democracy. There are different kinds of democracies. There is a dual democracy in America to which I want to refer for a moment. The man at Sykeston, Missouri, who joined the lynching bee there, and most of the citizens there did, destroyed the life of this young man, took his life without due process and therefore, without coming within the 14th amendment, and there, without the democratic process.

Ask that man in Sykeston today whether he wants to win the war. He says, "Yes, I sent my son out to do it. He is in the navy." . . . Why Mr. Citizen of Sykeston, are you sending your sons to the war? "Because I want to win the war for democracy." And the kind of democracy that those men in Sykeston, who participate in the lynching are interested in, is the democracy of the status quo, a democracy which leaves out of the shelter of democracy, the Negro people, leaves out of the shelter of democracy, the ordinary, decent democratic method of destroying life. It is a white man's democracy in a little town in Missouri that they send their sons to protect and to maintain.

Mr. Bilbo and Mr. George, Mr. Woodrum, Mr. Dies, these Southerners who now rule the Congress of the United States, or who have a great deal to do with ruling the Congress and the Senate of the United States—ask them why they are fighting to win the war. They are sending their sons also.

They are taxing themselves and everybody else for the all-out struggle to win the war, and they will say, "We fight to win the war for democracy." They are thinking in terms of a democracy that permits them to continue to be elected to the Congress of the United States through poll tax, through the denial of the right to vote of the countless thousands of Negroes and many poor whites in the Southland, which enables them to go to the Congress through 14 per cent, 16 per cent, and 18 per cent of the voters in the South. They are fighting to preserve the South where the Negro people and the poor whites have no rights to organize and to become potent factors in labor unions, where there is red baiting, where men are pushed around because they happen not to be in certain families and so forth. That is the kind of democracy they are fighting for—the democracy of the status quo. . . .

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Now, the democracy that I am fighting for is the democracy so eloquently stated in the Constitution. The Declaration of Independence speaks of it in fine language when it says, the first part of it, "We hold these things to be self-evident, that all men are created equal"—equality of opportunity to citizens, whether you be black, or white, Jew or gentile, whether you be man or woman, whether you come from the North of Europe or the South of Europe or from Africa or what not. When you come to the shores of America the shelter of the democratic concept takes you on. And then you go through the change of equality of opportunity, and that is the kind of a democracy that you and I must fight for when we fight to win the war. (Applause)

Aside from being members of a union, you are individual citizens in various communities. You leave your union halls and step out into a wider community where you come into contact with people who are not members of unions, lawyers, doctors, businessmen, ordinary citizens. Therefore, we take on a different attitude, not a different attitude, but a different connection as we leave our labor groups.

Here I find democracy working in this labor union. It is a tremendous, overwhelming thing to see. This equality of opportunity that I am preaching about all over the nation, is here in operation today, in your organization, and I commend your organization for making it a living thing here in America.

When we step out of our labor unions and go into this wider atmosphere in America, let us interpret to those with whom we come in contact, that this struggle for democracy, is a very important thing at this moment. Whom do we have on the side of America in this war? Not only white people. There are more colored people on this side of the struggle for democracy than there are white people. 400 million Chinese. (applause) 360 million Indians. (Applause) The figure has not been given, but it is true that many of the soldiers who fought to give Abyssinia back to Haile Selassie were black soldiers. Those black soldiers are on the side of the allies, and there are 14 million Negroes in America who are on this side, struggling to win the war, and therefore, to win democracy. (Applause)

We ought to tell these people with whom we come in contact in this wider atmosphere, that this war can't be won by just a part of this population. You say you want unity. We have to have unity in order to win. It doesn't mean unity merely for the physical purpose of winning the war. In order to have unity to bring about a physical winning of the war, there must be a unity of purpose, and the unity of purpose is the thing around which we rally. The 14 millions of Negroes are concerned, as are the labor people who represent your fine, progressive union, they are concerned with winning the war for the ideal that we are fighting for.

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They are concerned that Nazism shall not prevail in the world, but that this way of life that men and women have given their lives to make possible, shall be preserved and that this promise of democracy may be continued until it is in every sense, a genuine democracy. . . .

At the conclusion of Mr. Dickerson's speech, the audience accorded him an ovation.

. . . President Gold thanked Alderman Dickerson for his eloquent address and introduced Dr. Chang-Lok Chen, Chinese Consul-General of Chicago. The audience arose and cheered and applauded. Dr. Chen made an impassioned speech, outlining the difficulties and hardships China has endured for the past five years and appealing for aid to defeat the Japanese invaders. . . The audience greeted Dr. Chen's speech with bursts of applause and cheers. . .

PRESIDENT GOLD: Dr. Chen, please accept our profound appreciation for honoring our Convention with your appearance and your splendid, eloquent and constructive address. Please convey to your people our sentiments and feelings and deep concern and best wishes for the success of the Chinese people. (Applause)

Their battle is our battle; their victory will be our victory. (Applause)

I wish to inform the Convention that the General Executive Board discussed at length the task of our Union to assist the Chinese people in their heroic struggles. The Win-the-War Committee of the Convention will deal with this problem. However, the General Executive Board cannot delay this matter even one day. While we are in session, the Board deems it advisable to make some recommendations to you for your approval.

First of all, we want to help the Chinese people; second, we want the attention of the labor movement to be called to this important matter of labor. We therefore decided to start. We know that our local unions follow the proceedings of the Convention, and we want our members to know that the assistance of our Union to China receives the attention of the Convention, which means that they have to immediately put this matter on the day's order.

We want the Chinese people to know our deep concern for their success. The General Executive Board proposes that through the American-Chinese Medical Bureau, and through our parent body, the CIO, our Union should undertake the erection of a special wing of a hospital to provide the wounded Chinese fighters food and medical care, and on that wing of this hospital in China shall be inscribed that this is the contribution of the Fur and Leather Workers' International Union, and we want other unions to follow suit. (Applause)

To begin the campaign in our own organization, and for the purpose of mobilizing the consciousness and the action of the other unions, the

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General Executive Board proposes to you to contribute the first payment for the establishment of this hospital wing in China, of \$5,000. (Applause)

This is the recommendation of the General Executive Board. I know it isn't much, but within the limits of our financial means. Can we depend upon our local unions and upon you to do the rest?

DELEGATE POTASH: Fellow Delegates, I rise to move, and it gives me pleasure to move, that this Convention go on record immediately for the contribution of \$5,000 to begin the drive for the establishment of a hospital wing in the name of our International Union in China, for the help of the Chinese fighters, and that this decision be made today and immediate action be taken accordingly.

DELEGATE MENCHER: I second that motion.

PRESIDENT GOLD: Does that mean, Delegate Mencher, as the President of the Joint Council, that you seconded not only in words, but that the Council will roll up its sleeves for China?

DELEGATE MENCHER: It does. (Applause)

PRESIDENT GOLD: And so well have the Council delegates responded with applause, that it means you have support. You have no fear of any contradictions in this respect. I know that. Any discussion? Any remarks? All in favor of this motion, signify by rising to your feet. (The audience arose and applauded) Down. All opposed, stand up. (No one arose)

Will the Finance Committee and the Chairman and Secretary of the Win-the-War Committee, and the Secretary-Treasurer of the International Union get together after the adjournment of this session and carry through the decision of the Convention?

...The audience arose and sang "Solidarity Forever," and gave three cheers for Free China...

PRESIDENT GOLD: At this time, I am announcing the names of an additional Committee, the Committee on Press, Education, Legislation and Welfare:

Cecil Cohen, Local 64, Chairman; Thomas Jasper, Local 125, Secretary; Harry Greenberg, Local 105; Sol Wollin, Local 105; Morris Pinchewsky, Local 101; Joe Eisenbach, Local 64; Michael Santimauro, Local 122; Sam Fallon, Local 165; Emerande Brien, Local 67; Anthony Villani, Local 130; Salvatore Pappalardo, Local 140; Joseph Prifrel, Jr., Local 52; Billy Pappas, Local 70; Isidore Kamenetzky, Local 125; Mary Wiloksz, Local 94.

The Committee Chairman and Secretary will get together with the Committee after the session and decide on a meeting as soon as possible.

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DELEGATE POTASH: May I suggest that the name of Ida Thal, of Local 115, be added to that Committee.

PRESIDENT GOLD: Any other suggestions? All right, Ida Thal will be added to the Committee.

I want to call to the attention of the Convention, that we have a few very important telegrams from important individuals. Take your seats and listen to these telegrams. Pietro Lucchi.

SECRETARY-TREASURER LUCCHI: I have a few telegrams:

. . . A communication of greetings and thanks for the help extended, was read which was sent by Major Barayev, Russian War Relief . . .

. . . The audience arose and applauded as two tremendous pictures of Ben Gold and Philip Murray were brought into the convention hall . . .

DELEGATE POTASH: Mr. Chairman, may I interrupt at this time, and request a special privilege on a resolution?

PRESIDENT GOLD: No objections? All right.

DELEGATE POTASH: This request concerns the fellow to our left (referring to the picture of Philip Murray), President of the CIO, Philip Murray. The General Executive Board directed the officers, directed President Gold, to send a special message to President Philip Murray. The telegram that I am proposing here, that I am going to read, I am really proposing in behalf of President Ben Gold.

I propose that the following telegram be sent immediately to President Philip Murray:

"The Fur Division of the International Fur and Leather Workers' Union, in convention assembled, now in session in Chicago, extends heartiest greetings to you for your sterling leadership of labor in this great crisis of our country and of all humanity. Our Union shares in the pride of American labor and the nation as a whole, in your statesmanship and stewardship. We note with great pride, the great CIO War Victory Program and Victory Industrial Production programs adopted under your leadership. Your invaluable contributions to labor and the entire nation and to War Labor Board and Victory Labor Committee, your leadership of labor for continuous, uninterrupted production for Victory in the war, your championship of progressive CIO policies and principles which serve to organize new hundreds of thousands of unorganized American workers, strengthen all CIO unions, and improve the lot of American labor generally, your constructive and successful contributions in advancing unity of American labor and in maintaining the integrity of the CIO against all disruptive and appeaser influences—all these achievements of the CIO under your leadership are an inspiration to

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the millions of working men and women in the entire nation. This Convention therefore renews and reaffirms the pledge to you and to the CIO of wholehearted and loyal support of our entire membership, and pledges to fulfill without stint all the tasks, duties and responsibilities for the cause of labor, our country, and the freedom of mankind.

"We pledge wholehearted support to your leadership in the great war effort for an early offensive and victory over Hitlerism and Japanese militarism. We extend to you our sincerest invitation to attend and address our Convention if at all possible at any time during the remainder of this week."

We propose that this wire be sent at once to President Philip Murray. (Applause)

DELEGATE MORRIS LAUBER (Local 105): I move that that be sent.

DELEGATE LOUISE FOWLER (Local 80): I second the motion.

PRESIDENT GOLD: Any discussion? Any remarks? All in favor of this motion, signify by saying, "aye"; all opposed, say "no." Unanimously carried.

We have two or three more telegrams, and then you will go to work.

. . . Secretary-Treasurer Lucchi read communications from the following:
Maxim Litvinov (The audience arose, applauded and cheered)

John Brophy (Applause) . . .

PRESIDENT GOLD: Delegates, one more telegram will be read today. Then we will proceed with the Finance Report, because today we have to get through with all the reports, so that the Committees can begin their work. One more telegram, and then the Secretary-Treasurer will read the Finance Report.

. . . Secretary-Treasurer Lucchi read communication from Warren K. Billings, Chairman, and Elizabeth Gurley Flynn, Executive Secretary, the Citizens' Committee to Free Earl Browder (Applause) . . .

PRESIDENT GOLD: I will call upon Secretary-Treasurer Lucchi to read the Finance Report for the past three years.

. . . Secretary-Treasurer Lucchi read the Auditor's Report, Pages 109-141 of the printed Officers' Report. . .

SECRETARY-TREASURER LUCCHI: This report, Mr. Chairman, was looked over by the Finance Committee of the General Executive Board; Harry Begoon, Samuel Burt, Samuel Mindel, Joseph Winogradsky, Abe Feinglass, Samuel Butkovitz.

I have with me further clarification by cities and states. If there is

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anyone of the delegates whose mind is not clear or who wants to know further particulars about their expenses in their respective locality, please call upon me and the Finance Committee, and we will be only too glad to give you all the explanation that you would like to have.

Thank you. (Applause)

DELEGATE PETER DI GIACOMO (Local 22): Under Schedule 6, "Death Benefits Paid," you have \$100.00 for Local 22. I don't recall anybody dying in Local 22 in 1939. (Correction of the report has been made in the record as printed in these minutes.)

SECRETARY-TREASURER LUCCHI: It is a good thing you have called that to my attention. Well, I will tell you and the Convention, that if you are interested in knowing who the party was, we will have the name of the beneficiary who received it, and even the receipt if it is important to have it here, of the party who received the death benefit. I am not in a position at this moment to know or remember the name. But whatever it is, if you are interested to know who the beneficiary was and who the member was who died, we will let you know.

DELEGATE DI GIACOMO: May I ask a question? When these checks go out, do they go to the individual? Is the local notified?

SECRETARY-TREASURER LUCCHI: In most cases, I would say 99 out of 100, the check is sent to the local union with a receipt so that the beneficiary not only gets the check, but he gets the receipt and the receipt comes back to the office, so that we have two things, the check and the receipt, signed and endorsed by the one who received the check.

DELEGATE CHARLES WEKSLER (Local 45): I want a point of clarification. On page 112, on the expense, salaries for organizers, I notice that in 1939 it was \$11,700 and something. In 1940, it was \$11,000, and in 1941 it went down to \$8,000. It is not very clear to me why the salaries of organizers should go down.

SECRETARY-TREASURER LUCCHI: I will tell you why. You remember, Brother Weksler, that a number of leaders of the Joint Council, through no fault of theirs, not that they wanted to go there, but they were forced to leave their organization, so that Brother Frank Brownstone was released by the International Office, and he served the Joint Council for quite a period of time. During that period he received a salary from the Joint Council instead of the International. That is one of the reasons. Maybe there are some other reasons.

DELEGATE OSTROWER: On page 111, under "Dues Stamps," we notice that in 1941 there is \$114,780. Now in 1940, there is an income of \$129,712. I would assume that in 1941, with the membership being much larger due to the increase in the organization, that the dues stamps would be much greater. I would like an explanation here.

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SECRETARY-TREASURER LUCCHI: Yes, that is correct. You want to know why we received less per capita in 1941 than in 1940. Well, I really don't know how to explain it. The fact is that we received more in 1940 than in 1941. I don't know if the members of some organization, probably the last part, if they went through some sort of slow period, or strikes. That is the only reason at this moment that I can remember.

PRESIDENT GOLD: In October, 1941, through some twist of circumstances, the entire manufacturing industry in the United States closed their shops. The New York Council, the membership of the Council, didn't work during the months of October, November and December, and the three months' income from the Council makes up the loss. But they still owe it to us and they will pay. We trust them. (Laughter)

SECRETARY-TREASURER LUCCHI: Is there anybody else who desires further information?

DELEGATE BUCHNER: I make a motion to accept the financial report given by Brother Lucchi.

PRESIDENT GOLD: No, Delegate Buchner, we can't accept it. We have a special Committee, a Finance Committee, that goes through every item, every detail, and then they bring in a report to the Convention. This report is referred to the Finance Committee. After they make a thorough and careful study and analyze it, then they bring in a report.

... Announcements ...

DELEGATE BURT: Mr. Chairman, I rise to move that the Convention, upon adjournment tonight, shall reconvene Thursday at ten o'clock in the morning, and that tomorrow morning at ten o'clock the necessary committees meet, and in the afternoon the delegates be given the opportunity to participate in the sightseeing, and reconvene Thursday at ten o'clock in the morning.

DELEGATE FRIMMERMAN: I second the motion.

PRESIDENT GOLD: Any remarks? Any discussion? I think that is the only practical way to do it. That means, if the motion will pass, that every Secretary and ever Chairman will be responsible to inform their respective committee members where they will meet tomorrow at ten o'clock. Whether you do it now or you do it by telephone or you do it by any other means, you will have to be organized so that at ten o'clock you can go to work.

Is there any discussion? All in favor of the motion, say "aye"; all opposed, say "no." Carried.

Now, Delegates, it is only the second day of the Convention and there was really a lot of work today. I assume that some of the delegates

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are already tired. You will therefore have a chance tomorrow to have a little rest in the morning. I ask each and every committee to meet, organize itself, and get busy. I expect that the Committee on Officers' Reports will be through with its work and ready to submit the report on Thursday morning, the first session. I expect that the Finance Committee will have its report ready. If any other committee will have its report ready, the Convention will certainly appreciate it. Let us not wait until the last day and then begin to rush. In the afternoon you will have a rest, and Thursday morning, at ten o'clock sharp, as you decided, we will call the Convention to order and make the roll call.

If any delegate is in doubt of which committee he is a member, get in touch with the Secretary-Treasurer. He has a list.

According to the rules and regulations that you adopted, it is time to adjourn. Is there a motion to that effect?

DELEGATE STEPANSKY: I so move.

DELEGATE JAMES STEPHENSON (Local 70): I second the motion.

PRESIDENT GOLD: It has been properly moved and seconded to adjourn now and reconvene Thursday at ten o'clock. All in favor of this motion say "aye"; opposed. Carried.

... The meeting adjourned at six-ten o'clock ...

THURSDAY MORNING SESSION

MAY 14, 1942

The meeting convened at ten-thirty o'clock, President Gold presiding.

PRESIDENT GOLD: In the name of the International Fur and Leather Workers Union of the United States and Canada, I call this fifth session of the Fourteenth Biennial Convention to order. We shall proceed now with the roll call. Secretary-Treasurer Lucchi will be good enough to call the roll.

... The roll was called ...

PRESIDENT GOLD: The Secretary-Treasurer at this time will read some of the telegrams to the Convention.

Secretary-Treasurer Lucchi read communications of greeting...

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PRESIDENT GOLD: There is one telegram from the Denver Sanatorium that requires the action of the Convention.

DELEGATE MORGANSTEIN (Local 105): I move that this communication be turned over to the Finance Committee.

DELEGATE SAM RUBIN (Local 115): I second the motion.

PRESIDENT GOLD: The motion is that the telegram be turned over to the Finance Committee for favorable action. Any remarks? All in favor of this motion, signify by saying, "aye"; all opposed, say "no." Carried.

Delegates, let me give you fair warning. You may be surprised. We have at our Convention a well-known artist, William Gropper. (The audience arose and applauded) The labor movement and particularly the fur workers are pretty well acquainted with his splendid expressive and impressive cartoons of all phases of the struggles of the fur workers. So look out! He already has his pencil and paper out. If he catches anyone sleeping here, it will be too bad. (Laughter)

... I know that yesterday was a day of hard work for the committees. You thought that you would come and just have good time and that's all. You didn't know you had to work. But then you enjoyed this sightseeing a little, too.

Is there any committee that is ready to report?

DELEGATE FEINGLASS: The Committee on Officers' Report.

PRESIDENT GOLD: The Committee on Officers' Report is ready. Did any other committees meet yesterday?

DELEGATE BURT: The Resolutions Committee.

DELEGATE WINOGRADSKY: The Committee on Constitution. We are ready to report.

PRESIDENT GOLD: Excellent. Did any other Committee meet yesterday that is ready to report?

DELEGATE POTASH: The Win-the-War Committee.

PRESIDENT GOLD: The Win-the-War Committee is ready to report. May I ask the other committees to meet and get their reports ready as soon as possible? We have three days—today, Friday, and Saturday—and there is plenty of work.

The report of the Committee on Officers' Report. Secretary Samuel Mindel. (Applause)

DELEGATE MINDEL: Mr. President and Delegates: This report

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will be presented in two sections. The first section is the corrections, additions, and modifications, of and to the report. Will you be good enough to take your copy of the General Officers' Report?

First we turn to page 12. In the third paragraph, the second line, in reference to Local No. 122, you will add to the phrase "employed by the fur dressing" the words "and dyeing shops." In other words, the representatives of 122 stated that according to this report they only are chauffeurs and helpers of fur dressing shops and not dyeing shops, and they requested that this addition be made. Also, they wish to report, and ask that a record be made along with other locals, that the local union, despite its small membership, has purchased \$6,700 in war bonds, and its membership has already bought in excess of \$10,000 worth of bonds.

Then we come to page 22, Joint Board Dressers and Dyers. It is the opinion of the Committee that more details should have been noted about the Joint Board's extensive educational work, and also more comment should be made about the Joint Board's anti-fascist activities. The representatives of the Joint Board who were present felt that the report wasn't sufficient in relating the various works of those two particular phases of their activities. That is page 23, about the anti-Fascist activities.

Now we come to page 28, Furriers Joint Council. It is recommended that a report should have been made of a letter from the Furriers Joint Council to the General Executive Board which expressed the Council's and its membership's appreciation of President Gold's services during 1940 and 1941 at the time when the leaders of the Joint Council were unjustly imprisoned. Without his stewardship many of the accomplishments of the Furriers Joint Council would not have been possible. It is the opinion of the Committee that a notation be made in the record of these proceedings.

Next is page 64, also the Furriers Joint Council. It is just an addition to be made, that the Welfare Department assists other locals and other organizations in welfare work, and that the chairman or the head of the Welfare Department of the Furriers Joint Council is also the head of the C.I.O. Welfare Department. That is of Greater New York.

Page 86, in reference to St. Paul, in the third paragraph, there is a typographical error. It states, "The only fur dressing and dyeing shop in Milwaukee." It is intended to be "St. Paul."

Page 87, Duluth. There is an incorrect reference made to the participation in negotiations of Vice-President Abe Feinglass. This is incorrect. He did not participate, and he requested that his name be deleted from that portion of the report.

Pages 84 and 85, Milwaukee, add the following: "Workers obtained

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a 10 per cent increase in wages due to the high cost of living, although they have no such provision in their agreement.”

Page 89, San Francisco. There is an incorrect statement in the third paragraph, the last line; also a typographical error. It should be “In the early part of 1942”—not “the early part of 1941.” Then we also add to that portion of the report that although contracts were consummated on July 27, the workers received the increases retroactive as of July 1. They had the benefit of those several weeks, which is something new in that particular part of the country. In the second paragraph, first line, it should be, “the hardest fight of Local 87,” not the “hardest fight of Local 79.” These are merely typographical changes.

Page 99, the portion of the report that deals with the *Fur & Leather Worker*, our publication. We believe it is apropos to mention the fact that our publication was one of the winners in a recent trade union publication contest.

Page 101, that portion of the report that deals with the Congress of Industrial Organizations. The report fails to mention here the unanimous decision of the Convention of the C.I.O., the national convention, which condemned the vicious frame-ups and imprisonment of our leaders and also demanded their immediate release from prison. Generally, the name and the many activities of the International President is conspicuous by its absence.

There is one other typographical error. In the portion of the report regarding Local 70, there are several misstatements in names. The names that should appear there, in addition to John Vafiades, should be: Jack Manus; John Demelos; then there is another Greek name which is unpronounceable but which should be George Athens; and also Louis Hatchios, whose name does appear.

Also, our attention has been called to the fact that in Los Angeles Local 87, the Sitkin strike, the picket line was withdrawn after the attack on Pearl Harbor, and the people returned back to work. The report states that there was a strike, but it did not indicate the disposition of that strike.

In other words, all these reports that I have submitted to you here, all these corrections, with the exception of the one misstatement which Brother Feinglass called to our attention and St. Paul also, that Feinglass did not appear as was stated in the report—all the others are typographical corrections as far as wording or as far as some other mere detail.

Shall I proceed with the second section of the report, Mr. Chairman?

DELEGATE VAFIADES: Mr. Chairman, there is another correction,

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just a typographical error. On page 37, it says "June 17, 1940" instead of "July 17, 1940."

DELEGATE ABE SHAFRON (Local 87): It was just mentioned that Local 87, by giving up the strike in the Sitkin shop, the workers returned to work. They did not return to work. We just gave up the picket line.

DELEGATE MINDEL: Shall I proceed, Mr. President?

PRESIDENT GOLD: Yes.

DELEGATE MINDEL: Report of Committee on Officers' Report:

"The report of President Ben Gold and the General Executive Board is a realistic, factual document that constitutes a glorious record of three years of successful struggles, substantial gains, of growth and progress of our Union. It warns us of the dangers we are facing now, and the menace to labor and the people, because of Nazi-Fascist-Japanese militarist aggression and the burning need to mobilize all our resources to support our government in the prosecution of the war.

"Our Union has met its severest test during the past three years, and has come through with greater strength and influence than ever before. Your Committee notes with satisfaction and pride that notwithstanding the crisis in our industry during the year of 1939, and the attacks of reactionaries upon our leadership and organization during the past three years, all of the main tasks set forth by the last Convention have been fulfilled even beyond the expectations of the most optimistic in our ranks.

"Never before at a convention of our International has there been presented such a splendid record of organizational gains and achievements. The report is filled with facts which establish the remarkable progress made since the last Convention. To cite but a few:

"Dressing and Dyeing Industry. At the 1939 Convention, it was reported that the wages of Locals 2 and 3 were the highest ever attained by these organizations. The report to this Convention records that even these relatively high wages were increased and working conditions improved.

"The Joint Board Dressers and Dyers brought to this Convention a particularly outstanding record of wage increases and improved working conditions. In every and all locals where contracts were renewed they provided for new gains and improved working standards. The Joint Board comes to this Convention with many newly organized workers and locals. The gains and achievements of the Joint Board are truly encouraging to our entire International Union.

"The Hollander Locals come to this Convention a strong, well-knit

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organization with wage increases and other improvements in working standards as a result of the renewed contracts consummated since the last Convention.

"In Chicago, where the Dressers had been unorganized for more than a decade, our Union established organization and won wage increases to as much as \$20.00 and \$30.00 per worker per week. These are truly remarkable achievements for the Dressing and Dyeing workers.

"Manufacturing. Your Committee notes with satisfaction the growth and consolidation of all Locals of our International in almost every locality in the United States and Canada.

"During the last three years many new shops have been organized. We call particular attention to the Annis Fur Company of Detroit, which for seventy years maintained an open shop and successfully resisted every effort of its workers to organize. Today, these workers are enjoying the blessings of unionization.

"The report clearly and factually presents the gains and improvements in every Local Union, large and small. A number of new locals have been established. Each contract renewed in Boston, Providence, Philadelphia, Atlantic City, Washington, D.C., Pittsburgh, Cleveland, Detroit, Chicago, Milwaukee, St. Paul, Minneapolis, Duluth, San Francisco, Los Angeles and other cities, represents a new milestone in the betterment of the conditions of the workers. Your Committee notes, particularly, the successful growth of our Union in Montreal, and substantial economic gains for its members.

"We call to your attention the remarkable progress of the Joint Council of New York during this period when its leadership was under attack; when its Manager, Irving Potash, and other outstanding officers—Joseph Winogradsky, Jack Schneider, John Vafiades and Louis Hatchios—were languishing in jail, victims of a reactionary wave of attacks against all progressive labor.

"The ability of the Joint Council to defend itself so successfully and to record the greatest gains in its history, establish the highest wages and a longer period of division of work, is additional proof and evidence of the great loyalty and devotion of the entire Joint Council membership to our Union and of their militancy and readiness to defend the Union against all enemies.

"These great achievements of the Joint Council strengthened our entire International Union and paved the way for advances by all other Local Unions.

"The progress and achievements of the Fur Floor Shipping Clerks Local 125 is a source of inspiration to our entire International. Working

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closely with the Furriers' Joint Council, Local 125 has made the most important contribution to the organization of the youth in our industry, greatly improving the conditions of these young workers, and creating another bulwark of unionism within the fur industry in New York.

"Leather. Your Committee calls the attention of the entire Convention to the section of the report dealing with the organization of the Leather Division of our Union. It is the greatest monument to our International Union, to our work and our activities, and constitutes a source of justifiable gratification to each and every delegate to the Convention.

"For years the workers in the Leather Industry were almost completely unorganized and were forced to accept and endure low wages and miserable working conditions. For years company unionism flourished in the leather industry, constituting an open shop system and a reactionary mobilization for the National Manufacturers' Association.

"Our Union, through its constructive program, able leadership, and its correct methods of work, and in conjunction with the leather workers and their leaders, was able to overcome this great open shop giant and to establish a living, vigorous and energetic trade union firmly entrenched in the leather industry, and bringing to these oppressed and exploited workers a better life with dignity, self-respect, and great improvements in their working standards and living conditions.

"We have mobilized a new great army for progressive labor and for the defeat of the reactionary forces and for the greatest participation of the leather workers to win the war.

"International Staff. These accomplishments are the results of the tireless and consistent work of our membership under the guidance of the able, devoted and energetic leaders that our Union has been able to develop. Every organizer, every Local manager, every Local officer, together with our International staff, contributed to these splendid outstanding gains and achievements of our membership and our Union.

"In the manifold activities of all Locals and districts of our International, our General Organizers, Brothers Klig, Feinglass, Brownstone, and Paul have particularly distinguished themselves by their capable, devoted and experienced leadership and tireless work.

"The *Fur and Leather Worker* has become a reporter and organizer reflecting all of the struggles and accomplishments in our International. This paper has constantly improved with every issue. Its success is due in a large measure to its hard-working and capable Editor, George Kleinman, and his staff.

"Our General Secretary-Treasurer, Pietro Lucchi, has continued his devoted and able services in the closest cooperation with all the general

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officers and the entire staff of organizers, contributing greatly to the successful activities reflected in the report.

"Your Committee wishes to express its profound feeling of appreciation and gratitude to our great President, Ben Gold, for his brilliant and inspiring leadership, for his direction, for his idealism and devotion to labor, tolerance and practice of trade union democracy and application of correct trade union strategy and tactics which have guided successfully the destiny of our organization. Our sentiment to our great President can be measured only by the deep love and loyalty and high regard which our entire membership and leadership have for our Ben Gold. (The audience arose, applauded, and cheered)

"Our War Program. The General Executive Board presents a penetrating analysis of the character of the present war:

"The history of the civilized world is filled with the heroic deeds of labor and its determined resistance to oppression. Life for the toiling masses is dedicated to unflinching struggle for the preservation of progress, peace and liberty. In this historic battle against the fascist monster whose aim is to conquer and subjugate the entire globe, the heroism and sacrifices of labor will be decisive in winning the final victory.

"American labor would rather die than surrender to fascism. Labor in our allied countries, Great Britain, the Soviet Union, and China, has engraved the same decision upon the pages of history with its blood and sacrifice.

"Labor realizes that without a supreme effort this great historic victory cannot be won; that without total, complete and decisive annihilation of the fascist enemy, the people are in critical danger. This is a war of the people against the enemy of the people. Labor's effort is decisive. Labor can, must, and shall do its share."

"The report of our war activities reflects the correct appraisal of the role of our Union in assisting our Government in its prosecution of the war.

"The \$100,000 contribution to Russian and British War Relief by the New York Joint Council, the numerous large contributions made by the Joint Board Dressers and Dyers Locals 2 and 3, Hollander Locals, and all other locals of our International, the over-subscription of the two million dollar War Bond goal, the hundreds of our members who have volunteered their blood, and the involvement of the entire membership in Civilian Defense and other war activities, is unimpeachable proof that

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our Union is fully alive to the gravity of the situation and the need for immediate action.

“Your Committee takes great pride and satisfaction in stating to you, Delegates to the Fourteenth Biennial Convention of the International Fur and Leather Workers Union, that during the past three critical years the leadership of our Union manifested all the qualifications required to meet the tasks and problems of organization.

“Our Vice-Presidents, members of the General Executive Board, demonstrated by deeds to the thousands of men and women in our industry their responsibilities in the face of grave difficulties. They maintained solid and unshakable unity, living up to their pledge of office. Regardless of differences in political opinions, the Board carried on the activities of our Union in perfect harmony and accord in the best interests of the membership. As a result, our Union overcame all hardships.

“Your Committee greets our splendid membership, the Fur and Leather Workers of the United States and Canada, and their leaders, for their outstanding contributions made during the past three years to the labor movement and our country, which constitute an additional glorious chapter in the great history of our International Union.”

Your Committee unanimously moves for the adoption of this report.
(Applause)

This report is rather brief—not to you who listened to it, but brief when we compare it to what it was originally. We decided to make it as concise as possible, and reduce it to a point where we would still find you awake. I am happy to see most of you still awake. So that several things have been eliminated in the course of revision of these reports.

There were several phases, but one phase of it that I really will call to your attention is that another outstanding thing in our organization is the fact that all our workers in our Union have done something that should be emulated by many, many unions throughout the country. That is, aside from people of all political faiths working in coordination, with unity and solidarity, the one outstanding fact is that all races and creeds and particularly colors in our organization—that the colored and the white work so harmoniously that they occupy offices of importance, and that they have the respect and confidence of the organization, and have also contributed greatly to the welfare and the well being of our organization. I would request that this also be included in that portion of the report. (Applause)

PRESIDENT GOLD: Is the motion of the Committee seconded?

DELEGATE MORRIS BREECHER (Local 101): I second the motion.

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PRESIDENT GOLD: The Chairman and the Secretary of the Committee on Officers' Report will come to the platform.

I know that you are prepared for an extensive discussion; maybe an intensive one, too. I will ask you to ask for the floor now, because I know from experience that later all of you will rush to the floor and it will be too late. We shall discuss the report of the General Executive Board and the statement of the Committee on Officers' Report at length—if necessary, a whole day. Every one of you delegates will have an opportunity to participate in the discussion. And now, we will start the discussion. Who wants the floor?

DELEGATE ROTHENBERG (Local 38): I am more than proud that the Committee on Officers' Report have made special mention of Annis Shop and the achievements made in the City of Detroit since the last Convention. I want to again emphasize the hardships that we have faced in Detroit. Only then can we appreciate the achievements and the gains that have been recorded and reported here.

We just recently obtained a complete seniority list in the shop of Annis. In that list it shows that many workers have been employed there since 1887. The workers in Detroit have made several attempts to organize. The first attempt, that some of the workers there still remember, was in 1897, when a Cutters' Guild was organized. At that time they attempted to establish a workers' organization, but failed.

Again the workers in Detroit attempted to organize, and had a general strike, where tens of thousands of dollars were spent in attempting to organize the fur workers in Detroit. That was in 1919. And again they failed to organize the union. The general strike of the fur workers in Detroit took place in 1934; after five weeks of general strike, again the workers failed to establish a union. In 1937, during the great wave of the sitdown strikes, again an attempt was made to organize the workers in Detroit. When Vice-President Feinglass came down there, he tried to distribute leaflets to the fur workers, and was almost crippled for life. He almost lost an eye, in the City of Detroit, just trying to distribute leaflets to the fur workers.

If it were not for guidance and assistance of our President Gold, I don't think it would have been possible to organize the fur workers in the City of Detroit. It was only upon the insistence of our President, and the excellent help that we received from Vice-President Feinglass, that we were able to organize the fur workers in the City of Detroit.

I don't want to take up too much of your time. I know others want to take the floor. But I can tell you this: Today the City of Detroit is organized, despite the past hardships. From now on Detroit is going to have a stable Fur Workers Union. Today we have hundreds of mem-

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bers, friends in the union; and our workers there are participating in all activities of the labor movement. We are also making our contributions towards the war effort of our country. Our members have given their blood. Our members are buying bonds. In many shops the workers volunteer to have \$5.00 taken off their pay weekly. And we have also made contributions to the Red Cross, U.S.O., and other such institutions.

All this, again, would not have been possible if it were not for the insistence of President Gold, and the help that we received from the International, and the inspiration from time to time, as well as the organizational assistance that we received from Vice-President Feinglass. I believe that this is a glorious achievement, despite all the hardships, and I think that we can be proud of it. Thank you. (Applause)

DELEGATE JACK JASPER (Local 101): For me, as a worker from the shop, to come to this Convention, is really a great honor. For years I have been active in the Joint Council, and it gives me great joy today to hear the report rendered, a splendid document for our International, a document that every individual worker can be proud of. And I want to state that this document that was presented here by the General Executive Board of our International did not come just simply in phrases or just simply because it came about. It was hard labor and sacrifice on the part of our leadership, on the part of the workers who work in this industry.

I want to speak for the members who belong to the Joint Council. I know that the fur workers today, every individual worker today in the fur shops is proud of our International, is proud of the Joint Council, because the Joint Council was able, in my opinion, to build its union and to face all the attacks aimed at it, and was able to destroy all of the efforts of our enemies, who, together with the bosses, made this conspiracy in 1940 to get rid of our union and to get rid of our leadership.

They failed, and as a result of that failure, our members have supported the leadership, because our leadership was able to get for them substantial gains, gains that they feel in their pocketbook, gains that give them an opportunity to buy more food for their families, more clothes for their children, to improve their conditions.

When I left the City of New York, I, as a worker in the factory, in the shop, received an increase of \$8.00—not only myself, but the workers who worked in my shop—that is something that we have to speak of. I think the increase that the Joint Council received prior to this Convention is one of the outstanding achievements for our International, for our union, and for the entire labor movement.

That is the reason why we are followed and supported during every attack that our enemies made on us. I know that at the time when our

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leaders were put in jail, it was a very serious situation. I feel that at that time our union was in danger. Our beloved leaders were taken away. It was thanks to these thousands and thousands of members who supported our program, and thanks to the able leadership of our President, that the union remained in existence.

I want to say that although our President is modest and does not like to be praised, I know that, still I feel that as a worker, something must be said at this Convention. It was the time when Potash, Winogradsky, Vafiades were imprisoned. And it was a time when the contract in the fur shops expired. All the enemies surrounded us and thought, "Now we are going to smash the Joint Council." Gold came in. And you know Gold. Immediately everybody started to work. And it was like a symphony. Some of you know what a symphony is—hard work. There is a first violin, first cello, and everybody has a first. So it was Potash, Winogradsky, Jack Schneider—taken away. And it was necessary to continue and to play. It was thanks to the able leadership, thanks to the conductor, who was able to take Gus, to take Wollin, to take many more leaders of the rank and file, put them in the leadership, and to tell them, "Here is your task. You face a fresh task. Carry it out."

And I can say that these tasks were carried out. As a worker and as a member of my local, I want to express my thanks, right here in the Convention, to Brother Gold for his activity. As a result of this work, I am sure that we will be able to continue in a better way to improve our conditions and to give more benefit to our workers in our industry. (Applause)

DELEGATE LYNDON HENRY: You heard, the day before yesterday, when the General Executive Board report was read, of the achievements of the Joint Board, and Local 88, which is a part of the Joint Board. Our achievements have been many and varied. Our accomplishments are such that we can well be proud, and we feel proud of our Joint Board in being a part of our International.

All the gains that we have made are due mainly to the fact that we are a part of this great International. Since 1939, our achievements were made with practically a minimum of trouble, and that was due to the prestige that we gained through unity and through the strength of our International under the leadership of President Ben Gold.

Now, to enumerate a few things: Last November, we signed a contract with one section of our industry called the mink blenders, which set the scale for mink blenders at \$60.00 per week, minimum. Now for a trade that is relatively unskilled, which one can learn in a few months, I think that that is some achievement, when it is compared with the highly skilled work that is being performed by members of the Joint Board. Of course,

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we know that we have to thank the Joint Council for the part that they played in having a well-rounded organization which could give us backing; for without that also, we couldn't have achieved these aims.

We also signed recently, about two months ago, a new contract for the fur dyeing section. And despite the fact that our wages are fairly high, considering that the work is relatively unskilled, we gained a \$3.50 increase, bringing our minimum wages for the scale to \$1.35 per hour for skilled, and the unskilled, \$1.15 per hour, with a clause that gives us the right to increases in wages providing the cost of living rises.

On our war effort, we have cooperated with our International in every respect, by getting the workers to realize what this war means to them, what it means to organized labor; and the workers are responding in a yeomanlike manner. They have been giving of their blood, they have been buying stamps, and they have been making contributions. On May Day of this year, the workers did not demonstrate. They decided to work and to contribute a half day's pay to war relief agencies such as the U.S.O., Russian War Relief, British War Relief, and the Red Cross. Some shops had meetings, and they decided to give more than a half day's pay towards those funds.

I also want to announce here, if I am in order, that in line with the policies of our union on the question of discrimination, we have set up, with the able assistance of Brother Ben Gold, a Committee on Anti-Discrimination. It so happens that I was elected as the chairman of that committee, and Brother Tom Jasper of Local 125 is the secretary. This committee is supposed to study any flagrant act of discrimination against any section of our population. We are supposed to write articles in the *Fur & Leather Worker* so that all the workers in our International can know what we are doing. We are supposed to raise funds to help any victim of discrimination.

By way of explaining to you or bringing home a point to you, I would mention here that after the lynching in Sykeston, Missouri, that some articles were written in the *Fur & Leather Worker*, and an immediate response came from Wilmington, one of the borderline states, where there is rampant discrimination, from our Leather Workers Local, whose Executive Board decided to give \$25.00 to the family of Cleo Wright, the victim of that lynching.

Now I hope that you delegates will carry this back to your various localities and make a real effort to develop this committee, by contributing to this committee when called upon, or acting spontaneously without being called upon. It is well known, as has been said here upon this platform by one of our guest speakers, that it is not a matter of being generous to the Negro people, but it is also a matter of self-preservation

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of the whole labor movement, to show the Negro people that labor is their friend, that they are not alone. The inarticulate millions of Negro people are still "Doubting Thomases." They still don't believe that they can look upon white labor to assist them.

There have been changes, where the C.I.O. has taken the lead in assisting and showing to the Negro people that they are willing to help them. But that is only a drop in the bucket. Each one of us here will have to take on the added responsibility of doing his bit to show these people, the Negro people, your brothers, that you are helping them and that you are going to help them solve their problems in the long run.

Again I want to congratulate the General Executive Board on the splendid work they have done, and express the appreciation that I feel, together with my local and the Joint Board, for the great achievements and accomplishments due to their efforts. (Applause)

DELEGATE MORRIS PINCHEWSKY (Local 101): After listening carefully to the report of the GEB, and after examining the achievements and accomplishments in such a short period, my Local in particular, the Cutters Local 101 of the Joint Council, I believe have every reason to be proud and grateful, being the highest paid men in so far as New York is concerned among all crafts. Our wages are reaching as high—it is not an average, of course—as \$150.00 per week. We have cutters, of course in the better lines, reaching these high wages.

PRESIDENT GOLD: How many, Pinchewsky?

DELEGATE PINCHEWSKY: I am proud to say that we have quite a large number getting \$125.00 and \$150.000 per week. Many are getting somewhere around the sum of \$100.00 a week. Our women workers, finishers—and we have some of them right here at this Convention—are getting \$55.00 and \$60.00.

Now, so far as the cutters are concerned, they do realize and appreciate the fact that these conditions are not due to the generosity and philanthropy of our manufacturers. They realize and appreciate the fact that it is due to the hard work, to the militancy, to the consistency and to the well-planned strategy, successful strategy, on the part of our brilliant leadership.

We must take into consideration that we have gone through an abnormal time in the last couple of years. These achievements, these gains, were not made in ordinary times. There were times when we were left completely without our leadership as far as the Joint Council is concerned. They had 18 of our leaders stand day in and day out in the courts when we had that infamous Sherman Anti-Trust Trial, as a result of which some of our leaders landed in the dungeons.

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Right at that time a big strike broke out, and it was planned that just at that time the attack came from all sides. Our leadership was taken away. And it was during this time that our membership stuck together, was loyal to the leadership. It was at that time, I must mention, though it was mentioned before and I know it will be mentioned right after me, that our great President—and I say it from the depth of my heart—stepped into the situation, took over the stewardship, and our Joint Council just kept on marching on under his leadership.

I say that we particularly are proud, and have every reason to be grateful for these brilliant achievements that we have made, for these strides that we have made in the last couple of years under such hardships. I, myself, feel honored to speak in the name of my local in expressing its thanks and appreciation to Brother Gold. Again, this is not enough. I can assure the Convention that the cutters realize that there is nothing under the sun that can be offered to Brother Gold in appreciation for the services that he has rendered to us. We are grateful and thankful to him. We are grateful and thankful for the fact that some of our leaders were released from prison, and that gave us a chance to raise our heads.

We regret very much that one member, a member of Local 101, a splendid leader, is still behind bars, for no good reason, for a crime that he never committed. Stool pigeons, spies of Hitler, are given only eight months in jail, and they will probably be walking around free soon enough. But Jack Schneider they keep there and won't release. They just won't let him go. They know how much he is loved by the furriers. We clamor and holler and send petitions, protests, resolutions. While in prison he was elected as a Business Agent, elected as a delegate to this Convention. They know all that, but they won't let him go. There is something still wrong with the authorities of our government.

I want to conclude, and again express my thanks, in the name of my local, to the leadership. I hope that we will leave this Convention stronger and more powerful; and I hope that we will come to the next Convention with still bigger accomplishments than we had until now. Thank you. (Applause)

DELEGATE GEORGE BRADOW (Local 99): In Milwaukee, although we have worked hard in the last few years to build our Union and to help organize leather workers, we at the same time realize that if it hadn't been for the splendid leadership of President Gold and Vice-President Feinglass, that this would not have been possible. We also feel that we have a great deal more that we have gotten out of our Union than we put into it. I am particularly proud, in Milwaukee, of the contribution made by the rank and file of the fur workers. This contribution

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was outstanding, particularly in the organization of the leather workers. I will cite you an example.

In Waukegan, we today have a splendid union of approximately 600 workers. It is a union which stands high in the leadership of the citizens of Waukegan; a union which, together with the Steel Workers, has been able to elect a pro-labor Mayor and Aldermen. There, the fur workers of Milwaukee, the rank and file, made their biggest contribution.

- I recall that in 1940, around Christmas time, when we started to organize Waukegan, that it was Elizabeth Crystal, Katherine Hartmann, Harold Anderson, and some of the rank and file fur workers, who came down to Waukegan, went around to visit the leather workers of the tannery there, signed up 15, 20, and sometimes 50 a day, and organized that tannery.

I recall that when we organized a luggage plant in Milwaukee, the Abel & Bach plant, that it was the same rank and file fur workers who proceeded to step in and help, and who, together with the Abel & Bach workers, developed the kind of win-the-war activities that are a pride and joy to all of us in Milwaukee.

Right now we are involved in organizing the Greenebaum tanneries, the Ford of the leather industry in the midwest. And here, too, the fur workers of Milwaukee are taking the lead. In Greenebaum's, which is the largest and most vicious open shop tannery in the middle west, the key to the organization of all the leather workers in Chicago and Milwaukee into a hundred per cent organization—here, too, the rank and file fur workers go out daily, contact the workers, inspire them. And we are proud to report here, although it may not be exactly the business of the convention—I believe it is—that at Greenebaum, the Ford of the leather industry of the middle west, we today have a majority in the largest plant.

Another thing we are particularly proud of, as far as these German-American rank and file fur workers are concerned, is that these workers play such a role in the victory activities of the C. I. O. in Wisconsin, that Milwaukee Fur Workers Union Local No. 99, which is small in membership, is noted as being first in so far as activities to win the war, in so far as activities of any progressive nature are concerned; among them the fight for the freedom of Earl Browder.

In conclusion, I would like to pledge, on behalf of the Fur Workers of Milwaukee, Local 99, that we will continue our work towards the winning of the war; we will continue our work to help organize the leather industry of Milwaukee. We pledge, at this convention, our blood, our money, our energy—yes, and even our lives, if necessary—to build our union and to win the war. (Applause)

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DELEGATE WILLIAM KAPLAN (Local 140): When you mentioned the Hollander Locals, you mention the tycoon of the fur industry, the largest fur plant in the world, I believe.

We, in the Hollander Locals, in the last five years, have received quite a number of gains in so far as wages are concerned and better conditions in the plant. Also, in the time that we have been in Local 140, we have gone along with everything that our International has asked us to take care of, in regard to the war effort and in regard to everything that we should have taken care of.

Our local has bought \$5,000 worth of bonds, and our membership has bought anywhere between \$100,000 and \$200,000 worth of bonds.

There is one sore spot that we have in our Hollander locals, and that is our Long Branch Local. In the five years since the inception of our Hollander Locals, Long Branch I believe has not worked nine months. Yet the small local of Long Branch has shown that they have a good fighting unit. They were the first local of the Hollander Locals that went out on strike when they were being organized. And also in Long Branch, if you look at the report, you will find they have paid their per capita. Yet there hasn't been any money in their treasury.

During the time of this convention the Long Branch delegation had one delegate. They had no money. At the request of the other three locals of the Hollander branch, we saw that this delegate came to this Convention; and we will do everything we can to see that these Long Branch workers get their share of work that is duly and rightfully theirs. (Applause)

We have not been receiving the increases that the rest of the fur locals have been receiving in our industry; but we feel by the next contract through our organization, that we will be prepared to receive the gains that the other locals have made.

One thing more that I wish to mention that we are confronted with, is this: Although your locals have the right to send your business agents through the shops, we in the Hollander Locals do not have that right. We must depend on our chairman to take care of the matters of the shop, and through these channels it comes back to the local office, and then we take care of all the gains that have been made.

A week before this Convention, our Educational Director and I sat down with Mr. Michael Hollander to formulate a plan whereby we can set up a committee for labor and management to stimulate the buying of more war bonds and more war stamps and to help the Red Cross and U.S.O. in whatever manner we can. And this we will do on the 19th of this month, when we get back home.

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Now, in conclusion, I wish to say one more thing: During the meeting that we have had at the McAlpin Hotel for the members of the locals in the metropolitan area, Brother Gold said something in regard to the Hollander locals. He said that when our contract runs out, we have a tough customer in Mr. Michael Hollander, and we are going to have a tough job. Well, I am here to say this, not only for Local 140, but for all the Hollander locals: Through organization, next October when our contract expires, the locals of the Hollander plants are ready for what may come with A. Hollander and Son. Thank you. (Applause)

DELEGATE SHAFRON (Local 87): Going through the report of this Committee, I believe that Local 87's real picture was not given. On the question of the Sitkin strike, we struck there for two years and nine months. Our membership picketed there continuously, in mass picketing, every day for two years and nine months. The strike cost the local over \$3,000. They tried to get injunctions against our local, but the union was able, with the assistance of Brother Ben Gold and Brother Sam Burt, to combat these injunctions and to carry on the strike. It is only because of the war that we have given up this strike at Sitkin at the present time; but I hope that with the change of the situation in the war, that Mrs. Sitkin will be defeated by Local 87.

On the question of the war, although we are a small local, we have raised money for Russian War Relief, Red Cross, and so on. We have given about \$750.00 for relief. We have knitted about a hundred pieces, sweaters, gloves, and so on.

DELEGATE BREECHER (Local 101): In reading this report and hearing it read, you heard generalities, more or less. Now all these activities required hard' work, especially when you consider that the best of our leaders were away in jail for so many months. So many things have happened. We should realize that in New York City alone, in four days in the last week, the entire industry was covered in getting raises for the entire industry. A number of shops got raises only about three or four weeks ago, and we thought that it would be very hard, that it might be impossible to get these things across. Nevertheless, there is hardly a shop that didn't get it. I know in my own case my shop got a raise only about three weeks ago, and last week we got \$4.00 and \$5.00 again. And these things really are a credit to our leaders.

I also feel that not enough has been said about the war work that is going on now in our Council. I feel that more should have been said about it. With practically no dissension at all, our shops, those that are working overtime, by an overwhelming majority are buying war stamps with that overtime. They don't collect that money. That entire money goes towards war bonds.

I know one thing, that the work that has been done until now proves

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that our leaders have brought up a rank and file that is ready and willing and will always follow in their footsteps. I am sure of that. (Applause)

DELEGATE MAX WEITZNER (Local 79): I believe it was a privilege to be a member of the Officers' Report Committee, because I was fortunate in listening in detail—I believe more than was expressed up until now—to the activities of the International. I know that when contracts are negotiated and established in the East providing for increased wages, it certainly makes our job a great deal easier. Our employers are well aware of contracts that are established in the East, and when wages are increased, we are fortunate in getting increases.

Our local on the Pacific Coast is participating in every type of war activity. The workers have donated blood; we have contributed to the Red Cross.

I can say that fortunately for the Pacific Coast, we have a good and strong labor movement, especially in San Francisco. Through the assistance of the International, with a thousand dollars which we loaned the C.I.O. in San Francisco, they bought a building, and all the C.I.O. unions today are housed in one building. That coordinates the work of the C.I.O., and most of the unions cooperate.

Most of the delegates have praised the International office, have praised President Ben Gold for his activities. I want to say that I am going to be a little bit critical today—not because there hasn't been cooperation. I know that the International officers have been very busy. The leadership has been in jail, and there hasn't been enough opportunity on the part of the International office to assist the coast.

A number of years ago the International office designated Vice-President Burt to negotiate a contract for us, and he did a very splendid job. The last time we negotiated a contract for three years, the International was not in a position, I believe, to designate any international representative. I know that for a number of conventions we have had different problems. Some time ago we had the problem of unity. The last time we had the merger of the leather workers. Today we have the war, which, in my opinion, is the first consideration of the labor movement of the United States and all its allies.

I believe, however, at this Convention there should be some provision made for a closer cooperation and coordination of the Pacific Coast with the International. Many times when we write letters to the International office, it is three to four weeks before we receive an answer; and it is hard to explain to our membership that the International is willing to assist and does assist. I believe that during this convention there should be some recommendation made for a coast organizer or a coast Vice-President. Today on the coast there are many unorganized leather workers. Some

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of the organized leather workers belong to the Butchers' International, and as a result they belong to the A. F. of L. Butchers' International. Their conditions are much lower than those of the C.I.O., and I believe if an organizer were established, we could bring some of those gains to those workers.

I want to say one more thing, and that is that last year we participated in a defense contract. We made garments for the Army. Today, throughout the world, there are A.E.F.'s of the United States Army. I am told there are approximately 100,000 troops in Australia, in Greenland and in Iceland. I don't know what consideration has been given to the making of fur garments, defense work for the Army. I do know that wool is going to be rationed. There is a shortage of wool, and there are thousands of skins today in the warehouses in New York. I believe that this Convention should give some consideration to the making of fur garments for those troops who are dispatched to Northern countries in which the climate is exceedingly cold and where they can utilize those skins.

I want to say one more thing, and that is there are some defense contracts being issued today, and they are issued in the City of Seattle, Washington. We originally started a local there. However, today it is under domination of the A. F. of L., and those contracts are being given to the A. F. of L. Unfortunately, the reason for it is longer hours, less wages; and in one of the firms, I believe it is the Arctic Fur Company, one of the partners in the firm is a Major in the Army, Major Gutmann. And I am sorry to say that in the issuance of defense contracts, politics still plays an important role. As a result the coast does not get defense contracts.

I know our workers want to participate in defense work; that the fur industry can contribute a great deal to the national war effort; and I believe this Convention should go on record or give some attention to that problem. (Applause)

DELEGATE ANNA VENTURI (Local 80): I was greatly enthused by the report. It didn't have any flowery adjectives to it, as most reports of other internationals have, but just facts, and it shows the tendency of our International. May I say also, in passing, that I am also enthused to see the number of women here present in this delegation. It shows that the International took seriously the action taken at the last Convention which proposed to the International that the International encourage the activity of the women in the International. The International has done it, because the proof is here right in the room. We have more women here than we had at the last Convention.

You know, in the Joint Board we are primarily Italians, over 50 per cent, and we have carried on, I believe, to a greater extent than any

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other local or any other Joint Board, the fight against Fascism. Of course, it is fitting that we do so, because we, as Italians, or Italian-Americans, are really the ones most badly hurt by what that little fellow over there has done. His name isn't even worth mentioning, because he really is nothing but a heel, being stepped on by a bigger heel; so it is really not even worth mentioning his name.

Well, we in the Joint Board have been carrying on a great educational and a great inspirational campaign as far as anti-fascism is concerned. We have had Italian lectures. We have an Italian-American Committee which is functioning to a large extent by having classes of Italian-Americans. We are now preparing an Italian-American exhibition.

You know, I don't think that we Italian-Americans here in the United States really realize how bad the Italians, the plain Italian working people, the real Italians, have it in their own country. Ten years ago when my parents visited Italy, at that time my grandparents were only permitted to have 50 per cent of the wheat which they grew on their wheat farm. And this 50 per cent had to be divided among three families, because two of their sons with their families also existed off the wheat that was grown on this farm. That was 10 years ago. I wonder what per cent they are getting now, if they got 50 per cent to be divided among three families ten years ago.

Also, there is another little incident which will show you how badly it really is. About three or four years ago an aunt of mine went to Italy to forget the sorrow that she had here. She went to a telegraph office to send a telegram, and there were notices in this telegraph office. In the Italian language, as in all languages, there are different ways of addressing a person—as "You" or "Sir" or "Madam" or anything like that. Well, in the Italian language the way of addressing a person is "Voi" or "Lei" or "Te" or other ways which I am not too familiar with; but I know that "Lei" is the most respectful way of addressing a person, an elderly person. A person whom you respect and love, you address with "Lei."

It happens that in these telegraph offices and in all public buildings there were notices put up to the effect that the word "Lei" would not be permitted to be used because it was not Italian. They had been taught it is school for years and years, but Mussolini decided that it was not Italian and therefore it should not be used. My aunt happened to say "It has come to a fine state of affairs when the language that you have been taught cannot be used any more because all of a sudden one man decrees that that is not the language." It happened that the telegraph officers heard her make this remark, and the officers went to her home. She escaped prison very narrowly, because of some friends who were able

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to see that she wasn't imprisoned. So that is just another little example of what is going on over there.

. . . I feel very deeply about this problem, because I feel that we Americans are proud to fight for democracy (applause); that the Chinese are fighting for freedom and are proud of it; that the English are fighting for freedom and they are proud of it. We Italian-Americans, of course, are Americans, and we will fight to the end. We will fight not only for the democracy and freedom of our own country, but for the democracy and freedom of the real people of Italy, the working classes and farmers. (Applause)

DELEGATE MOE PETERSEIL (Local 110): I represent a local which was one of the lowest-paid—but no more. Therefore, I was very glad and happy to listen to such wonderful reports. It was not merely listening, but the report was not just written to be read; because we, the Nailers of Local 110 in New York, feel the achievement and the accomplishment of our International, of our Union.

I am particularly proud, and I will tell you why. The Nailers of New York have two classes of wages—the better class and the lower class—as our President pointed out. Lower-class Nailers, in 1935, received \$36.00 a week. But I am proud to mention now to you—and I don't know whether you have noticed; this thing has not been reported—that this particular class of lower-paid workers who in 1933 received \$33.00 a week and in 1935 received \$36.00 a week, today receive more than \$50.00, and I believe with this increase last week that some of them will get \$55.00 a week. This is only the scale, and I am not talking of those who receive above the scale. Since 1935, and particularly in the last three years since the last Convention, the wages of the lower-paid in our Joint Council of New York have been increased 50 per cent. That, I believe, is an achievement and an accomplishment for which our 1,700 members of our local are very proud and thankful to our International.

One more point about these lower-paid workers. We have in New York a special problem, stapling. Stapling was introduced by the bosses for two reasons, the main one being to speed up the work. And this evil of stapling became a menace to the health of our nailers. Then President Gold did a remarkable thing, which we Nailers appreciate. It happened during the time when our leaders were in jail, and our President helped the Joint Council to manage the office. At that time, with so much work on his mind, with so much business to attend to, he put this issue before the Nailers, and a meeting was called where 700 Nailers gathered, and they discussed the question of stapling. In this field, we achieved the accomplishment that stapling was eliminated. To a certain degree this menace will not be present any more. I don't say that we can abolish stapling, but it was eliminated to a certain degree,

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and applied to a certain type of skins—only to flat caraculs and other flat stuff. But the New York Nailers are happy and proud that we have this point in the agreement so the manufacturers will not dare to introduce stapling for all our Nailers in the trade.

These two achievements were very helpful to our local, and we are very proud of them. Of course, in addition, there were other achievements in the agreement, such as more months for our closed shop, for equal division of work, and so on. Therefore, I say we are proud, particularly of that report given of the three years of our work.

I want to touch on one more thing. As Chairman of the Educational Committee of our Union, of the Joint Council, I want to express appreciation and thanks, while I am on the floor, to the International, to our Editor, George Kleinman, who gave us assistance in our educational work in our Joint Council. And while I am talking about the Joint Council's educational work, I want to point out to you delegates from all over America that we in New York don't claim to have 100 per cent educational activities, but it will be useful to you to know of a number of educational groups and branches which we have in our Joint Council.

We have a group of about 100 children of members of our Union participating in the cultural and musical activities of our Union. We have a wonderful chorus, with very fine singers and a capable instructor. I don't want to take up too much time on this, so I will say that our educational work in New York, through the efforts and assistance of our International, gives cultural development to our members in our Union.

In conclusion, as Chairman of Local 110, I think I express the sentiment of my delegation and of the 1700 members of our local when I thank the International, our leaders, for the splendid achievements that we made during the last three years. And I hope that this convention will write a new glorious chapter in the life of our International Union. (Applause)

DELEGATE IRVING H. FEINGOLD (Local 150): I want to briefly give you a report of Local 150, the Mechanics Union of our International.

We have about 86 shops. These are divided into two groups: 55 shops are under the so-called preferential union agreement, and 31 are under a closed union shop agreement. The number of closed union shops is growing constantly. During the past 15 months, 175 new members joined our local. Out of these, about 75 became members of our local through the newly-organized shops during this period.

The wages and working conditions of our members are steadily being improved.

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Three days before I left New York for this Convention, I signed an agreement for a newly-organized shop of 30 men. In that agreement, besides having the closed union shop provisions, 8 legal holidays, one week's vacation with pay, and so forth, we have received \$150.00 in wage increases, weekly wage increases, for the 30 men, which make an average of \$5.00 per week per man. Incidentally, the shop was organized and signed up without a single day's strike.

Organization of new shops is a constant order of business in our local. During the past year our financial situation improved substantially. We were in very bad financial straits. Up to last year—to be exact, up to May, 1941—the local failed to meet its obligations to the International. However, since May, 1941, and up to the present, our local paid its per capita tax and assessments regularly and without any interruptions. During one year we paid out to the International a little over \$2,000. Our Local is affiliated with the Greater New York Industrial Union Council. A delegate attends regularly and we are paying our per capita to the council regularly. We now have about 400 members.

On the question of the win-the-war effort, very slight efforts were made by our local. Still, it is a good beginning, I believe.

Our members bought War Bonds for over \$10,000. Our members are buying regularly, weekly, about \$150.00 in defense stamps, and this is only the beginning. By the decision of the Executive Board we are calling shop meetings, and in every shop the question is raised and every shop decides to buy regularly, systematically, every week, a certain amount of defense stamps.

Thirty-five of our members are already in the armed services of our country. Our local pledged \$500.00 to a special War Relief Chest created by the International. We have already paid \$350.00, and a check of \$150.00 will come in immediately after this Convention.

The Union was instrumental in getting one of our largest shops to start doing war work. In that shop we have already established a committee of the workers to work with the management in order to improve on the defense work and speed it up. The Union also called and held a conference of the employers in the steel partition racking and shelving industry, which is part of the industry that the local is organizing, with the aim of pooling the facilities of the employers, because every one of them is too small to get defense work, but all together they could go out and get war work into the industry, thereby helping the employees working in this industry, and mainly helping in the war effort.

We have begun, and pledge to continue in every possible way to increase our efforts, in line with the policy of our International, to help win this war.

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Now, Delegates, in conclusion, I want to say that I, in the name of the local, want to express the gratitude of the leadership of the local, especially to Vice-President Myer Klig, who has been helping us from time to time with advice, and who has been undoubtedly instrumental in helping us to stabilize the local and make it grow, make the membership understand their responsibilities toward our International and toward the labor movement as a whole. I feel that when I leave this convention and come to our membership with a report like this, it will, without any doubt, make it easier for me to mobilize the membership for further efforts to organize the industry and for further efforts to help in every program of our International to win the war, defeat Fascism, and establish a free world. (Applause)

PRESIDENT GOLD: Vice-President Michael M. Mandl, St. Paul.

Vice-President Michael M. Mandl (Local 57) introduced Delegates Joseph Prifrel of Local 52 and Esther Westburg of Local 57. . . .

PRESIDENT GOLD: I have the honor and pleasure of telling you that you are out of order. We are discussing the report of the Committee on Officers' Report. And you don't have to introduce these delegates. They were introduced by their credentials. However, thank you for the introduction. They are welcome.

VICE-PRESIDENT MANDL: Do you still want my report?

PRESIDENT GOLD: Yes.

VICE-PRESIDENT MANDL: Since the last Convention we have had conferences with our manufacturers. Our contract was secured, and Vice-President Feinglass was with us and helped us negotiate the contract. We secured in that contract a 10 per cent increase, 7 holidays, and a closed shop; and also the clause that when living costs rise, that we again can reopen the negotiations. In September these negotiations were reopened and we then got a \$2.00 increases in wages.

Our contract expired April 1, and we again went into negotiations. We had negotiations just before we came here. We are asking for an increase of \$1.50 for the girls and \$1.25 for the men, a day, and also a minimum wage scale, which we have never had. The negotiations were delayed now for three weeks, until we come back.

. . . Also in April, '41, we signed up the only dressing shop we had in St. Paul, where the conditions were the most miserable that you could ever find anywhere. There were no facilities for washrooms, no drinking water, and they had to bring their own boots and aprons. With the assistance of Brother Feinglass we signed up this shop, and immediately the conditions were improved, with a great wage increase, and also the boots and aprons, and the conditions for washrooms were improved.

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So I can report that when the contract expired, I again signed up the firm with a contract for two years, and those that get \$30.00 a week get a 15 per cent increase. those over \$30.00 get a 10 per cent increase; also a week's vacation with pay, and every other condition that is in our contract. (Applause)

DELEGATE WOLLIN (Local 105): In the name of the Operators' Local, the largest local of the International, I bring you heartiest greetings.

I have listened attentively to the report of the General Executive Board and the report of the Committee on Officers' Report, and I want to testify that the facts presented in that report are not an exaggeration of the struggles and achievements of our union. If the operators that I represent had a chance to sit in this session, they would have, as well as you, applauded and cheered that report.

Many previous speakers have expressed appreciation and thanks to the leadership of the union for our accomplishments; and why not? I was a delegate to the last convention in 1939, and I remember the plan that was mapped out in 1939.

When we take stock today, we can all be glad to state that the plan mapped out in 1939 was accomplished almost 100 per cent.

Take, for instance, the question of wages of the Operators of the Furriers Joint Council. In 1939 the scale of wages was \$50.00 a week for an operator, and today it is \$55.00 until June 15, and \$60.00 after June 15, which means an increase of \$10.00 in the minimum scale.

I think that an increase of \$10.00 in such a short period of time is a wonderful achievement, considering the fact that in order to win a dollar or two from our fur employers you have to battle and battle very hard. And when we get an increase of \$10.00 without a general strike, and considering the fact that our union was bitterly attacked by our enemies, that our leaders were thrown into jail, and all the difficulties that we passed through, we can all be glad and happy that we can listen to such a report with such achievements.

And that isn't all.

The question of no discharge is on the day's order at every convention, and so it was at the last convention. We do not say that we have won this point completely. But we are glad to state that in the last agreement we had such a thing as temporary workers, and in this agreement at present there isn't any such thing as a temporary worker. Any worker who goes into a shop, and passes the 70 hours, becomes a member of this shop after May 1, and he is guaranteed nine months equal division of work.

Again, about wages, the customary raises always took effect in July.

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In this agreement it has been moved back to June 15, and without the agreement, prior to coming to this convention, we have again moved back the clock and gotten increases for our workers in addition to the customary June increases.

Since the last convention we have made some inner organizational improvements in our Union. We have established local executive boards. Now you heard in the report what the Welfare Department does for our members. The establishment of the Executive Board is an additional arm in the hands of our members. They should and do get the necessary service in all phases of union activity and also on the question of helping them in case of sickness and other family trouble.

So we can be proud of the accomplishments and achievements since the last convention. We do not claim that we have everything that we need or that we can get. Before I leave this point, I must say that the accomplishments and achievements were also due to the fact that in our union, all elements of various shades of political opinions are cooperating with one another, and that the membership as a whole has given the fullest cooperation in these trying days of our union when our leaders were thrown into jail.

We do not claim that we have everything. There are still many things that we need, and that this Convention will have to help us solve. We still have the problem that workers can be discharged in our industry in the Joint Council four months a year. We still have the problem of two scales in the industry. A sealine operator gets about \$5.00 or \$10.00 less than a Hudson seal operator. We still have the problem of a small industry that has developed recently—the question of the plate makers. We have to devise ways and means of checking the influx of non-union people, working all hours, making plates and competing with our operators.

We have the problem of establishing a union label. We still have the problem of helping the elderly workers whom the bosses are discriminating against because of age. We have to help them. We still have the problem of helping our members in case of sickness—the establishment of a sick fund and medical care of our members.

We also have an inner problem which has nothing to do with the employers, and that is the question of regulating the influx of new members into the operators local. As you know, we have a rule in our union that the son of a furrier can join our union without any difficulties, and as it happens, the nearest thing that they can get is to become an operator. Therefore the proportion of new members that come into the operators local is more than our operators local can absorb, and we are asking this Convention to find ways and means of proportionately adjusting the influx of new members.

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Finally, we have a war to win—a war in which everything that we have is at stake. And on behalf of our members, we pledge our blood, our money, our energy and our very lives to help our government win this war. (Applause)

DELEGATE HERMAN FEIGELMAN (Local 3): Brother President, Delegates: I will try to make it as brief as possible. But there are a number of matters that we haven't got in our General Executive Board's report, some details that were eliminated which I would like to have for the record.

I would like first of all to express, on behalf of our local union, our appreciation and thanks to the Joint Council of New York for their great help and assistance given to us in organizing all of the shops of the trade. At the present moment we are 100 per cent unionized. There is not one scab shop in the Greater Metropolitan area of New York that is unorganized.

I would like also to express the appreciation of the local union and its officers to the Joint Board, and Brother Burt, Brother Potash of the Joint Council, Brother Winogradsky, and all of the business agents of the Joint Council. At any time that I remember, whenever our committeemen came and asked the Joint Council for assistance, they put away their own work and helped us. And I feel that it is proper at this moment, right here at the Convention, to express, on behalf of our organization, our sincere thanks and appreciation for making Local 3 what it is now—100 per cent organized.

I cannot fail, also, briefly, to express appreciation to Brother Kleinman.

The Unemployment Department of the Joint Council in New York certainly gave us a lot of help in collecting unemployment insurance and Social Security; and therefore I feel that it is advisable at this time also to express our satisfaction and appreciation for that.

And last, but not least, the boys of Local 125 made the last and the best job that we could ever have expected. They organized one shop that we were fighting for practically three years to organize. I say our thanks and appreciation to them are sincere, and we are grateful.

We are also appreciative of the services rendered by Brother Pietro Lucchi, our Secretary-Treasurer (applause), who gave a great deal of time and work in helping the Dressers and Dyers, and particularly Locals 2 and 3, in getting what I mentioned only a little while ago—100 per cent unionization of the shops.

The last one I will mention is President Gold. If anyone gave us inspiration, if anybody gave us guidance to go on with our work, that was President Gold. (Applause)

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PRESIDENT GOLD: Before we adjourn, there are a few announcements.

SECRETARY-TREASURER LUCCHI: To all the delegates: According to the rules adopted by you at this Convention, all resolutions must be submitted before this session adjourns. So if there is any delegate who still has resolutions to be submitted, do so before you go out of this room.

. . . Announcements . . .

PRESIDENT GOLD: Now, the time for adjournment has arrived.

DELEGATE WOLLIN (Local 105): I move we adjourn.

. . . The motion was regularly seconded . . .

PRESIDENT GOLD: All in favor, signify by saying, "aye"; opposed, "no." We are adjourned.

. . . The meeting adjourned at one-fifteen o'clock . . .

THURSDAY AFTERNOON SESSION

MAY 14, 1942

The meeting convened at two-fifty o'clock, President Gold presiding.

PRESIDENT GOLD: Delegates, take your seats, please, and we will proceed. We will continue with the discussion of the report.

DELEGATE ERNEST MOYER (Local 48): I think it is timely that we also give a report of our activities in the great Keystone State, one of the greatest states producing the goods to win the war that we are fighting today.

I think that since our last Convention, through the guidance and leadership of our great International and of the Joint Board, that our union, along with the rest of the locals in the Joint Board, has made

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marvelous and splendid gains. I am proud to state that the workers in our locality, in the State of Pennsylvania, are receiving the highest wages of any workers in our locality. (Applause) Most of our workers, through the season, at least 90 per cent of them, are making from \$40.00 up as high as \$80.00 a week for 35 hours.

In the Officers' Report you heard that we carried on a tremendous struggle against one of the shops. In fact, I want to inform you at this time that every shop in our local is a former shop from the New York runaway shops. You can just imagine what kind of employers these fellows are to deal with. They are the fellows who ran away from the union, thinking they would come to Pennsylvania and dig up a bunch of farmers who would work for nothing. They fooled us for a while, but finally when our great leaders from the International educated us to the point where we realized what our economic standards should be, they are sorry for ever coming to the State of Pennsylvania.

In that report, you saw a very brief report of a struggle that we carried on against the Vandeweghe shop in Coplay, Pennsylvania, where we collected back pay in the amount of \$2500.00. I want to briefly explain that struggle that lasted over a period of two years. It started with a five-day strike when we immediately collected \$1,800.00 back pay. The rest went into arbitration with a Federal Conciliator, who arbitrated the case and awarded us a decision of a little over \$2,100.00. This case was fought through every court in the land, up to the United States Circuit Court of Appeals. So you can again visualize the kind of employers we have. We fought this case in the United States Circuit Court of Appeals, and finally last week we finally got the check for \$2,500.00, of which I have a photostatic copy here. (Applause) This was a tremendous struggle, and at this time I want to thank the Joint Board and the International Union as a whole for giving us assistance in once and for all putting this open shopper in his place, teaching him the lesson of his life. . . .

. . . Brother Moyer also reported on the bimonthly publication of the Pennsylvania Fur Worker, his local's library, and paid tribute to the work of the local's women's auxiliary. . . .

. . . Our workers helped in the organization of the Quakertown Local—completed that organization. They completed the organization of the Noxen Local. They likewise helped in the organization campaign of the taxidermy workers in Clearfield, Pennsylvania. At the present time we are helping in the organization of the Ragin Painting Company in Ragin, Pennsylvania. We are starting organization work in Pine Grove, Pennsylvania, in the Panarchin Glove Manufacturing Company; and last, but far from least, we are carrying on a tremendous campaign among the finished leather goods workers in other areas, which includes about 2,000 to 3,000 workers.

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. . . Brother Moyer expressed his local's appreciation for the guidance of the International. . . .

. . . We also had a problem of another runaway shop in our locality. Some of you from the New York area are familiar with Greenberg and Carnoff, one of the runaway shops that continuously runs from New York. Three times he sneaked into the State of Pennsylvania, but the last time we caught him, and we organized him in our Union, and we have a contract with him today. So that he will no longer sneak into Pennsylvania to exploit the Pennsylvania workers at the expense of the New York workers. He is today under contract, and we hope and we know we will keep him under contract.

In regard to the war effort, I know that our local is one of the outstanding locals in our State as far as the war effort is concerned, and it is looked up to, by many of the other trade unions. At this time I want to give just a little example of the reputation that our International has built in the State of Pennsylvania. . . .

As far as the war effort is concerned, we were the first union in our locality to have blood donors. We were the first organization to have a check-off in regard to the buying of War Stamps. We were the first organization in our locality, and I think one of the first in our International, to do something for the draftees that go away to the armed forces. From the first draftee that went to the armed forces, we paid those draftees \$1.00 a day while they were in the armed forces. This grew to a large amount of money, and our membership has undertaken— in the *Fur & Leather Worker* you read that they made skins to make up for the money that these draftees are getting. Now we have established a new and better system, one that includes every worker, whether he is a floor worker, craftsman, whatever he may be. Because in the armed forces, whether you are a floor worker, whether you are a nailer or a flesher, they give you a gun and you go out and fight for everybody's freedom. So we are doing the same for all the members. We have assessed ourselves one per cent of what we earn, and this money is distributed equally each month among the draftees in the Army. (Applause) Likewise, parties are given, and a wallet is given to each draftee who leaves for the armed forces.

I also want to mention that on May 1, which is a holiday in our contract, due to the fact that two of our shops are doing government work, we took this into consideration, and realizing that all-out production is needed to defeat the Axis, we decided to work on this day. But at the same time the entire membership voted to contribute half of what they earned to the USO, the Russian War Relief, and the United States relief agencies. (Applause) . . .

PRESIDENT GOLD: I am reminded that the decision of the Convention was that every delegate was to speak no more than five minutes.

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The last speaker took about six, but he was the first speaker this afternoon.

DELEGATE PETER DI GIACOMO (Local 22): Our local is very small, but we are very active. By that I mean that last year we supported the USO, we gave money to the Russian War Relief, and we helped out in the community at large.

In our community we are affiliated with the Northampton County Industrial Council, and also with the State CIO. We are also very active in the Community Chest. I haven't heard anybody say anything about the Community Chest here, but I think that you have them all over the country.

I just want to say one word about the Community Chest, the way it was operated in our county before. The bosses or the employers came out and they went to the workers and they said, "You have to give \$5.00 a day." If you didn't like it, you were out of a job. Now that labor is organized in our community, there is a different story. The Community Chest, just last month, had to come to organized labor, both in the A. F. of L. and the C.I.O., and I am glad to report that a member of our organization was elected by the Northampton County Industrial Union Council to be a trustee to see where this money is going; and also that a member of our organization was appointed on the U.S.O. Committee last year to see where this money was going.

I am glad to report here that while I believe we are the smallest local, we can still brag about having May Day a paid holiday in our contract. The week before last, we decided to work, but not to take the pay. We were going to donate half of it to the Treasury Department, and the rest of it I think is going for Defense Bonds.

I also want to report that we sent delegates to the National Youth Conference that was held in New York, and also that a delegate was sent to the Browder Conference. I also want to report that of the small membership that we have, I would say half of them signed up for Civilian Defense. Now you say, "What is the matter with the other half?" The other half happen to be elderly people, 55 and 60, and I remember last year we had one who was 70 years old.

I want to take this opportunity to thank the International for sending us Brother Brownstone two years ago to help us negotiate our contract, which I know the members of my organization appreciated very much. (Applause)

PRESIDENT GOLD: Delegates, before I call the next delegate to speak, I wish, with your permission, to make one remark. The New York Joint Council has a rule that the sons and daughters of the members of the Council locals are taken into the organization and are given every

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opportunity to learn the trade and become active in the Union. One of our most active members—I think that I remember him, and I will tell you even at the risk of confessing that I remember him since 1912—always active in every struggle, in every strike; one of the most loyal members, who had the respect of the entire membership.

About three or four years ago, unfortunately, this active member of our Union died. And it is a great deal of compensation and pleasure to see that his daughter, a member of our Union, following in the footsteps of her great father.

It is really a pleasure now to call upon Delegate Bella Metz, of 115. (Applause)

DELEGATE BELLA METZ (Local 115): President Gold, Delegates: The Furriers Joint Council has to its credit many wonderful accomplishments as recorded in the report. But not recorded in the report is the story of several thousand young people who, together with me, are part of the Council.

Now, what has the Union done for me? After a short time in the industry, I now earn \$50.00 a week. I have enough to make a decent living. I don't work long hours like most girls do in other industries, and come home too tired to do anything but prepare for the following day's work. How the women and young people all over the country, exploited, earning substandard wages, envy our wages, our conditions, our union.

Our leadership in the Council has also done much to encourage the development and activation of these young people. As proof of this, we find our youth functioning on the local executive boards, partaking in our cultural and educational groups. They have responded to the call of their Union and their Government for Civilian Defense work and blood donations.

The young people of the Joint Council and the youth of the International generally can well be proud of the example our Union has set for the entire labor movement. And I can say without a doubt that we appreciate the policies, the progress, and especially the leadership of our great organization. (Applause)

DELEGATE MAX COHEN (Local 105): Brother President, Delegates: I thought that the Officers' Report should also have included some of the human efforts and sacrifices dramatized with the report—not all of them, because it would take volumes to include all of them. It would read like an unbelievable, dramatic story. But there should be some. . . .

Our Union has saved many lives. I saw it with my own eyes—men who were examined by doctors through the Union's efforts have been

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given medical care by specialists whom he selected. Many operators have come before our committees who were about to lose their eyesight, and only the individual care that our Committee gave them saved their sight, and they are now back at the machine. The same thing is being done, I know, in every other local, because all locals have Sick Committees.

The most important gains cannot be measured with a yardstick. There is no yardstick big enough to measure, no conditions good enough, no wages big enough to measure the fact that the members and thousands of workers in our industry have come to realize, due to the progressive leadership of our Union, that beyond the everyday struggle for better wages and conditions, there lies in front of them a life of greater democracy and greater security. And that is why our Union, our workers rallied behind the war and behind the government and behind the leadership of our Union when the war broke out. It was no accident. It was due to the leadership that our Union gave to those workers, not only economically but politically as well.

Hundreds are ready to do more. We haven't as yet—and this is one of our shortcomings—we haven't as yet developed the machinery in our Union to be able to give the opportunity to every worker who is willing to give more than he has already contributed to the war effort. In the *Fur & Leather Worker*, on the page where Brother Gold always writes, the war effort is always the No. 1 item in every article. In the Joint Council Bulletin, in the last issue of the Bulletin, there was a motion made by Brother Potash. In that motion he discusses another important phase of war activity, and that is to store clothing for those people in Poland and Bessarabia where our members have many relatives, so that after the war, in 1942—we hope—we will be able to send them that necessary clothing. There are many more activities, many more committees that can be organized, but this is a good example of what can be done.

I think 15,000 fur workers will second that motion in the Joint Council. But what is just as necessary, if not more so, is the mass education in order to counteract the propaganda spread by the *New York Daily News* and other Fascist publications where they say that the war will be a long one, that 1942 cannot bring victory for the democracies. We should constantly counteract this propaganda, and that can only be done by those who are now organizers of our Union not only to solve economic problems, but to take the leadership in clarifying the issues to these workers. Many people can understand why, for instance, Anti-Fascist No. 1 is in prison in this country. Many people can understand why Hitler considers the Negroes as sub-humans, but very few can understand the segregation of the white blood and Negro blood in our country. They don't know that there are charlatans and quacks and dishonest medical men who serve in this country.

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I think if we are going to follow and make greater efforts in order to mobilize our workers behind the war effort, our Union will be at the top of the list when that international holiday comes in commemoration of the destruction of fascism.

(Applause)

DELEGATE STEPANSKY (Local 53): I am proud that our Local 53, has also contributed to these achievements and the growth of our International.

I want to report to you that in Philadelphia at the present time, there is no shop of any significance that is not under union contract. Since our last convention, the agreement in Philadelphia with the fur merchants has been renewed. We have the closed shop, equal division of work through the life of the agreement, 10 legal holidays with pay, May First a legal holiday without pay. Although we did not have cost-of-living clauses in our agreement, I will report to you that our workers last year received increases of approximately \$300.00 per day. That means all the workers of the local. In the department stores, which is a great part of the trade in Philadelphia, our workers are receiving two weeks' vacation with pay and many other conditions that we don't have in the retail stores.

Since our last convention, our local has collected \$1,631.00 in back pay and loss of time for our workers. We are contributing \$4,051.99 to the United Charities, U.S.O., Red Cross, British, Russian and Chinese War Relief. After the last meeting of the G.E.B., when our G.E.B. set a quota of two million dollars for the fur industry, Local 53 also set a goal, to the convention, of \$50,000 in defense bonds; and I am proud to report to you here today that we have surpassed that goal and we have almost reached \$60,000 in defense bonds. (Applause)

We have established a Victory Committee in our local whose main job is to work for war relief, and they are doing a splendid job. We are selling \$50.00 worth of stamps per week in our local office. We already have some shops where deductions are made for defense stamps, 10 per cent every week. Our local has also participated in all the other activities in the International. During the trial of our leaders in New York, our local sent in \$800.00 towards the defense of our leaders. We have also contributed \$50.00 towards the ambulance drive.

Through arrangements with the Board of Health, the members of Philadelphia Local have been X-rayed for tuberculosis. I think it is the only local, besides the New York Joint Council, that has had its members X-rayed. We had delegates to the Youth and the Brother Conferences, and in general our local is participating in every phase of activity of the labor movement.

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Our local has established a fund which we call the Emergency Relief Fund. That was done five years ago when our President, Brother Gold, visited our local. We pay \$2.00 per year per member into that fund, and quite a number of workers were helped from that fund in time of sickness or in dire need.

We also have the group hospitalization, the Blue Cross. I don't know if you have it in any other cities. For \$2.00 per month, your family gets free hospitalization, if you belong to that group. Our local has started a Women's Auxiliary. It was started a few weeks ago, and we hope by the next convention to report that we really have a real live women's auxiliary organization.

Our local is a self-sustaining local, and we take pride in it. We pay our bills regularly to the International. I want to bring you the greetings of the workers of Philadelphia. We pledge ourselves to continue to do everything possible for all-out defense and also for the improvement of the conditions of the workers.

In conclusion, I want to thank Brother Brownstone, our General Organizer, who has been instrumental in helping us gain these conditions. He was there when they signed the agreement, and at all times he comes and gives us guidance whenever the local needs it.

There is one more point that my local has instructed me to take up here on the floor of the convention. We all agree that we have one of the finest leaders in our International in our President, Ben Gold. He is an inspiration to all our workers, and whenever he comes to any local he inspires the workers to go ahead and do bigger deeds. Here I want to raise an issue with our President, and that is that in the last five years our President only visited our local union once. I hope that in the future he will make it his business to visit our local union at least once a year. (Applause)

DELEGATE WILLIAM GREENBERG (Local 105): . . . greeted the convention on behalf of the rank and file workers and on behalf of his local.

I want to say that since unity, since the combining of the two unions into one, that this is a real convention. Up until 1935, I attended conventions where we had to be hustled into another brother's home to stay over to sleep, or invited for a supper. We ought to be proud of our International officers, we ought to be proud of our leadership, for the kind of building up we did in the last seven years.

Since 1935, when I was one of the under-paid operators, my wages have been doubled. Whereas in 1935 they were \$45.00, now they are \$90.00. After this convention, when we go back, I guarantee you brothers that all you delegates can go back and tell you locals that after

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June it is going to be over \$100.00 a week—only in the better line. I hope that it will be in the cheaper line also, where they work much harder.

What I want to say is this, Brothers: On behalf of our International, we can say this much: Our enemies thought that by holding back they were going to smash our Union. It wasn't so, Brothers and Sisters. We rank and filers are trained without money, but with plenty of ammunition, plenty of power behind us. When you have an army of rank and filers like we are, you can't lose one ounce of your power in your organization. I want to say, on behalf of our rank and filers, that although our enemies dared to try, they didn't succeed in breaking our union.

I want to say, on behalf of all our members of New York, when we go back to New York it will be our duty to do our utmost to help win this war and win the 100 per cent conditions for all the workers all over the world. I thank you. (Applause)

DELEGATE HOWARD BUNTING (Local 135): A few years ago, you know the firms by which we were employed. It was that stronghold, the open-shopper known as A. Hollander and Son, who was the biggest open-shopper in the fur industry in this country. But a few years ago, in our organization, when unity was established, there was a pledge taken that this open-shopper must be unionized. That pledge was carried out, and on behalf of my local, I want to extend thanks and appreciation from the bottom of my heart to the International Officers and the rank and file members of this organization.

You must realize that you liberated about 1,500 workers; for the first time in their lives you gave them the opportunity to become human beings, with the right to free speech and liberty which every organized worker in this country desires. We came into your union. We took many pledges with our union, and we have attempted to carry out every one of those pledges. And through the able assistance of the officers of our organization, it is my opinion that we have done a wonderful job so far.

In these factories, the workers used to work as high as 70, 80 and 90 hours a week. Their wages were a disgrace to a country that is known as a democracy. In the year of 1936, the wages in the city and in the town for men workers were \$800.00. Down through the years, up to the present time, to 1941, we have run those wages up to an average of \$2,100.00 for men workers. (Applause) Women workers worked for an average of \$560.00 a year. In 1941 their wages were \$1,400.00.

In former days they had the speed-up system there, and I actually saw men fall and saw them carried off to the hospital in ambulances. Today this is no more. Our organization in the community is looked

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upon with respect, for the first time in the history of that community. We are appealed to by every civic organization in the city. We are looked upon with respect by the administration. In the last year I think we contributed our greatest efforts to the labor movement. A few months ago we formed a Joint Council with the A. F. of L. and the Brotherhoods for the first time in the history of this neck of the woods—an organization that represents about 5,000 organized workers—and we are doing everything we can to carry on in the war effort.

We took our stand in the war effort. As far as our local is concerned, we are out on the political field. I have heard mention in this convention of some of the appeasers, the agents of Nazi Germany and Fascism. At the present time we are in a struggle with one of the most reactionary Congressmen in this country, a parasite known as Hamilton Fish. There is no doubt in my mind that for the first time in 21 years Mr. Fish will take a back seat in the political forces of this country. We are going to give him the works—and how! (Applause)

In Civilian Defense, out of 400 workers, we have 325 in the activities of Civilian Defense—first aid classes, police, Red Cross aides—and our workers are concerned with every activity in national defense in that category. We have contributed to relief organizations such as Russian relief and relief for the soldiers. We are at the present time conducting a dance every month. At the last dance we took out of that dance hall approximately 700 packages of cigarettes and distributed them to our boys in the armed forces. Inside the plant we are 100 per cent signed up in the Red Cross of this country—400 workers, solid.

We had a fight with the management, who thought he could get along without organized workers in the defense set-up. He started a drive in the plant, on defense bonds. Sixty-five workers signed up. Today I am proud to report to this Convention that when our brilliant Educational Director took a committee into this shop, out of 400 workers, 97 per cent pledged themselves to the extent that this year they will contribute approximately \$100,000 in defense bonds. (Applause)

These are some of the activities of our local. We are a militant, fighting organization in the city of Middletown. Wherever you go, you will find our organization in the fight. And we have only one thing to consider—that out of the unity of this organization, with the brilliant leadership of our International Union, its rank and file workers, after five years we have built this organization in Middletown. For 21 years we were exploited under the worst conditions imaginable. Now we are setting up Welfare Bureaus.

For all these things we give thanks to that outstanding labor leader of this country, to his far-sightedness, his brilliant mind, which solves the problems of the masses, of the workers in this country. We must put

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him in a category by himself, because he knew and understood that the only way that this country could be built was by the toiling masses of this country. And I am proud to say that I am one of the oldest members of the General Executive Board to be affiliated with this brilliant leader. I refer to our beloved President, Ben Gold. (Applause)

The rest of the members of the General Executive Board gave up some of the biggest opportunities in life. Some of these leaders could go out and get the millions that the big shots of this country get. I want to take my hat off to them, and in this convention go on record that 400 workers in the city of Middletown pledge themselves, their lives, their blood, their homes.

We will win this war. We will win it over those who have placed upon this world the destruction and exploitation of honest, decent, toiling working masses. Our organization I know will pledge to lay down every life to this end, and I know that that pledge will be carried out. (Applause)

PRESIDENT GOLD: This farmer is only a member of our union about four or five years. I don't think he recognized himself. The more such farmers we can get into the labor movement, the happier the people in this country will be. (Applause)

DELEGATE HENRY SHAEFER (Local 88): As a German-American, I want to point out that the most important things that our local and the International have done are in the field of education, in teaching the members of our local tolerance for one another.

In our local we have Italians, Germans, all different nationalities; and I want to say to you delegates that we get along very well in the shops, at meetings, and wherever else we go. (Applause)

At the present time—I don't think it is mentioned in the report—we have various committees in the war effort, committees to help win the war. Just recently the Educational Director of our Joint Board organized a Victory Committee. I think later perhaps some other delegate from the Joint Board will give you more details on it. This Committee is working to coordinate all the different activities that are going on in the local, in order to help win the war.

You heard one delegate from our Joint Board mention to you that we have an Italian group. We are now starting on a German group in the Joint Board, and I think that this German-American group will certainly show where they stand. (Applause)

DELEGATE KATHERINE HARTMANN (Local 99): When I look back and think of what we had five years ago, in 1937, it has really been remarkable. We could never have done it if we had been in any other

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union than the Fur Workers. In fact, we are the envy of all active trade unionists in Milwaukee and Wisconsin. In spite of the fact that our local is exceedingly small—we have less than 150 members—we are always called upon whenever there is any progressive movement organized, any progressive movement instituted, and anything where they feel they want to call upon the help of the organized labor movement. Also we have a representative on the State and County Executive Boards. Brother Bradow didn't mention this because he was being unduly modest, but he, who is a member of our local, is on the Executive Board of the State and County C.I.O.—two individual bodies, of course.

Our members have been taught to take pride in the fact that they are part of an organization like the Fur Workers. I assume that most of you know that the Milwaukee Local is made up predominantly of German people. I, myself, am of German parentage. When we first got into the union, one of the first things I remember was the fight against Fascism. And I can remember that as one of the first issues I took up in the union when I became active. Some of our members were taken aback. They felt that I had betrayed them. I came from a shop in which only German was spoken. They were all German. Yet, after about a year, we had no difficulty in mobilizing a large section of our local to picket the Bund meetings and to pass resolutions against the Bund camp, which is just a few miles from Milwaukee.

The workers became conscious of what Fascism meant. Today they are very active, just as my parents are. But they are fighting for something more than just democracy in America. They are fighting for their relatives and friends in Germany who are suffering under the heel of Fascism. They feel they have so much more to gain by the winning of this war, because not only do we preserve our own democracy, but we set free those who are dear to us.

The Women's Committee and the Victory Committee have coordinated their activities. Our women have been active in organizing First Aid groups. This in conjunction with Leather, as Brother Bradow has pointed out. Leather really was a godsend to us, because it seemed as though things had sort of died down, and the merger with leather, as Brother Pickman said was a shot in the arm for us. Well, in Milwaukee, the organization of Leather was a shot in the arm for fur, because it brought our people forward, it forced them to take leadership among these new workers. So, in conjunction with one of these new Leather locals, we have been organizing first aid classes. We have signatures for blood donors, and we have set up a plan for selling stamps and bonds within the Abel & Bach plant and through the office. We have also organized a women's knitting club—and this is ironical. It gives me the greatest pleasure to attend this knitting club once a month and watch the nimble fingers of our women knitting warm garments for our boys,

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and their equally nimble tongues lashing Hitler in his own tongue.
(Applause)

So they have been doing their best, and besides that, insofar as war activities are concerned, they haven't confined it to the union. In Milwaukee we had mobilization of blocks to elect block area wardens, and our members went out into their neighborhoods and mobilized their neighbors to attend these meetings and encouraged people to run for elections, and brought the people out.

Now it is a surprising thing, but upon checking up, we found that where our members were active in mobilizing these people, there was an excellent attendance at the elections, and in the same precinct, where there was nobody except the regular election workers who were supposed to be in charge of it, who were in charge of it—we were merely volunteers—in some cases there wasn't a single person from the block present at these area warden elections. So we used that as an example for our workers to show them how important it is to get out among your neighbors, carry on the work in the neighborhood just as well as we carry it on in the locals.

This year we are going to renew contracts. I want to thank New York for the high standards they have set, because these standards make it possible for us to make even greater gains than we have in the past. Although we have increased wages—we have taken a survey of wages in '37, before organization, and wages today, and the wages have been increased 75 per cent—they are still low, much too low, in spite of the 75 per cent increase. With the standards you have set, we expect to get a really good-sized increase this year. Our workers are solid. Every effort of the employers to infringe upon the contract has been defeated—and I mean that, every one. There hasn't been an exception. Several of them tried to cut wages. We had one case just last January. We negotiated for two weeks and we weren't able to get anywhere. In January there is nothing to do in the Milwaukee fur trade. We called in the Federal Conciliator. They had to restore the wage cut and give back pay.

That is only one example. There have been others like it. But in every instance our workers have been victorious, due to their solidarity, to their loyalty to the union, and to this feeling of fraternalism among them.

I want to thank the International without which we could never have maintained ourselves; and Brother Feinglass, who has always come in and helped us negotiate our contracts—contracts for which we are very grateful, and which we know will be better in the future. (Applause)

DELEGATE ANTHONY VILLANI (Local 130): Now we of 130 are really the black sheep, not only of the Hollander Locals, but I really

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believe of the whole fur trade. In '37 when we were organized, the people were out on strike for six weeks. After we obtained a contract showing an increase of 40 to 50 per cent, the plant operated for about three months, and was closed down until June of 1940. I would like to take this opportunity to thank the International for helping us out during that time financially, and keeping us intact until we finally did reopen.

Well, when we did reopen, the people came back to work, but they were not given the wages they had under their previous contract. Well, through the tireless efforts of our organizer, Herman Paul, this was finally eliminated, and all our workers—who are very few—were given their rightful wages. . . .

In 1939 we negotiated a new contract. At this time our workers received another 10 to 15 per cent increase, and I also wish to take this opportunity to thank Brother Samuel Burt for helping us out in these negotiations.

As far as the war effort goes, I almost fell out of my chair after listening to all of the other delegates, although our members today have purchased \$1,000 worth of bonds. (Applause) Since the war began, we have tried to get a mobile unit to come down and take the blood of the members who volunteered, but we have not been able to get one. But before I came to the convention I noticed in our local paper that June 10 there will be a mobile unit in our county, and I am quite sure that most of our members will do their share toward this effort. Another thing that we have put across with our members is we are now paying one per cent defense dues which is going towards the war chest that we have put up in the Greater New York area.

Well, these doesn't seem to be much that I can say for my local, since we haven't really operated. I would like to thank the International again for their financial and other support that they have given our local to help to keep us together. And last of all, I would like to thank the Finance Committee for allowing me to be able to sit in at this convention, since we got so much financial aid from the International and were subsidized; and I do not want to forget my other brother locals who have done so much in keeping our local together and having me sent to this Convention. (Applause)

PRESIDENT GOLD: By the way, I want to tell you that Katherine Hartmann, who spoke before Anthony Villani, is the Business Agent of the Local of Milwaukee. We have not many women organizers, but the few that we have, we are proud of. (Applause)

I will call upon a member of our Union who is also a member of the Legislature of the State of Minnesota—Joseph Prifrel, Jr., Delegate of 52. (Applause)

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DELEGATE JOSEPH PRIFREL, JR.: Honorable President, and my Fellow Delegates—

PRESIDENT GOLD: That is the way a member of a State Legislative body addresses a convention. We are learning something. (Laughter)

DELEGATE PRIFREL: I am a newcomer to most of you people, and I am a newcomer to labor conventions. I have attended many conventions, mostly political. I suppose you know that by my legislative title, which may tell you. But there is one thing that really is outstanding at this Convention, and that is the honesty and sincerity, the cooperation and the interest of every individual, in the welfare of this whole organization.

The assembling of this convention here is similar to that of a legislative convention. In the legislature, when it convenes, the only difference is they elect a speaker who is the ruler and the Chairman of all sessions. Then they elect committees, and those committees are elected by the powers that be. By that I mean the group in power; and if you are too strong of a labor man in the State of Minnesota, you don't get on the Labor Committee. They put you on the Health and Hospitals, or bury you somewhere else, because you have too much evidence to present, and the Committee wouldn't be able to kill the good bills so easily.

I come from a state legislature that is very conservative. In the last session, I can honestly say that I was the only individual who carried labor legislation (Applause), legislation pertaining to the betterment of working conditions. By that I mean unemployment insurance, occupational diseases, industrial compensation, and all those things that a working man needs to get along.

There is one thing I will never forget. I really was rudely surprised and disappointed and disillusioned in my first term, in '39, when I found that the terms used in legislature, like they are in most legislatures, when you speak of working people, they say "those working people." They don't say, "my working people." They look down upon the man who helps the wheel go round, the most important cog of living in any country, a man who belongs on the highest pedestal, who should be taken care of, whose health and welfare must be preserved. That was the biggest jolt I have ever gotten, and you know, Folks, it was wonderful to me, because I was always fighting for labor, and it just made me realize that I had to get back on my haunches and get in there and pitch.

In my second session, that was one reason I refused to handle any other legislation but labor legislation—because the capitalist on the other hand doesn't need legislation. He buys it. And the trouble is, we have too

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many men in legislatures to whom money means more than the welfare of his neighbor and his neighbor's children.

There is one plea I want to leave with you. Don't forget, Folks, you all come from different states. You, too, have legislators. And don't forget, the legislature makes all the laws that every Governor, that every Mayor, that every police chief and that every policeman on the corner enforces. They appropriate all the cash that is spent. They dictate the terms. They pave the way and the course for the Governor and the officials to follow. In most states they are the lowest-paid political jobs, but in all states they are the most important. And those are the men that each and every one of you must go out and help elect. Those are the men you have to get out and fight for. Those are the men who are going to make labor legislation and make things so much easier and our struggles so much easier.

Some things that happened in New York when these great leaders of ours were arrested can never happen again. Legislatures and legislation can avoid that, and that is our duty. Just take these men, honestly and sincerely fighting for the things we believe in, put in jail. How pitifully ridiculous. And those men in the legislature were primarily at fault. And coming right back to you, I will say you all were at fault, because we have to look over the man we vote for. Most people seem to forget to vote for legislators. You think of the Governor. Sure, he is a big man. His name is in the paper all the time. The legislature is in there only from three to possibly six months, at the most, every two years. But, my gosh, look at the damage they do if you are not careful who you put in there:

So I would like to have each and every one of you go back, form your organizations, study over your men, and go out and fight for those men who will go out and fight for your labor principles. Those are the things you have to do. Those are the things I am doing. And I hope that none of your legislators feel so lonely and all alone in the white house on the hill, as we call our capitol, as I did; and I hope they won't be looked down upon when they sponsor labor legislaion. They have got to have help in there, and it is up to you people to give it to them.

That will be all I can say for legislation. There are a few things that our business manager, when he spoke regarding our local, omitted, which I would like very much to cover.

In our district, we have always asked the International for help, and there wasn't a time when we were turned down. We have had wonderful support. Brother Feinglass, who has been helping us negotiate agreements, has done a wonderful job, and to me he has taught wonderful things about negotiation and bringing about better condi-

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tions. Since Abe has been there—as I take the privilege of calling him—Abe has done a wonderful job; and to him, to our International, to our International President, I want to bring the thanks of my organization. (Applause)

PRESIDENT GOLD: Thus speaks a true labor representative in the legislature. Mark it down in your notebooks; bring it back to your locals; get busy. Come back to the next convention with at least a dozen representatives in the legislatures. (Applause) Let him not be the only lonely soul in the legislative bodies. He will feel better and we will feel better. We will speak about it later. Thanks for your excellent address, Brother Prifrel. (Applause) Now compare this kind of a speech with the barking of the Honorable Congressman Dies. (Laughter)

DELEGATE MINDEL: I object.

PRESIDENT GOLD: Compare it, and object. Now, Delegate Smith, of Local 72, Washington. Since Delegate Prifrel mentioned Capitol Hill, you have the honor.

DELEGATE HARRY SMITH (Local 72): I am really sorry that you called upon me, after the good speakers you have had. Now you are calling on a small-town rank and filer.

PRESIDENT GOLD: That is a sample of diplomacy in Washington. (Laughter)

DELEGATE SMITH: So don't be disappointed. First of all, you heard my name mentioned here a number of times. I want you, right now while I am before you, to forget the four weeks' dues. That has been forgiven, I believe, and forgotten by the Convention.

I heard all the delegates who have come up here. They praise and bring good cheer and good reports of their locals, of the good work that has been done by the International. Well, I am not going to be different. We also have some good work, good words to bring, of the great work that has been done in Washington, of the great help that has been given to us by the International, of the capable assistance and leadership that Brother Brownstone has done for Local 72 in Washington. And we really appreciate that. But I am also sorry that I can't bring all good news.

As you all know, we have the situation which you have heard about for the last five years, and that is the Zirkin shop in Washington. That Zirkin shop is like a bone in our throat. We can't spit it out, and we can't swallow it.

We have heard in this convention of the great work that has been accomplished by the International in the big shops, in those scab labor-infested shops that have, after so many years, finally been conquered—

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like the Hollanders, like the Annis shop in Detroit, and so forth. We have a shop, in Zirkin, that doesn't compare with any of these big shops that have been conquered by our International. Our International, it is true, has gone to some expense in fighting to organize that shop, but that was five years ago. We picketed that shop, we taxed ourselves and we struck there, and we had mass parades and we were arrested and everything that goes with a fight in the fur industry. We went as high as the Supreme Court of the United States, and we won our right to fight that shop. But it took so long that by the time we got the decision to have the right to fight Zirkin's, it got kind of stale and forgotten. In fact, it took over two years for that ruling to come down that we had the right to picket and to continue to strike in the Zirkin shop. By that time picketing had been given up, and the International and our local had given it up.

But we found, during these years, that that shop is still a bone in our throat. When it comes to negotiating a new agreement—by the way, our agreement expires June 1—and at every other time we had to negotiate a new agreement, they always throw in our face that they are not afraid of Local 72; Local 72 is a small organization and they have a right not to be afraid of it. But they also show they are not afraid of the International, because they know that the Zirkin affair was not only a Local 72 affair; it was an International affair. The International took the case to the United States Supreme Court, and so forth. And yet it was dropped. Therefore it really should be the duty of this International; I believe a resolution will come to that effect, and I am sure the convention will take the proper action on that. In the meantime, I have heard the gavel, and I want to cut my remarks short.

I want to thank you for the work that has been done, and I hope that the request that is coming from our local will be taken up by this Convention and given the proper consideration. I hope that the Convention will not say, "Well, even the International couldn't lick the Zirkin Company." It is only a shop of about 12 or 13 people, and we hope that the proper action will be taken.

I also want to say that we would love to have our brother Brownstone, the Organizer, with us as soon as this convention is over, to help us negotiate and get better conditions; also to help us in another respect. I must say we haven't got the capable leadership that some of your locals have. We haven't got the organizers, the business agents, and so forth, that do the work in other organizations. We need somebody to guide us and lead us. We want to do something for the war effort. We have made several attempts. With the exception of the members buying bonds and the Local buying a thousand dollars worth of bonds, any other effort fell through. What we really need is for our organizer to be with us and to inspire us, because we have good intentions. We want to do some-

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thing, the same as every other local. All we need is somebody to show us the way and to lead us.

Therefore, I beg of the convention to be liberal with our local and to watch the effort that will come later on. (Applause)

PRESIDENT GOLD: Delegate Lew Goldstein, Local 45, Chicago. (Applause) Before you speak, can we make a gentleman's agreement, in the presence of the Convention, that you will speak for five minutes?

DELEGATE GOLDSTEIN: You rap with the gavel, Mr. President, when you want me to stop.

The Big Sister Local of the midwest wants to give a brief report, but first we would like to commend the excellent report of the Committee on Officers' Report.

We are proud to be included in such a report. We feel that it was colorful, factual, and yet of necessity was brief and therefore left out many of the accomplishments of the various local unions. Our union is very proud of the fact that we have been able to add a little brick and a little mortar to the building of the foundation of such a marvelous International Union.

In the course of the last three years, Chicago was faced with many problems. We had the problem of continuous improvement in the conditions of the workers; organizing the few still unorganized workers in the city, who are a remnant, a throwback to the days prior to Unity. It is quite a job to get those workers to realize that the mistakes of the past must be forgotten and that today there is a united union in Chicago where these differences of the past are a thing of the past.

We have, in the course of the last three years, brought many improvements to the workers not only of Chicago but of the midwest. Our local, recognizing that you cannot divide the political from the economic needs of the workers, has paid particular attention to bringing political understanding, political guidance to the fur workers of Chicago. This brought about a situation that has resulted in the unification of the workers to the extent that we have been able to get for Chicago the finest contract yet enjoyed by the workers of our city. Last year we negotiated and concluded a contract for three years which has a renewal clause on the question of wages. The clause on wages can be renewed every year for upward improvements. The minimum scale in the contract has been increased 12½ per cent in the association shops and up to 15 per cent in the independent shops, which represents a substantial gain, because the scales in Chicago are not very low.

We here feel that along with the job of improving the conditions of the fur workers, we also have the task of assisting in building and organ-

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izing the leather workers in the midwest. And we are kind of proud of the fact that many of our rank and file workers spend their evenings, spend their spare time in assisting in the organization of the leather workers of Chicago. Chicago today has a good leather union, and primarily responsible for that good leather union is the leadership in the active rank and file fur workers in Chicago, who donated so much of their time and their efforts towards that end.

In the course of the last six months our Union has set up a Victory or Win-the-War Committee, which set an example, I think, for the locals and for other unions throughout the country. We took the job of labor's participation in winning the war very seriously. Our workers have donated blood, as many as the workers here have. We have subscribed some \$75,000 in the purchase of bonds; we started the campaign in the country of manufacturing these jerkins that you see here. Our efforts were recognized by Premier Mackenzie King of Canada through a letter to our union. He invited our union officials to take a tour at the expense of the Canadian government through Canada to watch the expression of happiness and joy on the faces of the sailors when they get some of the jerkins that our union manufactured. We made close to 700 of them. In value they represent some \$30,000. It was an inspiration to watch the way the workers gave up their spare time, at their own expense, and pitched in and did the work. We have today prepared in Chicago many hundreds of fur coats that we are going to convert into jackets such as these, just as soon as it slacks up a little bit.

In our organization there is no difference between the leadership and the rank and file from the point of view that this person is a leader and that person is a rank and filer. We more or less live with our membership constantly and daily. We attend the christenings and we witness their weddings and we contribute to the welfare of the workers. They come to us with their personal problems, and we are certainly happy that we have in a large measure been able to solve some of these very personal problems that the workers have entrusted to us. This is a pride that cannot be expressed in words by the leadership of our Union. We have taken care of hospitalization for workers; we have taken care of workers who needed sanatoriums and rest. Our local has loaned over \$1700.00 to needy workers, all of this money coming from the workers themselves by way of their dues.

Chicago recognizes that we have a job to perform as the big local of the midwest. We feel that we are going to roll up our sleeves and pitch in with more energy and more efforts after listening to the remarkable report of the achievements of our International Union. It brought home to me, and certainly to the other delegates and to the rank and filers who sit in the back, very sharply the tasks and the problems that we are going

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to be confronted with, as well as the achievements that we have already obtained.

I want to conclude these few remarks—because I have a standing agreement with the President to limit myself to as little talking as possible—by thanking the *Fur & Leather Worker* for the remarkable job it has done in bringing the Union right into our very homes. I know that the wives of our active men members and the husbands of our active women members are today beginning to understand why their husbands must be away from home a little more than they have in the past.

The *Fur & Leather Worker* is read by the wives and relatives of the members of our Union; the subjects of the *Fur & Leather Worker* are discussed. We have, it is true, too little education, recreation, and so on, in our local union, which we are going to make an effort to correct as quickly as possible.

I want to conclude by pledging the loyalty of our officers and members to the International, promising them that we will redouble our efforts to build a more powerful, a stronger International Union. (Applause)

DELEGATE LOUISE FOWLER (Local 80): Local 80 has had many difficulties since the last convention, but has been able to maintain its conditions and activities.

The most important thing that I would like to bring out at this convention is the composition of our local and the unity we have. More than 55 per cent of our local are women. At least 20 per cent of them are Negroes. We work and play together, because we know that this is the only way we can achieve our conditions. This is due to the policies of our International, especially our great President, Ben Gold, and our Manager, Sam Burt. That is what made us have such a splendid organization.

We have started a drive to sell war bonds and stamps, and for blood donations. I am sure that whatever decision is made during the convention will be carried out by us, and we will do all our best to mobilize the Negro women behind our war effort for the winning of the war. Many are skeptical, due to depression and discrimination, but we will clarify the issues and bring the proper understanding to all of them, with your assistance. (Applause)

DELEGATE SAM KRAMER (Local 105): Brother Gold, Manager Potash, Delegates of our Convention: First I want to thank the brother who just spoke, a delegate to our convention, who happens also to be a legislator. I feel it is an honor, and I am proud of having a man who has worked himself up to the position of legislator; and I hope that he

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will do his best, as he has promised us here, to work for the interests of the labor movement.

Second, I will not waste my time at this time in going back in the report of the Officers, because as you all understand, much has already been said. All I want to say is that when the motion is made to accept, that I will vote with all my sincerity and appreciation to accept it as the best work that any International has ever accomplished in our industry.

My Friends, some of you know that I joined our Union as far back as 1916, and I was pretty active until about 1921. At that time I had the fortune, or perhaps the misfortune, of having become a business agent of that union at that time, until 1925. It so happened that during the years of 1921 to 1925, I somehow couldn't see eye to eye with our President of our own International of today. And as a result, I will frankly say that I was at times pretty bitter against him. But at the same time I must confess that since our present President became the Manager of our New York Union in the middle of 1925, and when he was compelled at the beginning of 1926 to call that tremendous general strike of New York, I watched his leadership. I watched the expressions of the strikers. And when I followed him up to 1938, in that strike, I then too watched his reliable leadership and watched the sympathy and the good faith of the workers that he led.

I want to say that since the beginning of 1926, when I watched the leadership in the 1926 strike, and when I watched him in the 1938 strike, and when I watched him in 1939 helping our unemployed workers, and also when I watched in 1939 how he managed to keep the workers in line and not let them get out of the right line that was necessary for the workers to uphold, and the 1940 court cases, and when I watched him in the 1941 negotiations—I want to say to you, Friends and Delegates, that I don't believe that you will find 100 workers in New York, out of the 15,000 who don't feel towards our President and towards our Manager and towards the entire Administration that they are the best we could ever have.

And I, for one, want to say to our President and to the International and to our joint Council of New York, and to you delegates of each and every locality, that you don't need to fear our enemies, whatever they may be. Wherever we find them, no matter what they may call themselves, as soon as we discover them, we will show them where they belong, so that no injury will ever come upon our Union. Because it is our Union that has, in the years since 1926, built an organization that is the pride of every member, and of every worker of the entire labor movement. Because I feel that at no time did our Union do anything to mislead our membership, whether it was along economic lines or whether it was in the political field.

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So, my friends, I want to call to the attention of all the delegates of every locality, and also of New York, that when we come back to them, if we discover our enemies, we will show them where they belong, whether they are under the name of Trotskyites or the Dies or the Coughlins. Because now, more than ever before, we know the situation that we live in, in this world. We know that if we don't do every bit that we can in order to crush them into defeat, our lives and our future are in great danger. So please bear in mind the tremendous duty that rests upon us—the duty not only to ourselves, not only to our families, but to the families and to the workers of the entire world—to give that help to everyone who fights for the cause of labor. (Applause)

PRESIDENT GOLD: You did not know that I was watched so closely. (Laughter)

DELEGATE IDA THAL (Local 115): Brother President and Delegates: In the name of hundreds of women furriers of Local 115 of the Furriers Joint Council, I bring you greetings to this Convention. I want to say that I am proud to be a delegate to this Convention and a member of a union that does not differentiate between women and men in the conditions in the shops.

I am happy to report and express the feelings and sentiments of the membership of Local 115 in their appreciation and thanks to the General Executive Board, particularly to our President, Brother Ben Gold, and to our leaders of our Joint Council for their guidance and assistance given to our women in our Union.

It is due to this leadership that our women are active not only in the various committees in the union but in the peoples' war against Fascism. I am proud to report that the women of Local 115 have taken their place side by side with the men donating blood, knitting sweaters, and participating in all the activities that the union had. They have been glad to donate blood to the heroic British soldiers and at the present time to our own soldiers.

It would be impossible to state all the activities that our women are engaging in. For instance, the Welfare Department of our Union, the Sick Committee, the Old Age, the Relief, the Unemployed of our Union—all the activities that our women take part in. I want to say to this Convention that not only will our women members carry out the decisions and policies of this Convention, but our women pledge, and I want to assure you that the women will do everything possible to fight against Fascism, and fight side by side with the men of our Union until democracy will rule. (Applause)

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DELEGATE THOMAS JASPER (Local No. 125): President Gold, Fellow Delegates: I don't think that I could use adequate words to tell you just how pleased I am, how honored I am, to have been selected to attend, for the first time since my membership in the Union, a convention of our International Fur and Leather Workers Union.

I followed every line as the report was read, and while I realize that many of the details were omitted for the sake of brevity, still there are some details that might have enriched that report—especially details that would have brought out more clearly those things which our Union has contributed to the problems of my people, of the Negro people. And so I would like to take this opportunity of telling you some of the things that have been accomplished by our Local with that particular branch of our membership.

Before the Floor Boys were organized in 1938, as you read in the report, the conditions of the workers in general were, to be very plain about it, lousy, for the floor boys. We know that they got \$8.00, \$10.00, and \$12.00 a week, and when a worker made \$15.00 he was making a big salary; and that they worked 60 and more hours a week; and that they worked not only six days but seven days. But terrible as these conditions were, the Negro workers suffered even worse conditions. life of our Union.

There were very few of them in the industry, and it seems that the approach to bringing them into the industry was when they wanted to get someone a little cheaper than the \$8.00, \$10.00, and \$12.00.

In 1938 when the collective agreement was signed, the Negro workers and the white workers became a union, now known as Local 125 of our International. There was no more differentiating between the wages that the Negro workers would get and those that the white workers would get; no more differentiation between the hours that they would work and those that the white workers would work. But rather, they were entitled to and they got the same treatment, and in any case that we find that they were deviating from that, we fought to see that they got the same conditions.

I am pleased to report here that in 1942, the membership, the Negro membership, has doubled over that of 1938. (Applause) This was possible only because of the policies of our International. I think that Local 125 is a unique symbol of those policies that are laid down and fought for by our International. Because we don't only talk about discrimination against Negroes, their inequalities, and write and pass a few resolutions; but we act. And I think that in our whole International we have many examples to point to as concrete gains that have been won in this struggle for the rights of Negro workers.

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I, myself, a Negro, am the Assistant Manager of Local 125. (Applause) In our Executive Board, the Chairman of that Board is a Negro. (Applause) And there are many Negro workers in many of the committees, and participating in all of the activities and every phase of the life of our Union.

I would like to cite just one little example of how far our local has gone in carrying out the policies of our International. About a year ago we opened, in the Harlem community, the Uptown Fur Center. In that center we wanted to bring together Negro and white workers of our local, to show the community just what gains can be won, just what understanding and relationship there exists in the trade union movement between Negro and white workers. I want to say that we went far beyond our expectations, because there we were not only able to have good relations with the young people in the community and have them look upon our center as a place to come to enjoy themselves and respect it for what it represented in the trade union movement, but out of that center in the past year have come, without exaggeration, exactly five Negro workers who are now leaders in their entire union, in one capacity or another.

I would like to inform the convention of the fact, also that in the campaign to organize the Western Union messenger boys, that it was two members of the Uptown Fur Center, Johnny Cullen and Walter Weeks, who organized the whole Harlem area for the Western Union drive under A.C.A. (Applause) Unfortunately we just received word that Johnny Cullen was taken ill with appendicitis. He is in the hospital now.

Also, that center, I believe, was in a large measure responsible for a movement that is now taking place in Harlem where, over a period of one year, we have met with and talked with many of the outstanding Negro trade union leaders of Harlem. And today there is in the making an organization that will bring together a collective leadership of outstanding Negro and trade unionists who will concern themselves with the problems of integrating Negroes into war industries and seeing that they get training for full participation in our war effort. (Applause)

I believe that while I cite these things and they may be small in relation to the whole International, that when they are multiplied even on the scale of the size of our International, that it is these little things that will go far towards clearing up the confusion that exists in the minds of some of the Negro people. I want to say to you that the Negro people do have confidence in the leadership of the labor movement; that the few things they do know about it—and I want to point out here that they don't know enough about what is done in the labor movement in fighting against discrimination and for integrating Negroes in full participation in the war effort—that the few things they do know

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about it have instilled confidence in their belief that labor is their champion.

I would like to conclude by stating that I want to thank President Gold and the International as a whole for a step that was taken recently that I believe will have repercussions far beyond the expectations that were held when that committee was set up, and that is the Anti-Discrimination Committee of our International. I want to tell you also that the moment that Committee was set up and the different articles appeared in the newspapers which you all read in the "Fur and Leather Worker," that in Harlem today many organizations and many youth are discussing the fact that the Fur and Leather Workers set up that Committee. They have heard good things from us, and they expect big things from us now with this step already having been taken. (Applause)

PRESIDENT GOLD: I now have the pleasure of granting the floor to one of our oldest leaders in the Union, Vice-President and Delegate Albert Roy of Montreal. (Applause)

DELEGATE ALBERT ROY (Local 66): I asked for the privilege of the floor, not to speak as a Vice-President but as the Manager of the Montreal Fur Workers Union. I have been a member of this Union 25 years, and I can say that this Officers' Report which I have heard read is the most gratifying one that we ever heard. In this report we noticed all the congratulations offered to all those who cooperated in this great task. I would like at this time to be able to accomplish that task that I am taking now, and if I were not bashful, the best way to do that would be to ask for the privilege of speaking to you sisters and brothers in my own language and getting the Chairman to get a translation. (Applause)

I am going to make an attempt to forget that I am a General Vice-President and a Manager. I am going to try to see if I can remember the time when I was simply a rank and filer, and see if I can use the same words that I used at that time to express to this convention the sentiment of our fur workers of Montreal.

It would take a much longer time than I am entitled to, and I am not asking for any longer time. But we will have to go back, Mr. Chairman, and try and make a short story. The old-timers of this union—if I can use the expression without hurting anybody—know about this history.

PRESIDENT GOLD: You don't mean me, Brother Roy, do you?

DELEGATE ROY: No, not you. (Laughter) Although Brother Gold was in Montreal at our first strike in 1917. (Laughter)

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The Montreal fur workers were organized in 1916, and if those who suffered are in the best position to appreciate the kindness and help that they are getting, the Montreal fur workers are.

We have struggled. We had all the trouble possible, even more than we could perhaps expect, due to the lack of experience, I will admit. Nevertheless, we did struggle, and we succeeded in having a shadow of a union. Thanks to the International, we found ways and means not to pay a tax, not to pay assessments. We succeeded in maintaining a group and struggling to better the situation.

At times we felt that we were realizing what we were looking for. At the same time, the manufacturers started to think that the Montreal fur workers, if they continued, might create trouble. So in 1925 they told us that they couldn't deal with us any more, and refused to continue the recognition of the union.

With the little experience we had, we undertook a strike, after the lockout—a strike that stood for 14 months. I don't need to tell you, sisters and brothers, that if we were able to stand that strike, it was thanks to the International and even in 1926 we had the great support of the Joint Board.

Finally, a couple of years later, the union disappeared, but the workers soon realized that their conditions would also disappear. They started a new movement, and we reorganized. I am telling you this short story so that you will better realize what the International has done for us since that time.

Three years ago we had no union. I am not ashamed to say that we were not paying our dues. It was not on account of any dishonesty or anything whatsoever. It could not be helped. Since the last Convention, the fur workers of Montreal have had what I can say is a decent organization, an organization which is respected by our employers and by all other labor movements.

We do not have conditions comparable with yours, Sisters and Brothers. We have no wages comparable with yours. But we are proud to say that in Montreal we are second to none. (Applause) Our wages are equal to those of the others, if not better. We have done away with the piecework system, and we are all working on day work. That is what the others haven't gotten close to. Our finances are in very good shape, and our reputation is still better. Today our union is strong enough so that whenever a movement is started, we are among the first to be called to take the front line. We never refuse any help to anybody, because we know that when we were in trouble, we were for years always very glad to get the help of other people. We haven't forgotten, and we voted to the extent that not only for our union,

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but whatever the name of the International might be, we are always on the front line for strikes, for organizing campaigns, or whatever it is.

As far as helping the labor movement, we are doing our best. We were called by the Seamen's employees when their General President was put in camp. We did everything that a union could do. We gave them donations. The donations were not satisfactory, so we made then loans of quite a few dollars. We can say that we have done it, and we are proud of it—we have helped them to get their great General President and General Secretary out of the camps. (Applause)

Now this is our situation: Our members realize what the International has done for them. And if I took the floor at this moment, it was because I wanted it to appear in the records of this convention that the Montreal fur workers are satisfied and they are very thankful for the help given to them by the International as a whole, without naming any stated groups.

As far as the war efforts are concerned, I know that you delegates would not expect me to come up with figures such as you have. But I can assure you that we are doing our best. We have bought Victory Bonds through the recommendation of our General Executive Board. The members are buying Victory Bonds. I cannot tell you the amount, because most of them are buying them through the firms, since it is easier to pay for them.

Concerning the fur-lined vests—that is what we call them—we have them on a business basis. First, we began making them under government auspices, because the employers had no right to buy the water-proof linen that we were using. We had to be incorporated, which we have done, and we are obligated to report whenever reports are demanded by the government. The manufacturer gives the room in their shop, the thread, the needles, the machines. We do the work, free. (Applause) Our quota for this year is 10,000 vests. (Applause)

That is, in a few words, what I wanted to put before this Convention, and I can assure you that I will be very happy to go home and get to work, but not to the ordinary routine work. That is not the way the delegation of Montreal is leaving this Convention. We have the renewal of the agreement with the manufacturing industries. We will have to prepare an agreement with all the shops. We have an agreement that will have to be negotiated in the city of Quebec by the month of June. So you can see that our delegation is not going for a rest after leaving this convention.

As far as Toronto is concerned, there are delegates here who are in a better position to tell you about it. I can assure you that in the

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future, we will do our utmost to try and surpass what we have done in the past, with the help, the encouragement, and the good advice of our General President and the Executive Board. (Applause)

PRESIDENT GOLD: Now, Delegates, it is perfectly obvious that this discussion is the heart of the Convention. It is important, it is interesting, it is instructive. The sum total of this discussion will reflect all the phases of the activities of all our locals. But we can't go on too long with it. There is still a lot of work for the Convention. I urge the delegates who will be called next to speak, to try to make it as short as they possibly can, so that we can have more delegates speak, and I would like to finish this discussion today if possible.

Cooperate with the Chair. Take less time. If you take less than five minutes, still better. I hope that you agree with me, and we will proceed with the discussion and try to finish it today.

DELEGATE JOSEPH WINOGRADSKY (Local 115): If you take the activities by the Council itself, as far as the Welfare Department, the Educational work, the Sick and Relief Committee, the sport activities, you would have a picture of what that department is doing. The exhibits here, one to my right and one to my left, give some facts about it.

While speaking of this, I also want to report to you that so far as the Sports Department is concerned, that the Furriers, the Joint Council, is still going very strong, still gets the trophies every year, especially the basketball team. This time it was a real challenge between the youth, Local 125 and the Joint Council. Maybe next time we will have better luck. Meanwhile, we are still defeated. (Laughter)

Now, in the Welfare Department, that includes citizenship papers, doctors, relief cases, old age fund, compensation, lawyer's advice, and many more items of that kind. In home relief cases alone, for the last year, we handled 2,700 cases. In unemployment insurance, we had 9,677. You have heard from the delegates that they haven't got an official sick fund established in the Union, as yet. But I do want to report to you that since the last convention we paid out in sick benefits and in relief \$154,000 to our members. (Applause) That Welfare Department and the city relief last summer also sent several hundred children to camp; and we now have a resolution by the Council, which I hope the Convention will pass, to establish a home where we are going to have our own camp for children, for sick, for elderly workers—a proper place where the furriers can go in a time when it is needed. (Applause)

As far as organization is concerned, since the last convention—let's take for one example, the agreement. In the last agreement that the

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Council obtained through the leadership of the President, we had the question of nine months equal division of work. The members realized that important gain only last October, when all of a sudden it became very slow in the industry, and if we had not had the nine months equal division of work clause, we would have had thousands and thousands of furriers out of a job from October until about March or April. This way, that important gain makes the manufacturer divide the work equally, and everybody receives their share. That is considered one of the outstanding gains that we have made.

We had the additional 10 per cent increase in wages; and this reminds me of the time when the finishers had a scale of \$28.00 a week, and there were two scales, one for male and one for female. It was our Union that abolished the two scales, and today the finishers' scale is a minimum of \$50.00, with some finishers getting more.

If you compare the needle trades or any other trade where you have a local union with a majority of several thousand women, with our local where the majority are women, they receive \$50.00 a week, and I think that this local is one of the best. The scale of women in millinery is much less than \$50.00, and it is the same in the other needle trade unions. That is why in the last few years we have had the situation that when daughters finish school, their parents bring them in and try to make them finishers. We do not have the case any more where they discuss with them the idea of becoming bookkeepers or office workers. The answer is, "Why work for \$16.00 or \$18.00 a week, when she can work for six or seven months during the year and get \$50.00 or \$55.00 and make a living?" This is the situation. That is why you have reports from the women finishers, how they appreciate the activities that we have in the union, because of what we do for the women workers in our department.

One more point. We have a number of resolutions here that we are going to deal with. I don't want to take much time on this, but there is a point that we must raise. That is, as far as the contracts are concerned, we have not yet accomplished the solution of one of the greatest evils that the finishers' locals of New York City have—that is, the contracting. At the last General Executive Board meeting we had a long discussion, and the decision was made that the International Office work with the Joint Council in this respect, and adopt new plans and new methods to combat that evil. I am glad to report to you that we are working on some plans that will put them into effect; that we are going to see some improvement. I am convinced that when we discuss this question again when the resolution comes up, that with the help of Brother Gold, with the help of Brother Lucchi, that once and for all we will solve that evil of the finishing contracting, and contracting generally, that exists in our Union.

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I also would like to mention the financial situation since the last Convention. At the last Convention the Council came to Atlantic City with \$90,000 in debts. I am glad to report to you that today, we come to this Convention with \$400,000 in the treasury. (Applause) This, delegates, does not mean, just because we have money, that the economic situation of the Union is not watched very carefully. The Finance Committee meets every week, and where we can save a dollar, we do; because we know that sooner or later, on the question of equal division of work and other problems that the Union is confronted with, that we must still make improvements, and there is plenty of room yet for improvement, and that money will be needed. So we save every penny that we can.

In conclusion, about the war, I know that the Manager is going to speak at length, but I do want to tell you that we have at the present moment approximately 2,100 members of our Union in the armed forces. And I am convinced that on the battlefield, the furriers are going to give a good account of themselves. (Applause) Also, when we realized that this had become a people's war and the situation had changed, we were the first ones to establish and follow the direction to establish a real national front. We are the only Union to have combined in a special emergency War Committee that includes everybody in the industry, 28 organizations; and the President of the International Union is a co-Chairman of that large organization. We expect that that organization will not only be a New York organization. That organization is going to be established nationally, in every local, to see that we do everything possible and give everything possible to win this war.

I am glad to report to you that almost all the decisions laid down by the last General Executive Board were carried out. We had their quota of \$750,000 in bonds. The Council exceeded that quota. We bought more, with the membership, than \$750,000 worth. As far as the blood donations are concerned, we have done the same thing, and all the other demonstrations. When our President was going to speak, we stopped the entire industry. We stopped for an hour in order to demonstrate the loyalty and devotion and the desire to give everything that we can in order to win the war.

I am sure that when the plans are laid down here at this convention, that the Joint Council delegates will go back and do all they can, especially with the support that we have of the chairmen. As an example of the trained, loyal chairmen that we have in our trade, I want to mention that the Win-the-War Committee of the C.I.O., in a conference about three or four weeks ago, on a Saturday, a holiday, had 113 chairmen participate in that conference. You saw the picture in the *C.I.O. News*. We made a decision to work the first of May. When that open-air meeting was called, we decided to have \$100,000 that week. The re-

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port of the General Executive Board was that the first Monday, they brought in \$50,000 to buy bonds and stamps. (Applause)

I am sure that with the membership that we have and the shop chairmen that we have, and with the President of the Union giving us the leadership—and he is still working very closely and gives much of his time as far as the Council is concerned—that all the plans and the resolutions that we will adopt at this Convention, that we can depend upon the Joint Council to carry them out and to go on to greater victories. (Applause)

DELEGATE HARRY ROSENZWEIG (Local 100): Brother Chairman, Leaders of our Union, and Fellow Delegates: I want to extend thanks for the splendid work and help, financially and morally, and the guidance that the International has given to Toronto. Toronto has a very big history. You all heard of the split that took place about four years ago, the cleaning of the racketeers and thieves from our union. To our great sorrow, they obtained a scab charter from the A. F. of L., and they took some of our members with them. Whether those members like it or not, they have to stay there, and they still stay there because they have to make a living.

They did not stay willingly at all. I can tell you that they stayed through terror, brought about by these people together with the police and the reactionary elements of different kinds of unions and even members of Parliament, who terrorized the furriers in Toronto. Many of our members sat in jail, served from three to ten months. I would like to give you a few examples. We even had court cases of murdering unborn children.

PRESIDENT GOLD: Brother Rosenzweig, that was told at the last convention, and we are not a bit concerned with it.

DELEGATE ROSENZWEIG: I am sorry.

Anyway, I will tell you that we went through great hardships, and because of that we were and are very embarrassed financially. However, we realize that the International did all they can for us, and we tried our best to repay it, to make sure that when we came to this convention, we could prove that our per capita was paid better than at any other time, even though we are not a hundred per cent.

The Toronto furriers realized another thing, and that was that the most important thing is to follow the policies of the International in order to win the war; because that is one of the most important things now concerning the labor movement. But in Canada there is still the practice of arresting trade union people without any charges at all. They just throw them into jail. As an example, a great organizer

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and leader of the labor movement, C. S. Jackson—he is an organizer of the Electrical Union, the Manager and Organizer of the Seamen's Union, a very progressive and strong union—was thrown into jail without any charges. Many others are going to start, because I want you to realize that the labor movement in Canada is still going through many difficulties.

Even though we do have these hardships, our Union realized the situation and took on the policies of helping win the war. We donated \$1,000 to the Russian and British War Relief. We try and give as much blood as we can. Some of our members joined the active forces, and through that we help as much as we can.

I am sure that soon we will be able to announce that we are 100 per cent organized in Toronto; that we have back our members that we lost unlawfully to the scab agencies; and I am sure that then we will be able to report more achievements than I have now reported. (Applause)

DELEGATE MORRIS REISS (Local 2): In 1939, at the Convention in Atlantic City, the General Executive Board recommended the organization of the leather workers. A few opposed this recommendation, vigorously opposed the recommendation. But after the vote was taken, and the few were defeated, I said the following words at that time: "I hope the majority is right and the minority is wrong." Today I am ready to confess that the minority was wrong. (Applause) I congratulate the officers of the International for doing a splendid job. It could be done still better, but they are on the way. (Laughter)

PRESIDENT GOLD: Right you are, Morris.

DELEGATE REISS: This time I am right, am I? (Laughter)

I heard some mention of equal division of work. Let me give you an example, delegates. If you start something and you make up your mind to have it, you are going to have it. The example I want to give you is the following:

In Local 2, we have had equal division of work since I can remember. In fact, when I came into the local, it was there. But something came in, the difference between machine and hand work, and at that time we established equal division of earnings. After establishing this equal division of earnings, there was a disturbance in the trade among the men. The machine had less work to be done, the hand had more work to be done; and still, on Friday, we still received the same pay.

But during the hard labor of ten years, it developed that the machine today is equal, and maybe more, as far as work is concerned.

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So I want to say, if you are going to strive for equal division of work, it may be hard, but you are going to get it.

Now, as to activities, I only want to say the following as far as bonds are concerned: Local 2, for itself, bought \$70,000 worth of bonds. (Applause) In one shop, which is called the B.B.B., where there are 56 fleshers, we took out of the 56 fleshers, \$51,000 worth of bonds. The local pledged and the members in the factory pledged that as we go along, if the trade continues to be as prosperous as it was until now, we are going to buy much more. Thank you. (Applause)

DELEGATE BURTON SUTTA (Local 64): There are over a thousand raw fur and miscellaneous workers in the New York fur market, who for many years considered themselves unorganizable. But recently, through the help of the International, and especially President Gold and Vice-President Burt, Manager of our Joint Board, we have today solidly organized the workers in the market into one of the largest locals in the International, and one that is able to help any local which is in need.

As the report indicated, we have renewed all contracts, with great gains for the workers. We have continued to organize, and today have doubled our membership since the last convention. Our local has also been much concerned with the welfare and education of our members. We were the first local to establish a credit union. We have issued a local newspaper, and have had a wide sports program, which included three basketball championships in the last three years. We have also established a women's auxiliary. It is through means like these that we are able to develop a young and active leadership.

Our local has been active in the broad fight for labor's rights. We not only supported the fight for imprisoned union leaders and conducted campaigns for Bridges and other labor leaders who were persecuted, but we were also very active in the campaign for the freedom of that outstanding anti-Fascist, Earl Browder. (Applause) Our Local is especially proud of the role it played in helping eliminate Negro discrimination in our industry. In our section, before organization, no Negro worker was ever employed. We sent Negro workers to these shops, through our Union hiring clause, and forced the unwilling employer to break down their Jim Crow practices. Today we can proudly say that in no section of our local are the Negro workers denied either employment or advancement.

With these conditions, it is natural that our Local should feel the stake that we have in defeating Fascism. Our Local has already bought \$50,000 worth of bonds. Many of our shops are participating in a check-off. And we are conducting a drive for even greater participation. Over 200 members have donated blood. We have contributed \$500.00 to

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the Red Cross. A great proportion of our membership is involved in Civilian Defense. We are proud that over a hundred members of our Union are in the armed forces. Our local maintains these workers, keeps in contact with them, and sends them cigarette money and other gifts. We feel that the splendid report of the General Executive Board is a bare outline of the achievements of the various locals. A full report would require volumes. Most significant is the fact that our International is not only a trade union but is a real organization that concerns itself with the entire welfare of its members in its daily work. Paraphrasing the words of the Great Emancipator, it is a union for the workers, of the workers, and by the workers. Knowing the record of the International and its leaders, we are sure that this Convention will take a firm, uncompromising stand for an all-out effort for the destruction of Nazism, Fascism, and Japanese militarism, and for victory in 1942. (Applause)

DELEGATE LUVERNE NOON (Local 71): Brother President, Vice-Presidents, Delegates to the Convention: May I extend greetings to you from the fur workers in Minneapolis. I am happy to be able to go on record in behalf of the Minneapolis workers in expressing our appreciation for the splendid job the officers of our union have done in carrying out the decisions of the last convention. We can be well proud that we are a part of an International where, when resolutions are adopted, when plans are made, that they don't stay on paper, but if humanly possible, they are carried out.

. . . I want to add briefly a few of the highlights of the activities of Local 71, Minneapolis.

We have carried on an educational program, not very broad, but each slack season we have conducted classes in the Union office. We have carried on a broad sports program, having bowling teams, baseball teams, and so forth. Our Union is constantly sponsoring entertainment programs, and out of these activities we find that it knits our Union closer together and helps to build up the morale.

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We are concerned with the individual problems of our members, other than just to get them wages and better working conditions. In many instances we have helped our members to obtain relief. We have helped them to get their unemployment insurance. When they came into difficulties with garnishments, needed legal advice and couldn't

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afford to pay for it, we were able to secure the services of our C.I.O. attorney free of charge to help these workers in their difficulties. Our union, even though small, is one of the outstanding and most respected local unions in the State of Minnesota for the contribution that we have made in working within the C.I.O.

As to our contribution to the war program, as far as dollars go, numerically, we can't report a great deal. But when I say that we raised \$100.00 for the Red Cross, that figure sounds as large to us as the \$15,000 that the New York Joint Council raised. We have eight men in the armed forces. We communicate with them regularly. We have committees set up in the Union for bonds, anti-sabotage safety, recruiting, salvage. We are now meeting with employers and a rank and file committee, and trying to make our union 100 per cent in purchasing of war bonds through payroll deductions.

In conclusion, may I express our appreciation to the International and our thanks to Brother Feinglass, who has come to Minneapolis on numerous occasions and has given us valuable assistance. (Applause)

PRESIDENT GOLD: Delegate Irving Potash. (The audience arose and applauded)

DELEGATE POTASH: I will again bring you greetings in behalf of the members of the Joint Council. I don't think we could get tired greeting each other.

After listening to and going over that splendid report of accomplishments that is recorded in the reports of our officers, and the report produced by the Committee on Officers' Report, I agree wholeheartedly with the resolution introduced here by that committee. In fact, just as the report is, I believe, an underestimation of our work, I also feel that that resolution is an underestimation of the work and the accomplishments of our International since the last convention.

No matter how modest we want to be, we can't help taking note of and expressing pride in the fact that since 1935 we have witnessed a steady, uninterrupted march of progress in our union. I was going to enumerate the milestones of that progress, but as I sat here and listened to the discussion that was carried on here since this morning on the Officers' Report, there is no longer any need for me to enumerate the steps and progress of our organization since then. You have done the job.

We look around here at these displays—they also tell a little story. But I say that no matter how much you will say here and no matter how much the report has said and the resolution and everything else, we can't possibly, within the few days that we have here for a convention, really give each other a picture of all the life and vigor and activity that is going on in our organization all over the United States and Canada.

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And these achievements—go through them one after another. I don't have to repeat the ones that we have accomplished in the fur trade. But you take our achievements in the leather industry. I am very glad that Brother Reiss was frank enough to admit the mistake of the minority at the last convention. I take it that he was glad to admit that mistake. And I believe that every one of us here are happy and proud, as fur workers, as members of the Fur Division, for the contributions that we have made that made it possible to organize these many thousands of leather workers and to give so much dignity and well being, through that organization, to the men and women employed in the industry in the leather field, and to their families. I know that I express your feelings when I say this is the proudest thing that we have accomplished, in addition to the work for our own workers, during the past three years.

Our Union today, as a result of these achievements, is at the height of its prestige and influence, not only in our own industry but in the entire labor movement. You heard some of the statements, some of the reports of the delegates, small locals, locals of 125 members in a community; and yet whatever happens in that community, whenever there is some difficulty confronting any other section of the labor movement in that community, where do they go? They go to the fur workers, to these small local unions that we have established, for help, for guidance, for leadership, to help them overcome these difficulties.

You heard the reports of our delegates here of the work that our Union has done in extending solidarity to other organizations. In New York City, for example, Western Union had to carry through an election. Our members poured out in cars, gave up their time, went to those workers of Western Union, rallied them for the election; and the result was that the President of their union came to our meeting and admitted that if it were not for the work accomplished by our members, particularly the members of Local 125, they could not have achieved that victory in Western Union.

You heard the story of Moyer, about the work of that Union, all over—in steel, in every other industry surrounding our local union in that section. But our Union is not only a force of progress, a force of vitality and energy in behalf of our own membership; but our Union today is the center of progressive activities and of energy and organization and leadership in the entire labor movement. This is something to be proud of. That is something to take note of, and that is something, as I said before, that creates a condition that we don't get tired greeting each other on these achievements.

This record of activities, this march of progress—boast or no boast—is there, and the record speaks for itself. The record shows that our *Union has been* and is fulfilling the fundamental task assigned to us,

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the task to serve the interests and well-being of our members, of the workers we are organizing.

This record of achievements is a tribute to our loyal membership. It is a tribute to the active workers who are daily giving their time and their energy, spending their days and nights in the offices of the union, giving that time to build the organization. It is a tribute to the organizers of our International. It is a tribute to our business agents, to the work of such beloved leaders as Jack Schneider in New York City (Applause) And it is a tribute, above all, to the leader and the President of our International, Ben Gold. (Applause)

These achievements could not have been possible without the alertness, the energy and intelligent leadership of Ben Gold. I want to devote a minute of my time to one example, and it is an example that must become part of our conventions and part of our membership. We have been used to orthodox methods in our trade union work. In 1938 when we were confronted with a strike situation, already at that time our President felt the need of something new in the tactics and strategy of our Union that would enable our organization to meet the new tactics employed by the employers, to save the time and the energy and the finances of our Union and to make it possible to emerge victorious, without all the toil and effort and sweat that we had been putting into these strikes before. And at that time the President of our Union initiated a new tactic, a new approach, a new strategy into our struggles.

The agreement expired. Ordinarily it was the custom and it was the practice and the tradition in the labor movement that when an agreement expires with employers, the Union has to declare a strike if the manufacturers or the employers don't sign up a new agreement. Our Union didn't declare a strike. That day, in 1941, both Winogradsky and myself were in jail. Again, in 1941, the agreement expired, on February 15, and the employers were waiting for our Union to declare a strike. They didn't want to concede the demands of the Union. They did not want to grant the concessions that the union felt they had to obtain from the employers at the time.

The agreement expired. No strike took place. Instead of a strike that would have exhausted the treasury of the Union—because the season doesn't really begin until the beginning of May or something later than that—instead of going into a strike immediately in February that would have made it necessary for the Union to pay benefits to the workers, exhaust the treasury, exhaust the workers—there would be nobody to picket; there was no work in the shops—instead of that, no strike was declared by the Union, and the Union lived in the industry without an agreement. And the Union goes out to take care of and protect the interests of the workers without an agreement, and it goes in to handle matters

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with the employers without the representation of the Association representatives. And the employers get nervous. They are afraid—the season begins to approach and they don't know what the Union is going to do. They don't know when the Union will declare a strike. They can't get along without the Association representatives. The Union refuses to deal with them in the presence of the Association representatives because there is no agreement, and an employer without the Association is lost. This goes on week after week.

Then March comes in. No strike yet. The employers don't give the terms; the Union is not worried. No agreement. The army is intact. The furriers are intact. The morale is intact. The Union goes ahead. At a sign of work, the Union marches into the shops and begins to negotiate for wage increases. The employers don't give them. Shops are taken out on strike, and wage increases are given to the workers, without an Association, without an agreement, without anything. Then the employers finally are compelled to conclude an agreement. An agreement is concluded in May, and a meeting is called of our members to present the terms of that agreement with the employers. And the employers all of a sudden back out, and they repudiate the agreement; again something unorthodox takes place in the strategy of a union. The logical thing would be for the union leadership to come to the members and say, "Well, the employers repudiated the agreement. We can't do anything about it. We will just have to go out on strike."

Oh, no. A new thing happened. The President of our Union comes to the members and advises them, regardless of whether the employers accept it or repudiate, the contract was concluded, a settlement was concluded, and he advises the members to go ahead and approve that settlement—something new. The members ask questions: "What do you mean, we will approve it? The bosses don't like it. We have no agreement." He says, "Yes, we have an agreement. We concluded an agreement with the leaders of the Association. Now let's go ahead and approve that agreement."

And in the face of all the practices and traditions, the workers are advised to adopt, and they adopt it; and they walk out of that meeting and they march into the shops as though that agreement had been accepted by the employers, even though the employers had repudiated it. And they don't know what to do about it. They don't know what to do. The workers say there is an agreement; they say there is no agreement.

This sort of comedy goes on for a few days—a comedy, because the workers are in the shops and they act in accordance with the agreement. The result is that in a few days the employers have to come around and turn around and change their minds, forget about the repudiation, and accept the agreement. Unorthodox tactics and strategy, but a strategy

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that saved the Union a strike, a strategy that saved the Union and workers the suffering of a strike, that obtained the conditions for the workers without a strike, that enabled the Union to save the funds of the workers for other times, to build up the strength and the morale of the organization. Unorthodox strategy, unorthodox tactics, without which our Union could not have recorded these gains that you see here in this report.

So that is only one example of the sort of a new life and new tactics and new activities introduced by the President of our Union into the ranks of our organization, that made possible these gains.

And you fellow delegates, when you examine in this report the work of your own local unions, you will agree with me that there hasn't been one serious situation in your local union, not one serious difficulty, not one serious problem, anywhere in the United States and Canada, not one agreement signed providing gains for the workers, without the President of our Union contributing his intelligence to that. I know he deleted that from the report. He deleted that from the resolution. He practically bulldozed the Resolutions Committee to take out the praise and the recognition of the work that he personally contributed to our Union. I say to you he may delete that from the resolutions and from the report, but there are plenty of delegates who sit here who took part in recording these achievements; and the report of the facts of our accomplishments—that, Brother President, you can't delete. That is here. That is a tribute, a monument to our Union, to our membership, to the rank and file, active workers, the people in the Union; and particularly it is a monument to the President of our International, Ben Gold. (Applause)

I want to say, in conclusion, we have many weaknesses in our work. Yes, we have. We recognize them. We recognized them very quickly when we had them. And just because they were recognized, the work that resulted from that outbalanced these weaknesses, and the results show that those weaknesses were not big enough to offset the work and the achievements of our organization.

Have we solved all of our problems? We have not. Not so long as there are bosses on one side and workers on the other side will we solve all the problems that will confront our workers. We have many of them. Some of the delegates from New York pointed out some of the problems that we have in New York—inhuman speed-up, contracting, the question of health, other problems that confront our workers, that confront the workers in your localities, despite all of these accomplishments that we recorded until today.

We have resolutions on these problems. We will accept them and go back to work to see that these resolutions are carried out, so that we can carry on the fight to do away with some of these evils that we still have in

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our localities. But we must bear in mind that the more we make progress, the more gains we make in our respective localities, the more the employers will scheme, the more they will chisel, the more efforts they will make to get around our agreements and our activities.

That is why our successes must not go to our heads. Alertness and vigilance must remain with our union; and I know that under these conditions, particularly after a convention like this, with all the reports of achievements and accomplishments, that there might be a tendency to become self-satisfied and complacent. There might be a tendency among the members of our Union to leave it all to the officers of the Union—they will take care of everything. And there might be a tendency on the part of some of the officials of the Union to get flabby—some may even get too fat—and to look for softer swivel chairs, and to sit around and take a rest. And there might even be a tendency for some of the officers of our Union to become sort of rude and bureaucratic to the membership of our organization.

And therefore, this convention, although we recognize the accomplishments of our officers and active members and everybody else—this convention, I am sure, will also go on record that there is no place for self-satisfaction, there is no place for self-satisfied officers in our Union; and there is no place, certainly, for any bureaucratic tendencies that might develop as a result of the achievements in our Union; that we still call for alertness, still call for more and more activity on the part of our Union people. And fortunately, our President, in this respect, is no gentleman. Those of you who have been in contact with him in this work know that he does not hesitate to step on the toes, and step hard, of anyone who might develop these tendencies, just as he has done in the past.

Now, we have built a strong union. This Union is a weapon, a strong weapon, for the welfare of our workers. And now, also, we can turn this weapon into a weapon for the Nation. I have said it often, and I keep saying it because it is true, that a strong union can be used as a weapon not only for our Nation, that a union can become also a strong weapon for the Nation. I have said often that this is the outstanding argument that refutes all of these open shoppers, all of these Manufacturers' Associations and chambers of commerce that want to freeze labor unionism in this country. It shows them that where there is most activity for the war, where there is most sacrifice for the war, it is from the unions that have been organized, it is from the CIO and from the AFL, from the organized workers in this country; and therefore those that are attacking the labor unions, those who are calling for freezing the labor unions to stop the development of organization of trade unionism, are not only fighting the workers but they are also fighting the entire Nation, they are also fighting against the war effort.

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Now let's use this weapon. Let us use it in the fight for freedom, in the fight to save our Nation, in the fight for humanity. Let this Union of ours be a strong weapon for winning the war, a strong weapon that will also set the example to the entire labor movement how a union, organized for the welfare of the workers, is also organized for the welfare of the entire Nation.

. . . The audience arose and applauded. . . .

DELEGATE JOHN VAFIADES: I really don't know how to start a speech after this excellent contribution that was made by Brother Potash. I don't think it is necessary for me to discuss the report of our General Executive Board to this convention because almost every delegate who spoke, talked about the achievements, the progress that our organization made, and we all recognize these tremendous achievements since our last convention.

However, I want to emphasize one aspect of this report. How was it possible to make these splendid achievements in a period of three years? I believe it is imperative to emphasize time and time again that the character of our Union, the honesty, the militancy, the progressive nature of our organization, made possible these achievements. Most of us forget this aspect of our Union policies, strategy, and tactics, and we more or less take it for granted that these achievements are natural for any organization to have. It must be so. But it doesn't apply to all organizations, all labor organizations, in the country.

We undertook three years ago to merge with the leather workers. I remember at the Atlantic City Convention, in the discussion, some of the delegates expressed the opinion, "What is the use for us to spend money, energy, to organize the leather workers? If we go to organize leather workers, then we might as well also organize the barbers, since they are also handling hair."

Well, it has been proven that the decision of the last convention was a correct one; that our Union, in addition to all the achievements it has accomplished in the Fur Division, in such a short period of time was able to organize tens of thousands of leather workers. This is one of the outstanding achievements of our International, and we all should be proud of it.

We haven't waited for the so-called "advisers" of labor to tell the trade unions to mind their business on the economic field only. We said that part of our activity on the economic field must be connected with the political field. Therefore our organization actively participated in all the political problems that confront our country. Again it shows the progressive nature of our organization.

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We did not wait for any advice of someone to start our fight against fascism. We started our struggles and our fight against fascism from the very inception of fascism, since Mussolini came into power—not when Hitler came, after ten years.

We did not wait for advice of outsiders to start the organizing of the unorganized workers. We simply went ahead, made a decision and went ahead and organized and are still organizing the unorganized workers. Again it proves the progressive nature of our organization. Again it proves why all these achievements were possible.

We can go ahead and enumerate all these activities in order to prove the point that the Union, in order to fulfill its mission, must not only speak about progressivism, but actually put into effect the decisions, and get the results.

Brothers, I have already pointed out that with these activities and with this character of our Union, we are more or less setting a pace for the rest of the trade unions to follow. Take, for example, our policy on this war issue and towards the Administration. We did not beat around the bush and say that we were going to support the Administration's war efforts conditionally. We just simply went ahead and said that we have been fighting fascism since the inception of fascism, and now we are out unconditionally to support the Administration in its war effort, and give everything we have, even our lives, in order to win the war. (Applause) Again, it shows the progressive nature of our organization, and again proves the point why all these achievements were possible.

In conclusion, I want to take this opportunity to thank all the local unions for their efforts on our behalf; and I can assure you that going out from this convention, we will prove that the push and the fight that you put forth for us has not gone for nothing. Thank you. (Applause)

PRESIDENT GOLD: It is advisable that we finish the discussion of the report of the Committee on Officers' Report, instead of postponing it until the next session.

DELEGATE BURT: Brother President, I move that the rules be suspended and that we continue in session until the discussion of the report is finished and until a vote is taken on the motion of the Committee.

DELEGATE FEINGLASS: I second the motion.

PRESIDENT GOLD: Any discussion? Any remarks? It has been regularly moved and seconded that we suspend the rules and continue the discussion until it is exhausted, and continue in session until the con-

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vention has taken action on the report of the Committee on Officers' Report. Ready for the vote? All in favor of the motion, signify by saying, "aye"; all opposed, say, "no." Carried.

DELEGATE LEON STRAUS (Local 125): To tell the truth, we waited three years for this year and this Convention, but we decided at the beginning to be gentlemen about the question of basketball in the Joint Council. However, since Joe Winogradsky provokes us, we must tell the truth to the delegates. This year, after four years of hard struggling during the trade union Athletic Association, we licked the Furriers' basketball team twice, won the basketball championship in the city, and took the trophy right out of Potash's office. Joe claims that they won one game this year. It so happens that the CIO thought us sportsmen. Therefore we decided not to take all the honors, and instructed the team to be generous and let the Joint Council win one game during the year. (Laughter)

PRESIDENT GOLD: That should be on the record. (Laughter)

DELEGATE STRAUS: I said it just for the record. Last Convention you interrupted me and asked me if we had won. I waited this time for you to interrupt me.

PRESIDENT GOLD: That was the purpose of calling this Convention—to be informed about things. (Laughter)

DELEGATE STRAUS: Delegates, the very excellent Officers' Report discusses the 3,000 floor boys who are the members of Local 125. Particularly significant is the period of the grave economic crisis of 1939. Many hundreds of members of our union were unemployed at that time. The local didn't fully appreciate the benefits of the collective agreement we signed in 1938. Since that was our first collective labor agreement, it was then that the maturity of our local started to develop. The unemployed young workers, no pay envelopes, hardships, economic difficulties, with no previous trade union experience to explain these things, were very hard put to find the way out.

About them, in other industries, some of them in the needle trades, they saw unions retreating, people who received pay cuts, leadership in the unions unable to respond to the needs of the membership, protect them against loss of economic conditions, these conditions that they had built up over hard struggle over many decades during their process of unionization.

Our Union didn't retreat. Our membership continued to receive their wages and union conditions. Our Union fought for jobs, and their unemployed fought for CCC jobs, NYA jobs. Our union lived up to its program. More than that—it gained strength in this struggle. It grew and matured.

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That doesn't mean that it takes a crisis for a local union or even an International to develop and grow strong. I don't mean to say that. But it does mean that the proper program of struggle in his crisis was having the membership participate in the whole work of the Union, the strategically correct policies of the Union guaranteeing the carrying out of the policy and the full program of acting in the interests of the membership.

In 1940 our membership was first able to appreciate their collective agreement. Their gains became more and more apparent. Workers had jobs. They weren't discharged during the life of the agreement. They started to earn 20, 25, and more dollars a week. When we contrast this with the previously explained \$10.00 and \$12.00 a week, and the long hours of work, the fact that our members were at the mercy of the boss at any time, that we had the dirtiest jobs—we can begin to see what this agreement meant for us.

This also was a period when all the forces of reaction and the employers combined, jailed our leaders. This certainly affected our membership. Some of us were bewildered. Some of us wondered whether our union would survive. The whole morale of the union was affected. But the very attack itself generated in our membership a spirit of struggle, a spirit of revolt, a spirit to do something about it, to make up for that deficiency which our union had lost by losing its leaders. We organized membership, signed petitions, signed resolutions, held meetings. We mobilized the youth of other organizations. We made our union stronger. The only conclusion that can be drawn was that our union had the ability to meet the situation and carry out the responsibilities of the membership.

The report indicated the difficulties when we entered the new agreement in 1941. I can tell you from experience that these difficulties were overcome—not all of them. We still have some problems that the Convention will deal with—the problem of advancement of the young workers in the industry, and others. But these difficulties, mainly economic difficulties, the conditions in the shop, were overcome by the strength of our organization, led and guided by the brilliant leadership of our International and Joint Council. And we have a lot of respect to pay for that aid that we received during these last few years. Every maneuver of the employers, every trick, every scheme was exposed and beaten. Finally, together with the Joint Council, we won our new agreement, which again increased wages and bettered conditions for all workers.

It was the policies of our leaders, their program, that gave the strength to the organization; which, plus the education, the schools we had, the full-time school we had, the classes, the International Youth Conference, our local newspaper, the cultural activities, the struggle for

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Negro rights that we conducted, the struggle for civil rights, the struggle for the freedom of great leaders of our Nation like Earl Browder, the struggle for political rights, participation in the political life of our Nation, the sports program, the welfare program, that contributed to that understanding. It was that trade unionism that made us feel democracy at work.

We said "All for Victory" and we mean it. Enthusiastically our members volunteered—the first week, 50 of them, including our Assistant Manager, Herbert Kurzer. (Applause) That is why \$5,000 to date has been collected. That is why we give blood; that is why we give a day's pay; that is why we support the Red Cross; that is why we support the members in the armed forces through our Army Welfare Committees, which do everything for the soldiers. That is why we participate in civilian defense, as air raid wardens, fire fighters, nurses' aides; and that is why we call for a second front in 1942, to defeat and smash fascism. (Applause)

I want to conclude by saying that in this paramount struggle, the youth of our Union throughout the entire organization will not be found wanting. They have responded in the armed forces, and in the trade union movement, in the shops back home upon which depends the very success or defeat of our entire civilization. We will find that their contribution will be recorded in the annals of time itself as the most heroic, the most self-sacrificing effort, because they are in the front-line trenches, that will yet guarantee that democracy, that freedom, that liberty which will flower and grow and move ahead the progress of entire mankind. (Applause)

PRESIDENT GOLD: Delegates, if you don't live up to that gentlemen's agreement that you are to make it as brief as you can, I will have to stop you. I really don't mean you now, Leon. I mean the next speaker, who will be Delegate Samuel Burt. (Applause)

DELEGATE SAMUEL BURT: President Gold, Delegates: I knew that President Gold would find that he would get even with me. He warned everyone, but I will perhaps have to suffer the brunt of those who have taken too much time.

Delegates, seriously, if anyone who does not know our union, a stranger, would come into this hall this afternoon, or for that matter throughout the Convention, he might for a moment draw some wrong conclusions. He might say that a lot of people had gathered for the purpose of paying compliments to each other, for the purpose of saying, "You are a nice fellow," and then somebody else taking the floor and returning it and saying, "You are a nice guy. You have accomplished and I have accomplished and we have all accomplished."

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But soon that stranger might realize the sincerity of the men and women gathered at this Convention. And no sooner would he learn of our union than he would draw entirely different conclusions—the very conclusions that each and every delegate drew this afternoon.

I am not going to speak about the Joint Board. The delegates of the Joint Board have covered many phases of the activities and accomplishments of the Joint Board. It is true that they didn't cover everything. For that matter, neither did any of the delegates cover all of the accomplishments and activities of our entire union.

I think that certain necessary conclusions must be drawn, and this is the proper place; for we want our delegates when they go back to their membership, to be in a position to mobilize our mass membership for still greater achievements and for still greater participation in the life of our country.

I have attended some other conventions of our International many years ago. I don't want to take much of the time of this Convention, but I should like to draw at least a comparison. I have seen conventions of our International where one report after another has been made of failures. I have seen at conventions of our International years ago where similar resolutions have been adopted at one convention after another. I have seen fights of cliques. I have seen division in the ranks of our union. The results are very bad. And when we compare this convention and the conventions I have just mentioned, then we have got to ask ourselves a question:

How was it possible, in a comparatively short period of time, to make this transformation, to change, to give birth to a different organization, to a union that lives? I tell you there are no secrets and surely there are no patent medicines. There are the following reasons:

No. 1. The mass participation of our members in the life and activities of our Union.

No. 2. The equality of all races, of all peoples in our Union.

No. 3. The ability to get the rank and file members of our Union to become leaders of our Union.

Only a few years ago, the Local at Easton, Pennsylvania, and for that matter many local unions, were just as far from trade unionism as we are from Mars. They did not know what a trade union was. They didn't understand what a trade union was. But today these men and women, who yesterday didn't know anything, are leaders. Why? Because they have been given the opportunity to participate, the opportunity to build; and they are building their own.

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Our Union has produced outstanding Negro leaders in the American labor movement. And I rightly speak so of Brother Lyndon Henry. (Applause) Why is it that many other unions were not able to produce such Henrys? Why is it? For only one reason: Because they did not understand the necessity of giving full equality to the Negro workers who are members of the industry and members of the Union. Some unions didn't even permit Negroes to become members of the union. These are the answers; these are the reasons.

Our Union has learned that each section requires certain needs, that every national minority of our Union requires the utmost respect and requires a certain approach and a certain treatment, all in the interests of organization. And so you see today many of our local unions who have a membership of Italians and Germans and Czechoslovaks and Russians and Ukrainians and Lithuanians and many other nationalities. Whereas in other unions perhaps it would be to the advantage of the leadership to keep these various national minorities divided in order that they should be able to better rule the union, our leadership has made one family of these people and made it possible to work in the factory, to work in the union, to live peacefully; to create, to build, to participate in the life of their union, in the life of their community, in the life of their country; and above everything else, to improve their conditions and the conditions of their families. (Applause)

Delegates, if we take this spirit back to our membership, if we improve on these policies, if we bring in many more phases of methods of progressive unionism, I am sure that we will have much greater achievements; and that we, together with the American people, with the people the world over, will be in a position to destroy the ugly Nazism and fascism, and we will be in a position to make our contribution; and that our peoples of various nationalities, various beliefs and opinions, should live, create and build together. (Applause)

PRESIDENT GOLD: Delegates, I wish at this time, with your permission, to grant the privilege of the floor to some of those who are engaged in the daily, constructive work of our Union, and to whom you paid so much tribute during the entire day of discussion. I would like to grant the privilege of making a few brief remarks to the Organizers and the Editor of our publication. (Applause) Is there any objection?

Organizer Frank Brownstone, for just a few brief remarks. (Applause)

BROTHER BROWNSTONE: I am not going to go into details about the district on the Atlantic seaboard, about the fur locals. But I do want, in these few brief moments that I have, to reemphasize our achievements in building the leather union.

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The report is very brief. It is the sum total of our accomplishments in three years. But the work in the course of these three years, the difficulties, the obstacles in building this union, would cover many thousands of pages in the struggle to establish this Leather Division.

Briefly, just to illustrate one or two points: All of you know that none of us knew anything about the leather industry. But immediately after the merger in 1939, when we got together to discuss the organization, the policies laid down by our General Board, our President gave us that necessary inspiration to go and help build that union. And very often, when we faced tremendous difficulties, when it appeared as though it was impossible to tackle this job, when it appeared that it could not be done—again, when we sat down and discussed these difficult problems with our President, he just made us see that there is no such thing as “impossibility” in our vocabulary, and there is no such thing as “can’t be done” in our vocabulary. And the illustration that I want to point out is the following:

All of you have heard of Wilmington, Delaware, as the state where the duPont dynasty has been controlling the entire state industrially and politically.

That is the state, may I remind you, where our President, at a certain year in the struggle on the part of the unemployed workers to establish the unemployment insurance, marched, together with thousands of other workers, to Washington, to plead for that statute on our law books; was given a swell “welcome” by the police, and kept in jail for about 14 days—just for marching through on the way to Washington, in a fight to establish unemployment insurance for the millions of unemployed, at that time. And it appeared as though it was impossible to organize the leather workers in that city.

There was a tannery that employs 1400 workers, and that employer smashed the Union a number of times. That employer smashed the Union in 1933, again in 1937, just in recent years. In that tannery there were several hundred colored workers, and that employer used these colored workers against the white. Every time an attempt was made to organize them, he always placed them one against the other.

It was thanks to the tactics and strategy and policy and basic principles of our Union to ruthlessly fight against any kind of discrimination; thanks to our policy of treating every worker equally and giving every one a chance and opportunity as a union man to organize, to work, and be welcome in our ranks, that we succeeded in uniting and cementing the ranks of the black workers and the white workers in a powerful union that is today one of the examples in the city of Wilmington. It was the first union that the C.I.O. established in the City of Wilmington, and

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today there are about 30 to 35 local unions functioning in the city of Wilmington. We paved the way for the C.I.O. in that open shop fortress of DuPont.

I could go into details about the struggle of our organizers in building our Union in western Pennsylvania. There are small towns scattered throughout the state, towns of 400 or 500 population, where actual industrial feudalism existed, where the company controlled the very lights, houses, electric power, and everything else in that town. And to break that grip that the companies had over these workers was a mighty difficult job. But that job was done, and today this record of achievement of adding close to 30,000 workers in this industry is, as was stated by our President, a real monument and an outstanding achievement to the labor movement.

I say to you today that your decision in 1939 to merge with the leather workers has been a decision that was justified by the very record they have established at the present time; and that the inspiration that the leather workers' delegates to the last convention had was such that their decisions and tasks that they have taken to themselves to be carried out in the future, together with your decisions, will be carried out. And you can be sure in the immediate future this organization will grow and the leather workers who are still unorganized will be completely organized, and to the next convention will be able to record greater, much bigger achievements. (Applause)

PRESIDENT GOLD: Organizer Herman Paul, for just a brief remark. (Applause)

BROTHER PAUL: You have heard some of the contributions and achievements which have already been made by the Hollander locals.

I want to state here that despite the fact that, in comparison to the other locals which have already been organized for many years, these achievements seem to be small, I want to assure you that as far as the workers of these respective communities are concerned, they really and truly appreciate the great things which our International has given them. Generally their increases in the short space of five years greatly overshadow even some of the increases which have been enumerated here. When you consider the fact that in five years' time these workers have achieved increases ranging from 23 per cent, up to an average increase of around 35, and graduated increases running up to 50, 60, 70, and 80 per cent, that is a truly great accomplishment for these workers. We feel that with the continued support of the International, we will, in our next agreement covering these locals, come closer and closer to the already established minimums that are prevailing in the dressing and dyeing industry.

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I also want to briefly touch upon the program and activity of the Hollander workers in behalf of our war effort. From the first day of the attack upon our Nation, the workers of these locals have plunged into the work of carrying out every phase of activity in the war effort—giving blood, purchasing bonds, participating in every phase of civilian defense; and only recently, in conjunction with the New York locals, setting up a war chest which I am sure will be carried out by each and every member of that local. . . . (Applause)

PRESIDENT GOLD: Organizer Myer Klig. He is not here. Editor of the publication, George Kleinman, for one remark.

. . . The audience arose and applauded . . .

BROTHER GEORGE KLEINMAN: In the midst of our splendid and wonderful, inspiring discussion, which relates the activities in the lives and the work of our local unions and our members; things that affect the destiny of our people; things that affect how they will live, what they will have to eat, what kind of homes they will have, and the fundamental and most basic necessities of the men and women in the fur and leather industries—in the midst of this discussion it is necessary for us to keep in mind that our activities in building this magnificent organization cannot be confined to the economic problems and to our solving the economic problems that exist in the shops; that particularly today, when our country is at war, and the very lives of our families, the future of our whole Nation and our people will be decided by this war, that particularly today we have to be more aware and more alert and more active in all the other fields of our social existence, and that we got to take part in everything that is going to determine what our people do, what our people think, and the way our people will act.

I refer particularly to the fact that there exists in the United States a press which is controlled and dominated by big business; which in normal times is almost exclusively anti-labor; and in which we find today important big newspapers with big circulation that are actually pouring out a vile poison and propaganda, Hitler-Goebbels propaganda, to divide and confuse our people, to make impossible or to at least delay the offensive that we have to carry out to win victory, to divide race from race, to divide one section of the people from another, one group from another, and to leave us prostrate before the Hitler-Nazi gangsters.

We have all seen the treasonable propaganda of the *Chicago Tribune* and the *New York Daily News*; the race-baiting and outright treason propagated by *Social Justice*.

Now our country has been in great crises before. Our country was in the American Revolutionary War. Our country weathered the crisis of the Civil War. And at that time in the history of our country there were

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to be found newspapers edited by small country editors, small city editors—newspapers that represented small, middle-class people, independent farmers and workers—and they carried the banners of freedom and democracy. They were the champions for liberty. They were the ones that fought against the oppressors and against the tyrants.

Today that kind of press is represented only by the trade union papers. Today the trade union papers are the champions of democracy. Today the trade union papers issue the call to rally the people to fight against the reactionaries, to overthrow the Fascist gangsters. Today the trade union papers are one of the most active forces in mobilizing the labor movement which, as General MacArthur said, is the backbone of the people .

And that is why, in this brief moment, I just want to remark that our *Fur & Leather Worker*, about which many of you have expressed great sentiments, our *Fur & Leather Worker* has a big job, bigger than ever before. And if we fulfill this one job, and only by fulfilling this one job can we feel that we are publishing our paper in the manner that our Union demands it to be—and that is that we have got to make our paper the instrumentality through which our entire membership will be mobilized and rallied and inspired and encouraged and guided to take part in the proper manner in the offensive against Hitler; and in which our paper will expose and counteract any poisonous, any un-American propaganda that may be propagated by the agents of Hitlerism.

That is the job that I think we all want to see done, and that is the job to which we pledge ourselves. (Applause)

PRESIDENT GOLD: You know, that is good strategy. You come to an understanding with me that you will speak at another time, and then you make a speech. (Laughter) That is his usual habit. He agrees with me that the paper will be 16, 18, 20 pages; then it is 28. (Laughter)

Delegates, originally we agreed with the President of the Leather Division that we would make a lengthy report. Since it is late, he had to change his plans. He will still have a chance to speak at the convention, but now I will call on Gus Tomlinson for just a brief remark. (Applause)

BROTHER TOMLINSON: I am probably one of those who, three years ago when this merger was proposed, could be considered a skeptic. It is true I was a little skeptical of the merger, not from the standpoint that I was doubtful that the merger would be a success, but from the standpoint that I didn't understand why a group of workers in the position that the furriers were in at that time, highly organized as they were, with the wages and conditions they had in their industry, why they wanted to take upon themselves a much greater task than they had just

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about completed. And when I say a "greater" task, I thought, and I still think, that it was a greater task. Because I know that in the leather industry, the workers have been and are still being the most exploited workers there are in any industry in the country, especially in some parts of the country.

But since the merger, and having had the opportunity of working with and having associated with some of the Organizers, President Gold and some of the Vice-Presidents of the Fur Division, I have drawn a different conclusion that I had at first. I found that one reason, I believe the most important reason, that the furriers wished to take upon their shoulders this task that they did, was due to the fact of their love for their fellow worker and their love for freedom of the workers and their love for the honest and what I would call love of working. Because that is what they are doing in the Leather Division—they are working. They are working to organize the leather workers in order that they may have the same provisions, the same opportunities in life that the furriers are now enjoying.

In just a brief word or two, let me give you a picture of the Leather Division today, and as it was come three years ago. I will take it geographically, by districts.

In the New England District three years ago, we had 5 locals, some 4,000 members. Today we have 7 locals with more than 5,000 members.

In District 2, which is the seaboard, the Atlantic Seaboard district, we had 3 locals. Today we have 10.

In District 3, which is the Upper New York, Western Pennsylvania, and West Virginia district, we had 2 locals. Today we have 17.

In the Midwest 3 years ago we had 2 locals. Today we have 12.

All of these locals are on sound footings. All of them are willing to do their bit in helping establish other locals in their immediate districts, in helping to put their shoulder to the wheel and carry out the program adopted at our convention some three weeks ago to do everything possible in order to help win the war.

That is only a small comparison. I could probably take an hour in going into the details, the advantages gained—and all in the past three years.

But in regard to the war effort, I will say this: At our last convention, our locals went on record, adopted resolutions. The delegates I know will go back home and see that the resolutions are carried out, to do all in their power to get their members to buy more bonds, to donate more blood, to enlist in all the organizations such as U.S.O., the Community

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Chest, and the Red Cross. And I know, too, that the overwhelming majority of the delegates in our locals and the overwhelming majority of the membership of our locals believes, as do the furriers, that now is the time to establish a second front in Europe, in order that we may win the war in 1942. (Applause)

I would like to take this opportunity to thank personally, for myself and also for the Board Members and for the members in our Leather Division, the splendid efforts that the Organizers—Brother Klig, Brother Brownstone, Brother Millstone; I could mention them all—but all the organizers who have been working with us for the past three years, I would like to take this opportunity to thank them for the splendid work they have done. I would also like to take the opportunity to thank and express my appreciation to Brother Gold and Brother Lucchi for their advice, their cooperation, and their efforts in order that we might today have the gains that we have made.

I would like to at this time bring to you the greetings of our officers and our members in the Leather Division. We hope that you will continue in the next two days as you have in the past; that this Convention will be constructive and harmonious; and that next year or the year after next, when you have gathered again, that you can report further progress, and that you can report further and better consolidations in the two divisions. (Applause)

PRESIDENT GOLD: Now just a brief remark by the Secretary-Treasurer of the Leather Division, Brother Isador Pickman. (Applause)

BROTHER PICKMAN: Although I realize that all your committees at this Convention are very important, it is my opinion that this Committee on Officers' Report is one of the most important committees of this Convention.

From this Committee you get the accomplishments and achievements of the past few years since your last convention. It tells you what you have done for yourselves, and what you have done and what you have accomplished for the masses of leather workers who needed your support and who are getting your support, and we hope will continue to get your support. It also gives a lead to the other committees on the future progress of this organization. It also gives leads to committees on our effort in this great emergency.

It is too bad that we haven't got the time to go into the accomplishments in our Division further. Gus, the President, tried to state them briefly, and I hope that you can build around it yourselves.

In behalf of those members of the Leather Workers Division who want to be fair with themselves and fair with the workers, and in particular those leather workers who are outside of my district, the New England

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District—I know that they appreciate the guidance of your leaders and the trust that you have placed in those leaders. And I hope that when you come back to your next convention in two years or three years, whatever it may be, that you will be very proud of the other part of our International, the Leather Workers Division. (Applause)

PRESIDENT GOLD: I will call on Delegate Lucchi. (Applause)

SECRETARY-TREASURER LUCCHI: Mr. Chairman and Delegates: I know that it is getting late. The delegates are getting impatient. However, the report surely deserves consideration. As far as the report is concerned, personally I believe that it speaks for itself, and I am going to leave it to the delegates to vote the way they think best.

Since the last convention, in 1939, until about a month ago, some of us were deprived of being active in the organization. I don't want to lose too much time on this. You know the history of what happened to me and to Potash and Winogradsky and Vafiades and so on. In spite of that, those who were out were able to bring to this Convention this report, which speaks for itself. In spite of the fact that we were deprived of the services of these people, and the hundreds of thousands of dollars that were spent in courts and with lawyers which could have been expended for organization work both in the Fur Division and in the Leather Division, we come back to this Convention with something that in my opinion is the biggest achievement of any convention that I have attended. And I have attended quite a few, beginning back in 1919. What is more important to me, in my mind, is the recommendation in this report. And knowing the furriers, knowing the delegates as I know them, I am sure that every one will be carried out.

All these achievements were possible because of one thing—because of the great unity that existed every minute since 1935 among the general officers, among the General Executive Board; because of the cooperation that we received from all the local unions throughout the country. And there is no doubt in my mind that we stood the test. And although the enemies from within and without tried several times to break this unity, they did not succeed, and they will not succeed. (Applause)

PRESIDENT GOLD: About 50 delegates or more have already participated in the discussion. Do you want to continue to discuss it?

DELEGATE CECIL COHEN (Local No. 64): I move we close the discussion.

DELEGATE FRANK FRIMMERMAN (Local No. 101): I second the motion.

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PRESIDENT GOLD: I know there are still a few who want to discuss it, but we will give them a chance in the course of the session. All in favor of the motion, signify by saying, "aye"; all opposed? Carried.

I am sorry, Brother Feinglass, that you had no chance to make any big summation for the Committee. There are no challenges made to the Committee's statement; there are no contradictions. I am even sorry there isn't any criticism, so that you can't take too much time to reply. In fact, the statement of the Committee was the summation. But I don't want to deprive you of that democratic privilege, and I will give you a chance just to make a few remarks.

Delegate Feinglass, Chairman of the Committee (Applause)

DELEGATE FEINGLASS: . . . Delegates from every section, every local, spoke here about progress and achievement. Every worker who talked from this platform today spoke in a most serious manner, taking up earnestly the problems, reporting on the progress of his or her local union; dealing with the questions not only in the ordinary terms of how much economic improvement was attained in the local, but also raising the higher political questions, and particularly that all-embracing question of the war.

This was truly a great discussion. I wish that we had been able to get Mr. Dies down here and Mr. Smith and Mr. Cox and the other reactionary Congressmen and Senators, so that you, in your discussion today, could shove that lie down their throats that labor is not doing its patriotic duty in this period of crisis.

But there are one or two things that I must tell you about in the few minutes that I have. One of them is that it should be a feeling of satisfaction to all of you to know that three weeks ago, through our organization of the leather industry, we were able, in a factory that is producing heavy leather for the Soviet Union, that we were able in that factory to improve production by more than 20 per cent and get leather to those Russian people who are today fighting and continuing our battle and the fight of all democracy-loving people. (Applause)

It should be a source of satisfaction to every delegate to know that during this critical period of economic crisis in 1939, months of court for our leaders, even including our President, and then some of the best taken away from us into jail—that it was precisely at this time and during this period that we not only recorded such outstanding and important gains, but we gave to the American labor movement a great union. At least we had a great deal to do with that.

I watched the various speakers come up, and it was noticeable the number of young people who came to the platform to speak. That is one of the great tributes that we must give our President. Some 13 years ago,

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I was a young man, and was picked up by him also; and so I see all through the hall young people brought into the movement, enthusiastic. And even in the Leather Division, you saw the President and the Secretary. Even there, changes have occurred, changes where the youth and those who want to build the leather union have come to the forefront and are today occupying the key positions within the leather industry. (Applause)

It is important to note that at this convention, Brother Potash, in the face of the report and in the face of this discussion, warned us against complacency. Brother Potash, the one who can report most progress for the Joint Council, the organization that he represents, warned us against complacency. It is important to note that Brother Burt came forward, and every time that he speaks, he brings up the question of the need for developing Negro leaders within our union, women leaders within our union. That is the secret of the success of our Union.

Our Union today has a great wealth, which was so apparent today. You, the delegates to this convention, are the great wealth of our Union. And it is my firm conviction that the words expressed in that report are true—that the fur workers and the leather workers are ready to give their all, their ability and energy and their very lives, to safeguard democracy, to smash fascism; that you, by your discussion, by your deeds during the past three years, give unimpeachable evidence that our Union will live up to that great pledge taken previously and reiterated at this Convention. (Applause)

PRESIDENT GOLD: The Committee moves that the report of the Committee on Officers' Report be adopted. Is that motion seconded?

DELEGATE MAX ROTH (Local No. 86): I second the motion.

PRESIDENT GOLD: Before I put the question to a vote, permit me to say a few words.

. . . I want to take the opportunity, on this occasion, to extend my personal thanks, and on behalf of the General Executive Board and Secretary-Treasurer Lucchi, to the members of our organization for their trust and confidence and loyalty to the Union, and their splendid response to every call of the Union. I wish to extend the appreciation and thanks to the hundreds and maybe thousands of shop chairmen, active members of our Union, who devote their time and energy to assist our membership in its struggles and tasks.

I wish to extend the thanks to the business agents and organizers, who set an example for our entire membership with their loyalty and *discipline and responsibility*. I also want to thank Brother Lucchi for

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his splendid cooperation with all of us during the past three years. And finally, my thanks and appreciation to every Vice-President and the members of the Board for their assistance, for their hard work, and for their efforts to carry out the decisions of our last convention in 1939, which was held in Atlantic City.

I think that this convention answered a number of important questions. You know that all of us made an effort to make this unity work, to make this united organization function. There were a number of individuals from within and without who publicly declared it wouldn't work, it couldn't work. "Why there are in the leadership people who were enemies for years and carried on the most bitter struggle. It is impossible that these men should head an organization. It will collapse in a short time."

And let us be very frank—some of our people were in doubt. There were others who declared that it was impossible that a trade union should be led and managed successfully by a united group in which there were so many individuals with different political philosophies and affiliations. They, too, thought, "It will collapse." I think that this Convention answered these two important questions.

I think that our Union sets an example for the entire labor movement—an example that the entire movement must be aware of. The problem before the labor movement for a long time was, "Shall this internal struggle in the ranks of labor be continued until one group will annihilate the other? Shall that struggle between left and right go on until one will destroy the other? Shall that struggle between the Communists and the Socialists, and the Democrats and the Republicans in the ranks of labor be carried on until one group annihilates the other? Or is it possible to find the way, the formula, to unite these various groups in the labor movement and make them work, harness them in the hard work in the labor movement?" . . . I think that this Convention does not deal with theory only, but with actual practice, and states to these leaders in the movement that it can be done. It was done to perfection in the Furriers' Union. (Applause)

I tell you delegates that in the course of three years of hard work, responsible work, in a period of such serious problems as the labor movement was confronted with, problems that threatened to divide and smash the ranks of the movement, sharp differences as to the question of the strategy and the tactics of labor in the economic field and the political struggles, there wasn't one serious friction and one serious conflict in the leadership of our Union, and not even one serious clash in the General Executive Board because of differences of opinion so far as political philosophies are concerned. Every Vice-President, every member of the Board, knew his responsibility to the thousands of men and women engaged in our industry, and to their family.

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They did not make the slightest attempt to cause any friction, any conflict, but helped, made an effort to maintain that important unity. And we can today declare to you, and through this Convention to the entire labor movement, that when a leadership is sincere and honest and loyal to the cause of labor, it does not split the ranks of a union. It does not bring in petty political issues that might divide the ranks of labor. Honest, sincere, responsible union leaders can find the way, on the basis of a trade union program, on the basis of a progressive trade union program. And that is why we found the formula, the progressive trade union formula. And all of the things that we were discussing today of the accomplishments, of the gains, of the victories of our Union, were possible precisely because the leadership of the Union agreed to this progressive trade union program and carried it out to the best of its ability. And that is the answer to those who doubted, to those who didn't believe that our unity would work, that our Union would function, that our leadership would continue that responsible task.

I don't know of any other convention of any trade union that demonstrated so much unity, so much agreement, in so far as our successes, in so far as our successful resistance and struggles against the enemies of our Union, and the many accomplishments that we recorded.

Obviously, the outstanding unity shown at our convention shows that those who raise political differences during this war of humanity over the forces of destruction do so only to create divisions among the workers to sabotage our war effort. Unity within the labor movement is one of the most important elements in winning this war. We only hope that the rest of the labor movement will follow our example so that we may forge that indissoluble unity that will assure victory over the common enemies of all mankind.

I think that I shall take at least a moment to answer our enemies who are taking advantage of every opportunity to knife our organization. You know, if I would give in to my feelings—I am human. Trade union leaders are human, very much so. If they weren't human, they wouldn't be trade union leaders. Trade union leaders deal with human beings, with problems that concern the health and the life of human beings; and if they are not human themselves, they cannot be trade union leaders. They cannot understand the problems of human beings. Trade union leaders are not to be ashamed of their human feelings, but on the contrary, to be proud of them.

If I would give in to my feelings as a human being, I would open an attack against our enemies who knifed us three years in succession. But I bear in mind that this is not the time. It can't be done now. There is something bigger, something bigger than we are, something big-

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ger than our organization is; and that demands from us to suppress our feelings and have in mind one thing, national unity.

Nevertheless, mildly speaking, isn't that a reply: our Convention, our united Convention? And we never before in the history of our Union had united conventions, that reflect the unity of our organization. Isn't that united Convention, isn't that record of accomplishments and successes that you delegates complain is underestimated, not overestimated—every one of you wants to add another few successes, another accomplishment, and so on; you are correct—but isn't that record of accomplishment, isn't that improvement that we brought to the thousands of men and women and their families, isn't that enough for these men who pretend to be labor leaders and friends of labor and part of labor, to respect our organization and stop stabbing our organization in the back?

Why does Bill Green issue charters to charlatans, to stool pigeons, charters to build up dual unions to hurt this organization, which serves so splendidly the men and women in our industry? Why do others, who claim to be idealists, who have principles and fight for these principles as they understand them—why do they hurt our organization? Why do some government officials? Why did they knife our organization in such a brutal, criminal manner?

This is a true American organization, with a membership most loyal to the Nation, to the country, and to the principles and ideals of our country. Why do they stab this organization in the back every time they have an opportunity? In so far as patriotism, in so far as loyalty to our country, our Union takes second place to none. We challenge anyone to that. (Applause)

I don't want to take the time of this convention to answer this Tory Dies here and now. What does this Congressman know of the hardships and difficulties and the misery of working men and women? What does Father Coughlin know about these problems of the working men and women? What do they know? When depression hits the country, they are not worried about a meal or their rent to pay. They don't know how many thousands of men and women in our industry were actually starving, how many were evicted, how many didn't have sufficient funds to pay the doctor and for medicine, how many children were on their death bed because they had no doctors. They had no worry about them. This organization made every possible effort to help.

It is about time to tell these guys in Congress, all of them, how we love this true American organization that serves the best interests of thousands upon thousands of men and women. (Applause) When they had the chance for many years in succession, at this time the time

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of the acid test of every American, the acid test of every organization, the entire world can see who is who, who is a real American.

By deeds we demonstrate our loyalty to the Nation. By deeds we demonstrate our patriotism. And the role of the Dieses, the role of the Coughlins, is perfectly clear. There are others to whom we could reply. But again there is a grave crisis that we are confronted with, and this is not the time. We appeal for a united front with everyone in the labor movement, with all the people, regardless of our conflicts, of our differences of opinion. We ask for this unity so that this Nation can contribute its share to the defeat of Fascism. And if we have that national unity, victory is certain. If we haven't got that national unity, the war, that bloody battle, will be prolonged, and millions of lives will be lost in vain. And we ask and appeal and urge for that national unity, for the sake of the people.

I don't want to go into a lengthy enumeration of those who kept on knifing our organization. Can we forget for one single moment that they took away the leaders, the best leaders of our Union, trained leaders, loyal leaders; men who have championed the fight for the oppressed, for the exploited; men who championed the struggle against fascism and Nazism; men who fought for years against reaction; men who fought so that workers, honest toilers, should have the chance to live like human beings and bring up their children in such a manner that they will be cultured and loyal patriots. Can we forget that these men were taken out of our ranks for no crime that they committed, for no reason at all, and railroaded into jail for years, at a time when our organization was in its most critical moment; at a time when we were faced with attacks from all sides; at a time when agreements were expired and the well-being of thousands of people and families depended upon these agreements; at a time when our organization was engaged in an organization drive to organize the workers in the leather industry who were persecuted by the stool pigeons and company unions, and we wanted to give them an organization, we wanted to give them that possibility of defending their lives, their well being. Just at that time our best trained leaders were taken out of our ranks and placed behind the bars. Why?

We would like to ask Thurman Arnold, the man who once paraded as a liberal, as a true American. Only recently it was stated by governmental, responsible authoritative officials that Thurman Arnold uses his office to attack labor without the sanction, without the knowledge of the government officials. And I ask this Convention, and through you the entire movement and the people of this country, if Thurman Arnold, the enemy of labor, does not carry out the policy of the government, if he does not carry out the wish and the desire of labor, whose policy is

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he carrying out? If, at this critical hour, when there was so much energy invested to get a united front of the AFL and the CIO in order to be able to mobilize the working masses in the plants and in the mines and the shops and the factories and the offices, to produce and out-produce Hitler—if Thurman Arnold to this hour is stabbing labor in the back, is provoking labor, is attacking labor, whose orders is he carrying out? Is he carrying out maybe Hitler's desires and wishes?

And it is that man Thurman Arnold who was so much concerned in smashing our organization, in destroying the morale of our workers and beheading our Union and taking out our leaders and imprisoning them in jail.

We can ask the same question of Mr. Glickman, that lawyer who was hired and paid for. And you read in the document, in the report that he submitted to the Manufacturers' Association, of his visits to the heads of the Department of Justice, to the District Attorney, to Mr. Henderson. He names them in the document. That document was submitted to the Manufacturers' Association in '39, in June, and the court case started out in February, 1940. And you remember how he claimed that the representatives, the authorities of the Department of Justice assured him that Gold and the other leaders would be found guilty.

How did the authorities of the Department of Justice know that we would be found guilty? Did they have the jury in their pocket? You can ask these people, at this time, if they are honest individuals, did they want to destroy that kind of an organization that serves our Nation and our country in time of crisis with so much loyalty, with such a readiness to sacrifice? And we can ask these employers who pretend to be the supporters of our democratic institutions, those who hired that politician to go to Washington and to influence and cooperate with these authorities to railroad the leaders of our Union into jail, is that the way to deal with labor, with an honest, decent, clean organization? And ask these questions. We don't want to go into detail about them.

And what did they say? They put some more coal on the fire, and they can obtain the agreements they want to. They thought so. In this respect, these people do exactly the same things, consciously or unconsciously. They carry out the program and the hopes of the most reactionary forces in this country, that cooperate with all the Nazi and fascist agents. Their aim was to destroy the progressive, militant, fighting unions, and the destruction of the unions would mean that the way is open for them, the road is open for them to destroy the American institutions, the liberty and democracy, and every human value that this Nation has accumulated in the course of generations of struggle.

But fortunately these reactionaries haven't got the strength and haven't got the power. They tried it with this small union of ours, this small

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organization. In spite of all their attacks, in spite of the fact that they took away our best, most loyal, most trained leaders and put them in jail in the most critical time of our Union, and in spite of every frame-up that they conducted, and in spite of the dual unions that were set up, and in spite of the constant attacks, in spite of the fact that they still keep Jack Schneider in jail, our Union today is in a position not only to prove the record that we have improved the conditions and the living standards of the workers, but that we forged an instrument, a union that can now, at this critical hour, give the Nation the best we have, everything that we have and everything that is needed, lives and blood. That is the thing that will save the Nation, and production like in the leather industry so it will be part of that great movement that fought for the privilege of working together with management and industry in order to increase production.

The fight of labor against speed-up for so many years—temporarily given up in this critical moment. The question of double time for overtime—temporarily given up. Giving up, for the duration, the most important, most sacred weapon of labor, the right to strike—given up because of the desire, the burning desire to save our Nation and save the civilized world from the clutches of barbarous Fascism.

Our Union is part of that movement, and we can tell the entire world—and this is something that the movement can draw as the logical conclusion—that if a union is united, if a union leadership remains united, if a union leadership respects the men and women and the lives of the men and women it represents, if a union leadership is sincere, if a union leadership is loyal, then regardless of the differences of opinion, it can forge such strength that can defeat all the attacks of reaction, it can defeat all attacks of the fascists, and it can remain a power and serve the Nation. The facts are there. Our Union is the proof, and it cannot be denied.

Does it mean that we are through with the attacks? Does it mean there will be no more attacks upon our Union? Delegates, it would be the greatest mistake to think that after our prisoners are out of jail and after we prove to the entire Nation our loyalty and our patriotism, and after we prove to the entire labor movement our sincerity and our ability to serve the exploited men and women in the factories, that these reactionaries, these foes of labor, will take their hands off our Union. That would be a dangerous illusion.

You can expect attacks any day, any moment. They don't like our Union, precisely because of the things that we have accomplished. They can't forgive us the wages of the Furriers. They can't forgive us the conditions of the Furriers. They can't forgive us the fact that this Union helped the leather workers to organize a Union. Reactionary forces don't

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like that. It is an addition, a force added to the progressive labor movement. And they will seek to destroy us. They will attack us.

What, then, is our main problem? On the one hand, there is the problem of the war, that is outstanding at our convention. Everybody talked about it. Everybody understands the importance of it and realizes the necessity of mobilizing all our forces to help our government to lick Hitler. This is established. From the very first day of the opening of the Convention, that was obvious. And the reports and the resolutions and the Win-the-War Committee will deal with that at length, until the very last moment when we adjourn the Convention.

But in addition to that, there is another great task before us—to maintain the position that we have, to protect the gains that we have already accomplished, to defend the conditions of our workers. That is the main task, after the war task, and in fact it cannot be separated. It is one and the same task. If you want our people to be in a position to be able to really help this war in the proper manner, then they must have this organized power, this organized strength. They must have their conditions, they must have their collective strength to go on and carry on in order to help our government win the war. And therefore when we vote on this report, it is not only a vote to endorse the policies, to endorse the activities, to endorse the successes, but it is also a pledge on the part of each and every delegate to continue to safeguard this unity, to watch and be on guard and do everything we possibly can not to permit that our Union be hurt in the slightest degree.

It took a long time to build up the kind of a Union we have. It took patience, hard work, day and night work. You know that; you participated in the activity. It wasn't born in one day. Even with the enthusiasm that the Furriers displayed in 1935, even after this pledge that we took upon ourselves, and even after everyone contributed everything they had, it took seven long years of hard work. And even after these seven years there are still outstanding problems. New York workers still haven't got complete and full job security. The Hollander workers still are not satisfied with their accomplishments, and they have a right not to be satisfied, although they have to bear in mind that they cannot, in five years, accomplish what Locals 2 and 3 accomplished in 3 years of organization. They were sleeping 21 years. Therefore, they now have to have a little patience. You can't make a jump. There is no short cut in the labor movement. Short cuts sometimes are dangerous—you might break your neck.

But I say again that even with the weak spots, these great accomplishments took five years—five years of hard work; a hard struggle in 1938, in 1939, and a bitter struggle in 1940 and 1941 when the leaders went to jail; every day a hard struggle, and in every small locality in

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Detroit and in Chicago and in Milwaukee and in St. Paul, constant work, constant hard work, constant maneuvering, constant fighting, constant mobilizing of our workers, constant negotiations, on the go all the time. And the same thing in Canada—a hard fight in Montreal, where, after 25 or 30 years, finally we have a splendid organization, as you heard Brother Roy report to you. And we still have a task to organize the Dressers and Dyers, who slave under most miserable conditions for 30 cents or 40 cents an hour.

It took a long time to get rid of these racketeers and these ugly thieves that besmirched our Union, who used our organization for their own benefit and for their own personal gains. It took a long time to get rid of them. It took a long time to get rid of others who thought that this was the kind of a Union into which they could get and do the same business as they do in other unions.

We kept our Union clean, and it took a long time to fight it out with them. In spite of the attacks, the resolute firmness on the part of the G.E.B. was remarkable, and I express my greatest respect for them. Every time the General Executive Board deals with an individual, an official who makes one mistake, whether it is a big mistake or a smaller mistake, there isn't the slightest vacillation, there isn't the slightest deviation. There is always a unanimous decision. They eliminate them, kick them out, keep our organization clean.

We had to fight on so many fronts. We had to fight against the employers, against the contractors. You had to fight against your own internal enemies who still can't forget that they were opposed to the unity. You had to fight against those who still don't want to make peace, and can't understand that the Furriers' Union is a united union. They still issue charters for dual unions. You had to fight against some who claimed they were the best friends of labor. You had to fight against Department of Justice authorities who make their own policies or the policies of the moneybags. You had to fight on many occasions against the backwardness of the workers. You had to fight against the impatience of the workers. You were forced to struggle along for three years during an acute economic crisis. You kept up that fight, and you finally emerged victorious, with a splendid organization.

What is the logical conclusion? Isn't it clear that just because we have already reached that point, that we have something to guard, something to fight for? Isn't it clear that now our enemies will renew their efforts to attack and weaken us? Isn't it clear that precisely because we made these accomplishments, that the hatred of the reactionary forces against us will be much bigger than before?

Therefore, in voting for this report, remember one thing: It was the *collective* work, it was the collective effort, it was this collective energetic

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struggle on the part of the leaders, on the part of our membership, on the part of our active workers, on the part of everyone in our organization, in our ranks; and also thanks to the assistance of the progressive labor movement.

We have to vote and take the pledge that we ourselves—and at the same time go back to the workers and bring them into that pledge—that we stand united and keep on struggling and fighting and resisting every attack; and no matter what comes, that the furriers' united union remains, and will stand and fight and live, in spite of the enemy's efforts. That is the resolution that we have to make in voting for the report.

In conclusion, I want to say what a great source of pleasure and encouragement and inspiration we can derive from the behavior and conduct of our Union leaders. They grew up in the ranks of the furriers. That is a real honor to the furriers. They were the product of the fur workers. They were put to the test. They were sent to jail, and some of our enemies made a boast that they would never return—that they would keep them there as long as they lived. These boasts were made openly, publicly. Letters were read in some small meetings that Potash and Winogradsky and John Vafiades would never come out of jail.

What a source of inspiration is their conduct. I have worked with these men for the past 20 years. I knew they would stand up. But it was a tremendous pleasure to see how they behaved in the courts and faced the judges and the attacks of the district attorneys—without any fear, with not even the slightest wavering of courage. The lawyers were surprised, the district attorney was surprised. And when they returned, from the very first moment that Winogradsky returned, you can read in the record, see the communications from the government authorities praising Winogradsky's work in helping mobilize the men to help the government win the war. And the moment John Vafiades and Potash returned, I appointed Potash as the Coordinator of the war work of our Union, because I know of his hatred for fascism and his love for democracy and his love for his people. And I knew that this would be carried out.

There is an example here already of the position taken by Potash, to beat all these leaders, to carry and nurse that grudge against these leaders, that amount to nothing in comparison with the big task of the civilized world. They plunged into the work. They forgot about the past. And that is an example that we have to be proud of.

How come? Aren't they as human as others? There is a reason for it. Their entire life has been devoted to the cause of the oppressed. Their convictions and all their thoughts go in one direction—the working masses, the people, the Nation, progress. That is the thing, that is the reason

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why their morale cannot be broken. That strength comes as a result of these convictions, as a result of giving your entire life to something that you are convinced is correct, that your work is correct—and it cannot be broken because of a year or two in jail.

And it was an honor to the membership of our Union and the entire labor movement that the Industrial Council of the C.I.O. came with so many praises to the banquet when we celebrated the release of these people. It was because their behavior, their conduct was crying out to the entire labor movement that no one could break their morale, no one could force the true leaders of the labor movement to give in, or bow to torture, regardless of the severe punishment.

That is something that our convention must bring back to the members, not only because we want to praise Potash and Vafiades and the others—and they deserve it—but because we want to teach the workers how to behave, to teach the workers what it means to be really part of the labor movement. It is the labor movement that won many a battle for continued progress. If it weren't for this courage displayed by the labor movement, if it weren't for the sacrifices made by the working men and women throughout the world, progress would never be possible. Democracy would never be possible. These democratic institutions the world over in the democratic countries would never be possible. It was labor that fought, because it was forced to fight for a better world, for a more free world, for more progress; because labor cannot live if there is oppression. If there is reaction, free labor cannot exist, only slavery can exist. Labor fights, not because of empty idealism, but because its very life depends upon the democratic freedom of the Nation. That is why labor is also fighting in this world war, particularly in this war, because it is clear that a victory of fascism means the smashing of the democratic freedoms and institutions and the liberties and all of our civil rights. We can wind this up with the following: While we are satisfied with these accomplishments—and we have a right to be satisfied—while we are satisfied that we did defeat the attacks of the enemies, while we are satisfied that we have proven to the entire world what we mean by sincerity and unity on the part of leaders, in facing this great battle of ours we have to remember even more that our organization must remain united, must carry on. We must become part of those who occupy the front trenches in this great historic battle.

And I am convinced, from the years of experience with the furriers, and particularly from the seven years of experience with all of the leaders and the members of the Union, that we will carry on and fight on, and when this victory will be finally recorded, we will be in a position to celebrate together with the entire world, knowing that we, too, contributed everything we could to this great battle.

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In voting for this report, I ask you to remember the pledge we took seven years ago, the pledge we took during the days of the Convention, to help our government. And when you return, see that the job that our Union will do is a good job.

I ask you now, in voting for this report, if there is anyone who is opposed, anyone who disagrees with us. If there is anyone opposed, then, in accordance with our democratic principles and practices, vote against it. If you want to abstain from voting, it is your right to do so. It is one of our most sacred principles to respect the opinions of each and every member of the Union, and that must be particularly demonstrated at conventions.

I assume that the report will be accepted unanimously. But in case there are some who are opposed, vote as you will, and you will have the full respect of the Convention for having the courage of your convictions. This is a democratic organization, and we intend to keep it so as long as we can, and as long as we live.

. . . The audience arose and applauded . . .

PRESIDENT GOLD: Only delegates will vote. The fraternal delegates who have a voice but no vote—I am sorry, you can't vote. Only those who were seated as regular delegates are permitted to vote.

There is a motion, regularly made and seconded, that the report of the Committee on Officers' Report be approved. All in favor of this motion, please rise to your feet.

. . . The delegates arose and applauded . . .

PRESIDENT GOLD: Take your seats. All opposed, rise to your feet. (None arose) All those who wish to abstain from voting, rise. All those who do not wish to vote for or against, can abstain from voting. (None arose) I declare, on your behalf, that the report submitted to you by the General Executive Board and the report submitted to you by the Committee on Officers' Report is unanimously adopted.

. . . The audience, thereupon, arose, applauded, and cheered . . .

PRESIDENT GOLD: Are there any announcements?

. . . Announcements . . .

PRESIDENT GOLD: Any other announcements? Is there a motion to adjourn?

DELEGATE BURT: I move we adjourn.

DELEGATE FEINGLASS: I second the motion.

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PRESIDENT GOLD: We will adjourn, and in accordance with the rules we will reconvene tomorrow morning at 10:00 o'clock, sharp. All in favor of the motion, signify by saying, "aye"; all opposed, "no." Carried.

. . . The meeting adjourned at eight-twenty o'clock . . .

FRIDAY MORNING SESSION

MAY 15, 1942

The meeting convened at ten-thirty-five o'clock, President Gold, presiding.

PRESIDENT GOLD: In the name of the International Fur and Leather Workers Union of the United States and Canada, I call this 7th session of the 14th Biennial Convention to order. I understand there are some committees now at work. I will therefore postpone the roll call.

Delegates, there is a committee of a very important union affiliated with the American Federation of Labor. All of you are very well acquainted with the activities of this organization, and the position it occupies in the labor movement. The representatives of this Union are Brothers Nicholas M. DiPietro, International Representative of the Typographical Union, and also Brother Carl Berreitter, Local representative. They ask for the privilege to appear before the Convention to take up with you a matter of importance to their organization, and also to the entire labor movement.

Is there a motion to grant the representatives of this Union the privilege to appear before the Convention?

DELEGATE ROSENZWEIG: I make a motion to grant their request.

DELEGATE SHAEFER: I second the motion.

PRESIDENT GOLD: Any remarks? All in favor of this motion signify by saying, "aye"; all opposed say, "no." It is carried.

I have the pleasure to introduce to you the representative of the Typographical Union, Brother Carl Berreitter. (Applause)

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BROTHER CARL BERREITTER: Thank you, Mr. President and Delegates of the Fur Workers and Leather Workers Organization: I want to make one correction. Evidently there is an impression that the International Typographical Union is affiliated with the American Federation of Labor. That is not the case. The International Typographical Union has been outside of the American Federation of Labor for some years, as a result of its sincere and honest desire to bring about unity in the labor movement and because of its refusal to aid in the internecine war between the conflicting factions of labor. We are not in the American Federation of Labor.

I want to express particularly my thanks for infringing on your valuable time here. I bring the greetings from one of the oldest local unions in the United States to one of the most militant International Unions in the United States (Applause)

I believe that your Convention, as well as the convention of every labor organization at the present time, is faced with the gravest problems in the history of the American labor movement. I believe that the question of pursuing this war successfully, is not the only question before the American labor movement. I believe that at the present time it is exceedingly necessary for every section of the American labor movement not merely to pursue the war to a successful conclusion, but to see to it that the principles of American democracy, the principles that have been embodied in the American labor movement since its inception, the principles and the right of free organization, the maintenance of decent living standards, the freedom and the social rights and the social legislation that is involved in the American labor movement, be maintained throughout this war and after the war is over . . .

We have had in the last few months, certain elements of reaction raising their heads. We know how the poll tax Senators, under the guise of democracy, under the guise and under the pretense of a patriotism that they do not feel, have tried to tear down the very standards of American living, the very standards for which we are fighting, for which our American democracy is fighting against the autocracies and the dictatorships across the sea . . .

. . . Brother Berreitter described the intolerable labor conditions in R. J. Donnelly and Sons Co., largest open shop printing concern in Chicago . . .

. . . They need more help than they have received so far, and we need more help that we can give merely on the basis of the Typographical Union. We need your moral support in a campaign on Donnelley's. We need to have the American labor movement, whether it be the CIO, and we have had plenty of cooperation from the CIO unions, we have had cooperation from the AFL, we have had cooperation from the Rail-

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way Brotherhoods, and we are now going to try to centralize that cooperation against a place which is operating a shop in contradiction to every American principle.

I forgot to mention that Donnelley's not only is opposed to unions, but it is also opposed to the United States in the pursuit of the war. Its president, G. Lytell, eight weeks ago in a speech before the employees in which every employee was rounded up and was told to listen. In that speech, Mr. Lytell made two statements that damn him and that concern, as a fascist concern of the worst order.

He told these employees, who of course had no chance to talk back, that there were two problems that confronted this country at this time. One of them was the need for a new President of the United States; and the other was the necessity for arming ourselves for the probable coming war between the United States and Russia. And this, Mr. Lytell, the official president of the Donnelley concern said to 5,000 employees within the confines of that plant less than eight weeks ago. It was after Pearl Harbor. It was after the time that the Russian army had made its glorious stand against the hordes of Hitler. And it is treason if ever there was treason. That is the position of that concern on the war.

. . . Now, the question as to what you can do on this thing is a question that I want to explain in just one minute. I am asking of your International organization, I am asking of all the international organizations, that you publicize the nature and the character of the Donnelley concern, that you circularize as individuals wherever possible, the publishers of *Life* and of *Time* magazines, that you let it be known to the Sears Roebuck concern and to the Montgomery Ward concern, that you resent their patronage of R. R. Donnelley and Sons, and that you do what you can, not merely because of the Donnelley plant and because of the unionization problems at Donnelley's, but because of the fact that the American telephone system, the Bell telephone system has been mulcting the American public for so many years, that you exert pressure on the American Bell Telephone System to withdraw its work from the Donnelley concern.

Resolutions are being adopted everywhere. The American Federation of Labor has adopted resolutions on the Donnelley drive. I would hope and I would appreciate very much, and my union would appreciate it very much, if it were possible for your organization to adopt some resolution in condemnation of the Donnelley concern. . .

(Applause)

PRESIDENT GOLD: It gives me pleasure at this time to introduce to you the International Representative of the Typographical Union, Brother Nicholas Di Pietro. (Applause)

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BROTHER NICHOLAS M. DI PIETRO: President Gold, Secretary-Treasurer Pietro Lucchi. Members of the American Labor Movement: I shall not take any more of your time in this important session of your 14th convention to speak about the Donnelley situation. I believe that my associate, Brother Berreitter, has covered that question adequately. But as an International Representative of the oldest labor organization in America, the International Typographical Union, which this month is celebrating its 90th anniversary as a National and International Union, I extend to you the greetings of our 82,000 members. . . .

PRESIDENT GOLD: Now, Delegates, you have a complete picture of a typical open shopper—Jew-baiter, “lover” of Negroes, Italians, Catholics—in short, an American concern that adopted and is practicing a complete program of Hitler and Company. And that firm is in America, not in Germany.

The representatives of the Typographical Union will have a hard job to defeat this open shop fortress. I am informed that there are about 12,000 workers employed by these gentlemen who own the concern, and they will certainly require the support and the active assistance on the part of organized labor.

You have heard the request of the Committee of the Typographical Union. What is your pleasure?

DELEGATE GOLDSTEIN: Mr. President, I move that this convention go on record endorsing the drive of the International Typographical Union against the scab outfit, R. R. Donnelley Printing Company, and that the International circularize the local unions to give this drive maximum support.

DELEGATE JOSEPH DORDICK (Local 40): I second the motion.

PRESIDENT GOLD: Any discussion? All in favor of this motion, signify by saying “aye”; opposed, say “no.” The motion is carried.

On behalf of the convention, and on behalf of the International Union of the Fur and Leather Workers, I wish to assure you that our organization will do everything we can to assist you and help you to defeat this open shop fortress, so that our struggle for democracy in this country and the world over will be constantly carried on by the progressive forces and labor so that every worker will be assured of his democratic rights in this great Republic of ours.

I hope that the delegates of the convention will take this problem up with their locals and see to it that this matter is given attention by each and every local union of ours throughout the States and Canada. (Applause)

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. . . The audience arose and there was prolonged applause as the Committee from the Typographical Union left the convention hall. . .

PRESIDENT GOLD: Delegates, yesterday the entire day was occupied with the discussion and action on the Officers' report. It was very late, we were tired, and there was no motion to dissolve the Committee and express the thanks of the convention. I shall entertain a motion to that effect now.

DELEGATE ROTH: I so move.

DELEGATE FRANK DePRISCO (Local 85): I second the motion.

PRESIDENT GOLD: All in favor of this motion, signify by saying "aye"; opposed say, "no." The Committee stands dissolved with the thanks and appreciation of the convention for its good work. (Applause)

May I at this time inform you delegates, that the members of the National Committee of the Leather Division, who are also members of the General Executive Board of the entire Union, arrived in the city of Chicago and are present at our convention. May I call the members of the National Committee to be good enough to come up to the platform.

. . . The audience arose, applauded and cheered as they came to the platform . . .

PRESIDENT GOLD: There are only a few now. Some of them will be in later, and the entire Committee will be in tomorrow morning. Meanwhile, I just want to introduce to you Brother Burns of Chicago (Applause), Richard O'Keefe, New England States (Applause), Samuel Thomas, New England (Applause), and there two old timers, you heard already. (Referring to the President and Secretary of the Leather Division) (Applause).

Can we agree now that we go to work, for a change? We discussed yesterday, the Officers' Report, discussed it at length, and every delegate emphasized the importance of mobilizing our organization for maximum support to our government to win the war.

It is recognized by the convention that this is the central task of our convention and of our Union. I therefore deem it advisable that the first Committee to report should be the special Committee set up by this convention, the Win-the-War Committee. (Applause)

I want at this time to call upon the Secretary of the Win-the-War Committee to read the declaration and also the recommendations for this convention for discussion and adoption, Delegate Irving Potash. Will you please report. (Applause)

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DELEGATE POTASH: Brother President, Fellow Delegates: The Win-the-War Committee submits to you the following declaration and program:

Fellow Delegates: Your Committee gave serious consideration to the task of decisive importance entrusted by you. Your Committee directs the attention of all delegates and all men and women engaged in the fur industry to the declaration embodied in our Officers' Report that "our country faces the gravest crisis in its history. We have one task of primary importance: to save our country and win the war. All others are subordinate to the necessity of prosecuting the war to a successful conclusion, of crushing the enemy in the shortest possible time."

The outcome of this gigantic struggle will determine the fate of humanity, the fate of our country and of all free peoples. This titanic war will decide whether you and we, all of us in America and the world over, are to be a free or enslaved people under the bloody heel of Hitler and his gangster partners; whether trade unions and democratic liberties achieved during centuries of struggle will continue to exist or all organized workers will be crushed, their trusted and loyal leaders imprisoned or beheaded by the Nazi axe and all free and independent peoples subjugated to medieval Nazi terrorism and sadistic barbarism. The outcome of this war will determine the fate and the destiny of every man and woman and whether their children will grow up in a world of free people or in a world with the yoke of degenerate storm troopers around its neck. The issue is clear. It is life or death for the people.

Therefore, we again declare to our great membership and to labor generally: This is our war! The war of all common people. The war of labor. The war of all freedom-loving people. We declare that this war can and must be won by the democratic countries and peoples of the United Nations joined in the bond of unity for the common and sacred fight to crush the beastly monsters of Hitlerism and Japanese militarism. We declare that we must win this war regardless of cost in sweat and toil and blood and lives. History demands of us victory over fascism. The people the world over—the peoples in the democratic countries and the enslaved people in the lands conquered by Hitler—demand victory over bloody fascism and barbarism. Victory can, must and shall be achieved!

It is imperative that the people, in our nation—people of all colors, creed, race and national origin be molded and steeled in a mightiest national front ever achieved in our glorious history. All people must be united and imbued with a single unconquerable will and purpose: To kill fascism and free the world. The cry of the hour is: Fight to death! Win at any cost!

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Your Committee recommends that we join with President Philip Murray of the CIO in his declaration that we are "determined that our country shall not suffer the fate of France and Norway, through destructive efforts of fifth columnists or self-proclaimed patriots who preach disunity." We declare that any individuals or group of individuals who consciously or unconsciously make the slightest attempt to disrupt our national unity in this grave crisis of our nation and the world are the enemies of the people, are giving aid and comfort to the enemies of our great country and mankind. We concur in the statement of the leader of the British people, Prime Minister Winston Churchill that "he who undermines our national unity should place a rock around his neck and throw himself into the sea." And we join with the Vice-President of the United States, Henry A. Wallace, that "We must be especially prepared to stifle the fifth column in the United States who will try to sabotage not merely our war material plants, but even more important, our minds." Our great Union and its loyal membership will help to protect American democracy from the enemies from within. To this end we greet and support wholeheartedly the action taken by the government against "Social Justice"—Hitler's voice of anti-Semitism, disunity and treason. Together with all labor and progressive people we will continue to fight the Coughlins, the Ku Klux Klan, the Smiths, the Dieses and all the forces promoting discrimination against the Negro people which jeopardizes our unity and constitutes treason against our sacred war on Hitlerism. We call on the government to take firm action against all fifth and sixth columnists, all purveyors of Negro discrimination, anti-Semitism and other fascist doctrines. The fate of France and Norway must not and shall not be the fate of the home of the brave and the land of the free.

The American people, the mothers and fathers of our heroic sons giving their lives for their great country and humanity on the battlefields, in the air and on the seas, will turn their wrath against the modern Benedict Arnolds and American Quislings.

Organized labor, the trade unions, both AFL and CIO constitute the most disciplined and responsible and eager army of men and women who support our government in the war effort. Those who attack labor are doing a disservice to national unity and the war effort. Greater organization of labor will mean greater morale, greater discipline and effort to win the war and smash Hitler.

We join with all great leaders of the people to proclaim the outstanding truth embodied in the message of General MacArthur that "Labor will prove the indestructible backbone that will determine the present vital struggle." To guarantee that democratic nations, that our country will emerge victorious over Nazi gangsterism, the eleven million *organized* American workers are and will continue to be that "inde-

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structible backbone" of our government's war effort, of our Commander-in-Chief, President Roosevelt, and will put everything at the disposal of our country: Far-sighted leadership, an uninterrupted production of war materials, money, blood, toil, sacrifices and our very lives if necessary. Labor has risen to its sacred responsibility. Free labor will demonstrate to history its unconquerable spirit. Labor's contribution will be the determining factor in saving the world from the clutches of the fascist beasts and in paving the way for the dawn of a new day—a day of "freedom everywhere," as proclaimed in the great Atlantic Charter—a free world and free peoples.

Your Committee joins with the millions of people in Europe, Asia and America in declaring that this war can and must be won in 1942 by immediately opening a mighty second front on the European Continent. The people feel a second front imperative and Hitler and his Axis gangsters tremble at the very thought of such an offensive because both the free peoples and Hitler know that this will crush the Axis monster in both Europe and Asia.

We hereby resolve and pledge our unstinted efforts—everything a human being can possibly give—to promote the success of such an offensive against Hitlerism. Your Committee declares that the pledge of our Union is not a mere boast. The record of our Union even before 1939 in the struggle against fascism is the proudest page of our history. We sealed that pledge in the blood of our members who died on the battlefields of Spain battling the fascist hordes.

Today again our Union is in the forefront making the greatest contributions of money, blood and sacrifices in this mighty struggle and to promote the success of a second front, an offensive to end the slaughter and win the war in 1942. We pledge everything we possess. We stand ready and deem it a privilege to share all burdens and hardships with the people of our nation, ready to serve our Commander-in-Chief, ready to give all possible assistance to the great and heroic people and fighting army of Britain under the leadership of Prime Minister Churchill, to the courageous, bleeding and fighting people and armies of China under the leadership of Chiang Kai-shek, and to the glorious fighters, the great and heroic people and army of the Soviet Union under the leadership of Premier Joseph Stalin. We support our President, Ben Gold, in his declaration that all our members stand ready to shoulder guns and fight to death for victory of our country and the cause of free humanity.

Your Committee greets and rejoices in the unity of the United Nations and aspires together with all peoples for even closer collaboration and greater unity of action among the United Nations, particularly the United States, the Soviet Union, Great Britain and China. We greet the extension of that unity in the establishment of the Anglo-Soviet

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Trade Union Committee for the unification of labor in support of the war. We extend hearty greetings to Sir Walter Citrine, General Secretary of the British Trade Union Congress, and wish him success on his present mission to the United States to extend international solidarity of labor. We call upon the CIO and the AFL to join wholeheartedly in the collaboration with heroic labor of Britain and the Soviet Union for our common purpose—the destruction of labor's arch enemy, Hitlerism and fascism.

Unity of international labor is a necessity. Division in the ranks of labor is Hitler's deadly weapon against the people. Let us take this weapon out of his bloody hands. We greet the united actions of the CIO and AFL leaders in support of the war effort. Such united actions are a tribute to the leadership and integrity of both the CIO and AFL.

More united efforts, greater unity of action can and should be developed.

Your Committee further recommends the approval and support for the victory program of our great CIO as embodied in its position on uninterrupted and better organized production, control of prices and the cost of living, a people's program of taxation whereby each will pay according to ability, a democratic and equitable system and stabilization of wages in accordance with the cost of living and requirements of the health and well being of the workers and their families.

We recommend wholehearted support to President Roosevelt's 7-point economic war program enunciated in his last message to Congress. The outcry of reactionary appeasement forces against this program only serves to show that if properly applied it can serve to promote the best interests of the nation and the needs for victory.

We recommend wholehearted support to the leadership and program of Donald Nelson's plan for labor-management production committees. We point with pride to the success of this plan particularly in the Leather Division of our Union. We call upon the employers and the members of our Union in every war producing plant to follow this example.

Together with all labor, we pledge that the necessary sacrifices to win the war will be made unconditionally. Therefore, your Committee joins the CIO in condemnation of profiteering and exploitation of the war for selfish reasons. We declare that the strongest measures must be taken to eliminate all profiteering. Profiteering at the expense, the misery, toil and blood of our people is treason. We join in the demand of labor and all loyal Americans that all groups and individuals in this country practice similar standards of honorable conduct and make unconditional *sacrifices*.

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Our Union and our great membership will assume its full share of responsibility. We are part of the great family of labor. We are part of the people to whom this war against Hitlerism is a great crusade for unity, freedom and life itself. Our members have given much. But we will give more, more and still more unconditionally for all phases of our war effort. We join in the cry of the people: Open a western front! Win in 1942! Our members, like all toiling men and women, are prepared to pay the price, whatever it be, to achieve victory. To this end, your Win-the-War Committee proposes this to the Convention and urges the unanimous adoption of the following program:

1. War Bonds: The IFLWU shall launch a drive at this convention for the purchase of \$10,000,000 worth of war bonds.

That a call be issued in the name of the Convention calling upon the members of the Union to purchase war bonds and to make arrangements for a 10 per cent weekly deduction from the payroll for that purpose.

That the Union shall issue a special stamp to be affixed to the Union book of the purchaser of war bonds.

That special Union buttons be made and given to purchasers of bonds and blood donors.

That special Win-the-War banners be made by the Union and awarded to local unions, joint boards or joint councils in recognition of their efforts in the campaign for the purchase of war bonds and other war activities.

2. The Committee proposes that immediately upon the return of the delegates from this convention, the manufacturing centers shall at once begin to produce jerkins for sailors and other members of the armed forces. Committees shall at once be established to obtain the necessary equipment and set up shops for collection of furs and the organization of volunteers for the immediate production of jerkins. Our Union shall seek the cooperation of the fur manufacturers and their Association for this purpose. The Committee recommends that we ask the fur workers to contribute ten hours of voluntary labor.

In this connection we greet the Montreal Fur Workers and the Chicago fur workers for the splendid example they have set to the entire Union in the initiative that they have taken in this respect.

3. We propose that this convention and the incoming GEB shall convey to the government authorities our readiness to make all necessary labor arrangements for the production of aviation suits and that we offer

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to suspend the overtime provisions of our contract for work day and night to turn out such suits so that no airman and no other member of the armed forces shall suffer cold for want of such warm garments.

4. Assistance to fur workers in armed forces: Many fur workers are already in the armed forces of this country. Our Union has extended considerable aid to these men. We recommend the setting up of special committees in every local union for the purpose of carrying on regular correspondence and providing all possible assistance to our members in the armed forces. We commend our local unions for the initiative they have already displayed in this respect for the packages that they have sent to our members and for all other aid given to our men in service. We recommend that in every locality steps be taken by our Union to assure jobs and advancement particularly to our young members in the armed forces upon their return. We are confident that our members in the armed forces will fight with honor and courage in the best traditions of our country and of our fighting Union.

5. Red Cross Aid: The Committee recommends that a call be issued for a renewed campaign for blood donations and a call be issued for every member of the Union to become a member of the Red Cross. We call upon the women members to participate in the organization and work of the Nurses' Aid.

Your Committee recommends that at this Convention we donate an ambulance to the American Red Cross.

6. Civilian Defense: Many fur workers are already participating actively in civilian defense organizations. We recommend that a check-up be made of all members active in civilian defense and that a special drive be conducted in every locality with the aim of involving every union member in some phase of activity in connection with civilian defense.

7. We recommend that our Union newspaper, *The Fur and Leather Worker*, shall devote a special section for reports of all phases of war activity on the part of our local unions throughout the United States and Canada.

8. We propose that the incoming General Executive Board and general officers be directed to issue a special pamphlet dealing with the fascist menace, the war effort, the program of labor generally and of our Union in particular.

9. We propose that this convention go on record calling upon our local unions to extend the fullest support to the United Service Organizations (USO). We recommend to the Finance Committee to make a financial contribution at this Convention to the USO.

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10. We commend the activity of our Women's Auxiliaries and propose to extend these activities in every locality with the aim of involving the wives and the families of the members of our Union in an all-embracing program of war activities.

11. Your Committee recommends the endorsement and support of the Fur Industry War Emergency Board recently established in New York City consisting of our Union and all the fur employer associations. We recommend that similar efforts shall be made in every other city towards the establishment of such unified War Emergency Boards.

12. We propose that the incoming General Executive Board and general officers direct the local unions to set up special Win-the-War Committees to supervise, direct and organize the fulfillment of the above enumerated program.

13. We also propose that the incoming GEB shall set up a special Win-the-War Committee to direct and coordinate the Win-the-War activities throughout the United States and Canada.

14. We recommend that our International contribute an ambulance or its equivalent to Britain and to the Soviet Union. We commend the decision already adopted by this convention to contribute \$5,000 for the establishment of a hospital wing in China. We further recommend that this convention open the drive to relieve the sufferings of the people of Greece by contributing the sum of \$2,500.

Your Committee is confident that this program, if adopted at this convention, will be carried out by every officer and member of our Union with the greatest loyalty, devotion and energy. We believe that on the initiative of our members in the local unions this program will even be further extended, enlarged and enriched with the experiences and enthusiasm of our great membership.

Your Committee calls upon members of our great Union to be on guard against all saboteurs and against the poisonous propaganda of the enemy designed to disrupt our national unity and the unity of the Allied democratic nations.

We extend heartfelt greetings to the membership of our Union for the tremendous contributions they have already made towards the war effort. We are confident that they will gladly make even greater contributions.

We extend our greetings to the great people of America for their loyalty and devotion, to our country and the Commander-in-Chief of our nation, President Franklin D. Roosevelt. We extend our greetings to the heroic men in the armed forces of America, to the heroes of

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Bataan, to the heroes of Corregidor, to our heroes manning the guns, ships and airplanes for America in the cause of human freedom.

We extend our greetings to the great people and the heroic armies of Great Britain and congratulate them for the determined and courageous struggle against Hitlerism under the leadership of their Premier Winston Churchill.

We extend our greetings to the suffering, enduring and fighting men and women and armies of the great Chinese Republic for the historic and heroic struggle they are waging against brutal Japanese militarism under their great leader, Chiang Kai-shek.

We extend our greetings to the great, heroic and courageous people of the Soviet Union and their heroic Red Army. We congratulate them for the magnificent resistance they have displayed and are displaying against the fascist hordes and for the mighty blows they have delivered to Hitler's armies under the leadership of their Premier Joseph Stalin.

We declare in the words of the message of our great General Douglas MacArthur that "the world situation at the present time indicates that the hopes of civilization rest on the worthy banners of the courageous Russian Army."

Forward to a victorious offensive, to a second front in Europe, and to victory over Hitlerism, Nazism, Fascism and Japanese militarism.
Fraternally submitted by your Win-the-War Committee.

. . . The audience arose and there was prolonged applauding and cheering . . .

DELEGATE POTASH: Your Committee recommends the adoption of this declaration. The Committee consisted of:

Ben Gold, Chairman	Irving Potash, Secretary
Pietro Lucchi	Edward Carroll
John Vafiades	Howard Bunting
Morris Reiss	Morris Angel
Samuel Burt	William Kaplan
Samuel Mindel	M. Santimauro
Samuel Mencher	Frank Brownstone
Albert Roy	Herman Paul
Harry Begoon	Augustus J. Tomlinson
Mike Hudyma	Isador Pickman
Leon Straus	S. Butkovitz
Ernest Moyer	J. Ostrower

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I am only reading the names of those members of the Committee who were present at the time when the discussion took place and the declaration was adopted.

I submit to you this report for adoption.

PRESIDENT GOLD: Is the motion seconded?

DELEGATE FEINGOLD: I second the motion.

PRESIDENT GOLD: Delegates: The women's auxiliary of the New York Organization began to function properly immediately when it became clear that it was the task of every decent human being to contribute his share to win the war. You know that in the report, the members of the women's auxiliary contributed a great deal—knitting sweaters, participating in other phases of the war activities. They worked hard preparing this flag to be submitted and presented to the convention. The Chairlady of the women's auxiliary is the wife of our beloved leader who is now in jail, Jack Schneider. (Applause)

I take pleasure in presenting to you, Sonia Schneider for a few words.

. . . The audience arose, applauded and cheered . . .

SISTER SONIA SCHNEIDER: Brother President and Delegates: It is indeed a great privilege for me to present this service flag in honor of our men in the armed forces, our furriers who went into the armed forces.

This flag was made by the Ladies' Auxiliary and the Women's Committee of the Furriers' Joint Council. It was made in honor of the furriers. By the time this flag was made, many more joined the armed forces.

We women are proud of our men. We are proud of their service to our country. We pledge to follow their example and do everything possible for this great task in winning this great war to wipe fascism off the face of the earth.

PRESIDENT GOLD: On behalf of this Convention of our International Union, I wish to express our profound appreciation for the great service rendered by the women's auxiliary of New York to our Union, and particularly the great concern and their hard work to assist our government to win this important battle of mankind. (Applause)

I am confident that the great members, women of this auxiliary, will intensify their activities. I hope that this Convention, before it adjourns, will take the proper steps to build up the women's auxiliaries throughout the country so that we can again assist or have the assistance

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of the thousands of women, wives of our members who are eager to help our organization, and particularly at this critical hour of our nation.

Thank you again, Sister Schneider, and the Committee that represents the women's auxiliary. (Applause)

I have a motion, properly seconded, to adopt the document submitted by the Win-the-War Committee and the proposals. Is there any discussion? (Many delegates raised their hands).

Look, delegates, we discussed all day yesterday, and in discussion of the report, you discussed the war activities. Now, if you start out again and want to have a whole day's discussion, you will not finish the convention on Saturday, and you have to win the war. You can't stay here all year. (Laughter)

DELEGATE WINOGRADSKY: Mr. Chairman, just a statement for a minute.

PRESIDENT GOLD: All right, Delegate Winogradsky.

DELEGATE WINOGRADSKY: I agree with the President that we had enough discussion, but I do second that motion and speak for the delegation, also as manager of Local 115, and I am convinced that Brother Potash, the manager and Secretary-Treasurer, joins with me, in declaring that as soon as we return, the members of the Joint Council will do everything in their power to carry out the program and the proposal of the Win-the-War Committee, and we will carry on the work.

And when we return, we are not going to wait until the next Convention to report that victory, but we will know that the Council as well as every one of you, did their share in order to win the war and to destroy fascism as soon as possible. (Applause)

DELEGATE ALBERT ROY: I only want a second. The Canadian delegates met this morning and discussed this resolution. We are unanimous in our support of this resolution and pledge to carry it out in our own locals.

We ask the Convention to authorize the incoming General Executive Board to redraft this resolution to make it applicable to Canada. (Applause)

DELEGATE GUS HOPMAN (Local 110): In behalf of Local 110 of the City of New York, of which I have the honor and privilege to be manager, I pledge to carry out the resolution proposed by our Committee to Win the War, and I can pledge for our membership that our members will certainly do their share. (Applause)

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PRESIDENT GOLD: Delegate Harry Greenberg, Local 105. They were deprived of discussing yesterday, so I will give them the floor now.

DELEGATE GREENBERG: It is true that we have done everything in our power, but I am of the opinion that we haven't done enough. It is true and I am of the opinion that when we get through with this Convention and we go back to our locals, we must immediately start to work, and work more than ever before.

Therefore, if it is in order, if the President will accept it, I would like to propose to this Convention, that as soon as we come back to our locals, that we propose to our locals and that this Convention shall go on record that the furriers immediately pledge a day's pay for the fighting allied forces. (Applause)

PRESIDENT GOLD: No one will deprive you of that pleasure to return to your local and make that motion to the local. If the local will accept it, the International Executive Board will praise you for that.

DELEGATE MARY BOWERS (Local 25): I listened yesterday to our Committee on Reports and I didn't feel as though I wanted to say very much, but on this report from the Win-the-War Committee, I just want to say a few words.

I feel as though maybe we are pushing ourselves here, because this is what happened. If Brother Ben Gold will just allow me a few minutes, because we have been very active. We are a small local up there. We have less than a hundred members. But we have the good fortune to have a very progressive local of the leather workers up there—a very large local—and a wonderful leader, as many of you know, Brother Clarence Carr. . . .

. . . Up there we have the United Labor Unions of Fulton County that is composed of CIO, AFL and independent unions. There are 16 locals who are affiliated with this group. Out of this, the brain child of Brother Carr, we set up a Committee and met with the fraternal organizations, the civic organizations, labor organizations, and what have you, and I had the honor of being appointed Secretary of this group. We formed a nucleus called the Fulton County Servicemen's Association.

To make a long story short, we already have sent out 700 kits to our—we don't like the word draftees, so we used selectees up there. We sent out 700 kits. These kits are composed of a rubberized silk bag with a shoe polishing outfit in it, a mending outfit, and some of our boys told us they liked to play solitaire, and we got them a very serviceable deck of cards. Also we had books of scrip money that was good anywhere in Fulton County. . . .

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So we thought by drawing in all of our groups that it would be successful, which it was. We went out among our ranks and among labor and we raised over \$2,000 of which we already have spent \$1,900. We sent out, altogether, and gave out 750 kits and we still have 300 to give.

Out of our own little local, we have 16 boys already gone and two more have gone since I came here. Also, we weren't just satisfied. We didn't think we were doing enough, so out of labor unions, we set up what we called a labor Council for War Victory. This Committee, starting this month, is to work a half a day—there are 7,000 organized workers in Fulton County—and each worker is to work a half a day and turn that into the fund. We will make one bank a treasurer—we have three there—and out of this we are to help Chinese Relief, Russian Relief, British Relief, USO, the Red Cross. We are also contemplating buying a mobile unit because there is nothing like that, and while we have many, many names, many hundreds of names where they have been willing to donate blood, we have no mobile unit, so we are contemplating buying one and sending it through, giving it to the Red Cross, and helping in that way.

We have also pledged ourselves to buy an ambulance and turn it over to the Red Cross. In our little local, we are 100 per cent on payroll allotment system in our factories. We have a great many more who personally bought bonds and our school children are all buying stamps. . . .

. . . Many of our women have taken Red Cross courses, first aid courses, and not only the first course, but have gone into the advanced courses and many have completed these advanced courses, and every woman in my local—and I have the pleasure of being the President as we call it, or the business agent up there—every woman in our local has joined up with a nutrition class.

We are also now planning on setting up a Committee for what we call block homes. We live very near Schenectady, and you all know Schenectady is very active in this defense program, making different implements of war, and we are starting block homes, where in the case of an emergency, we will be able to gather up the children whose mothers might be in the shops—not big ones, but these kindergarten and low classes, where we will be able to take care of them during a period of emergency.

Every one of our men are either in the active service or have enlisted in our civilian defense course. Many of them are air wardens and I feel confident when I go back and take this message back that we are going to have more activity than we ever had before, that we will continue that cooperation.

I bring you the greetings of Local 25, and I hope the next time we

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come here and we have a delegation here, we will have more activities to report. (Applause)

PRESIDENT GOLD: I will give you the floor, all of you, on one condition, that you don't open the discussion again. We discussed all day long yesterday. Delegate Albert Bland, Local 125. (Applause)

DELEGATE BLAND: I rise to support the motion before the House, and I back it up with the petitions here from 250 shops, signed by the members of the shops on the question of opening up the Western front. So, it gives me the greatest pleasure, on behalf of the membership, on behalf of these workers, to present to President Gold and to this Convention, the petitions of these workers. (Applause)

Just a word on the question of the letters from the fellows from the armed forces. Within this pamphlet which you will get within a few minutes, we have letters from the fellows in the army.

PRESIDENT GOLD: That was announced already. Bland, you are not going to maneuver with me. (Applause) You learn very fast, members of 125. One minute, then you start a speech. Delegate Coradi, Local 3. (Applause)

DELEGATE DANIEL CORADI (Local 3): In support of this declaration of war brought in by the Win-the-War Committee, I assure you that I am very well in support of those programs. The Coradi family has had many experiences at war. I volunteered in the first World War, and at that time my other brother volunteered in the course of a day's time. I have one brother now, another brother going next week. I have a nephew here in the Great Lakes.

Speaking in behalf of my local, we have always made it our practice and our responsibility to support every resolution that was adopted by the Convention, and on this program, I pledge here and now, with all the sincerity at my command, that Local 3 will do its share, more than its share, in order that we shall all combine to bring about that victory.

I also take this opportunity to speak for Local 122, and they too, combined with all of us, will do their share, more than their share. I also speak for Local 2, so that all of us together will do our share. We surely have to win this war; and we will win this war. (Applause)

DELEGATE MORGANSTEIN: I was very sorry that I couldn't attend the afternoon session here yesterday in order to discuss the report. I did have something to say about it. But the fact that I couldn't discuss it yesterday, gives me this opportunity to pledge support of this resolution from my local, 105 of New York.

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I want to convey to the Convention that our workers will do exactly what this resolution says, will go beyond this resolution if there is any way of going beyond this resolution, because I believe that this resolution covers almost everything.

No man, woman or child can do more than their share because their share in this war is more. There is no more than everything that one has, and I heartily support, in behalf of my local, this resolution.

I want to tell the delegates at this Convention that just because of a few words issued in the market, on May 1, the workers in our industry in New York have contributed \$40,000 in war savings stamps, before I came here. Their pay for Friday, May 1, was contributed in a large share towards the war. Our workers have given a thousand pints of blood—.

PRESIDENT GOLD: We know about it already. (Laughter)

DELEGATE MORGANSTEIN: I want to conclude by saying that at the next GEB meeting there will be a full report on every phase of that resolution that will be contributed by our locals in New York. (Applause)

PRESIDENT GOLD: Now, delegates, I know that you want to speak on this matter, I know that. I know that it isn't easy to just make a declaration. I know how eager you are to discuss this important task of ours. But there isn't much time. You want to finish the Convention tomorrow, and you discussed a whole day yesterday. If you insist, we will have a night session, and I will give you a chance to open the discussion again. Delegate Jay Miller, Los Angeles, Local 87. (Applause)

DELEGATE MILLER: It gives me great pleasure to say to you that we have been thinking about a Committee to Win the War before we came to this Convention, and we are organizing such a committee already. I am not going to repeat what our delegate has said already about the war efforts of Local 87. I realize, staying at this Convention for four days, that we haven't done enough. We are going back and we are going to do something that would make us feel a little bit prouder than we feel today. We heartily endorse the brilliant resolution which we heard read, and we pledge that when we go back, we will redouble and triple our efforts to see that we win this war. This is the most important thing to us, as it is to the whole world. (Applause)

DELEGATE HERMAN BUCHNER (Local 140): I am sure that I speak in behalf of all the Hollander delegates in pledging support to the declaration set forth by this Convention.

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I know, speaking of the Newark Local, that we purchased \$5,000 in bonds long before the attack on Pearl Harbor. We foresaw what was going to happen. We were very optimistic about this war and we knew in order to preserve democracy, that we better get going, and we did.

Our local today is doing everything within its power to see that democracy is preserved, and I hope that all the delegates here today representing the Hollander locals, will go back and see that everyone in the Hollander shops does as much as possible to bring about victory as soon as possible. (Applause)

DELEGATE TONY KUZYK (Local 58): In the name of the only fur dressing and dyeing local in Canada, I would like to pledge on behalf of Local 58, our fullest cooperation and support to the resolution that the Win-the-War Committee has submitted. We will try to do our utmost, even in the face of the fact that most of Canada is not yet organized, and a lot of our attention will have to be directed toward that end. (Applause)

DELEGATE LYNDON HENRY: You have heard in the report and in my discussion yesterday, many things that we have already done in order to help win the war speedily. But after listening to the clarion call as read by Brother Potash, we are imbued with a spirit of still further efforts. And when I go back, on behalf of our locals in the Joint Board, I promise that I will do everything in my power, with their cooperation, which I know will be forthcoming, to do even more than we have done, because we have only scratched the surface, and I am sure that the International will not be ashamed of us. (Applause)

PRESIDENT GOLD: Delegates: The response to the call of our government on the part of the Italian members of our Union is an example of the loyalty of our membership to our country. One of these Italian members, a delegate to this convention, asks for the floor. I have the pleasure to render the floor to Delegate Frank DePrisco, Local 85. (Applause)

DELEGATE DePRISCO: We don't have to say what we already did in the local, but we have to approve the report, the Officers' Report, and to approve the resolution. I think we have to do less talking and more action, and I ask the President if a motion is in order to cut the discussion, and vote on the resolution. (Applause)

PRESIDENT GOLD: That is exactly what to do, less words and more action. That is exactly what they do, the Italian members. It is a tribute to the Italians in this country and the members of our Union. Less words and more action—that is true. That is exactly what they carry out.

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DELEGATE JOHN VAFIADES (Local 70): Brother Chairman, Delegates: This historic and mighty declaration once again puts our International Union unconditionally in support of the Administration's war effort to win the war. Our membership feels very keenly about this question. Most all of them, including myself, have lost many dear ones in the onslaught of fascism against Greece. I therefore pledge, in the name of my delegation, to go out of this Convention and put into effect the entire declaration and the program, until we do everything in our power to help our government and its allies to win this war, and if it is necessary, to give our lives for liberty, freedom and independence of all countries. (Applause)

DELEGATE ISIDORE OPOCHINSKY (Local 105): I will ask the privilege of speaking in Yiddish, since I have only one minute.

. . . Delegate Opochinsky made some remarks in Jewish . . .

PRESIDENT GOLD: Delegate Feinglass, will you translate, just the last remark.

DELEGATE FEINGLASS: The Delegate said, in regard to the Jewish worker, he is particularly interested in winning this war, and he is certain that when victory will come to all of the people of the world, the Jews will also find their victory. (Applause)

DELEGATE BUNTING: I want to say a word on the Italian nationality, especially in one local. In the city of Middletown, 90 per cent of our people are of Italian nationality. These people today are responding to the war effort 100 per cent. (Applause) As Chairman of the Joint Board of 130, 135, 140 and 145, of approximately 1,500 newly organized workers over a matter of about five years, I want to say to this Convention that every nationality and creed of those 1,500 people will be united on this war effort, that we will give everything that we have, and that when we leave this Convention, the Joint Board and the Executive Board will call a special meeting and in a short period of two months, that the united labor leaders of this country in the labor effort, if they carry out the policies and the recommendations of this Win-the-War Committee of this organization, that Mr. Hitler will catch hell for the first time since he started the blitzkrieg in Europe. These workers will put that blitzkrieg in reverse and wipe fascism and nazism from the face of the earth. (Applause)

DELEGATE ERNEST MOYER (Local 48): I want to say a few words in regard to the German-Americans. There has been a lot said here about the Italian workers, and us German workers always feel as if we are being looked down upon. But I want to say this: You heard in our report yesterday, a splendid report, and the splendid program that

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we have in our local in regard to the war effort, and about 80 to 90 percent of our members are German-American workers. (Applause)

I rise in support of this war program, and I can say, in behalf of the German-American people, and there are plenty of them in our territory, that they are going to show the entire world that Hitler has betrayed the German people in Germany, but that the Germans in America are loyal Americans and are going to destroy Hitlerism and are going to give back the freedom to the German people in Germany as well. (Applause)

We are going to fulfill and pledge everything, and when I say everything, I mean everything, to this war effort. (Applause)

DELEGATE FEINGLASS: On behalf of the Midwestern locals gathered at this table, Chicago, Milwaukee, St. Louis, Detroit, Minneapolis, St. Paul and Duluth, I want to say that we completely support this resolution and we intend to carry out each and every one of the parts of the program enunciated by the Committee here today. We especially pledge to smoke out and unmask some of the outstanding appeasers that we have in this area, the *Chicago Tribune* and the Hearst Press, and Hoffman and Coughlin, and Gerald Smith, who have been operating in the Midwest. We pledge to you our all, to win the war in 1942. (Applause)

DELEGATE SAMUEL RUBIN (Local 115): I am going to speak in Jewish also.

. . . Delegate Rubin made a few remarks in Jewish . . .

PRESIDENT GOLD: Delegate Potash, you translate it.

DELEGATE POTASH: Delegate Rubin says that since the fur trade primarily is not a war production industry, he wants the workers in the fur trade to have the opportunity to give more than money, also, to add something physically, as a contribution. He therefore greets the recommendation that every furrier should donate ten hours work, minimum, in order to give whatever he possibly could to the war effort. (Applause)

PRESIDENT GOLD: Are there any more speakers on the list?

. . . "Question" was called for . . .

PRESIDENT GOLD: Ready for the question? All in favor of the declaration and the program as proposed by the Win-the-War Committee, please rise. (The audience arose and applauded) All opposed, rise. (None) Carried unanimously.

Delegates, this declaration that you just accepted with a unanimous vote, reaffirms the position of the Union in clear terms. The program

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that you have adopted just now, explains the eagerness on the part of all of you delegates and reflects and expresses the desires of an entire membership.

I want to remind you that the honor, reputation, the dignity and self-respect of our organization demands from us that this resolution be carried out in the shortest possible time.

Enthusiasm on the part of you delegates and of our membership, is an important element. Without enthusiasm it will be impossible to carry out that great task. But the enthusiasm alone is not sufficient. It must be translated into action, and upon the return to your respective localities, you have to place this task of ours as the first one on the order of business and make every conscious effort that every point of this program be carried out.

When this great, historic, bloody contest will be over, I think that the action taken by our members, by our organization, will add another glorious chapter to the history of our Union. It can be done; it must be done; I am certain that you are going to do everything you can to make this great contribution to our organization, to the entire labor movement and to our country.

It is a great pleasure to be able to inform the entire labor movement that there isn't a single member in the ranks of our organization that is opposed to the Union mobilizing all its forces and to help our government. This is an excellent record of a true American organization, and our Union has the ability, it has the forces, and it is imbued with that enthusiastic spirit, and can translate all these decisions into practice.

Thanks, Delegates, for this excellent demonstration of this unanimous decision of yours which will serve as a call to every trade union, to every decent American to be on guard against all the wreckers, saboteurs and traitors, a call to every decent American and to the entire labor movement to roll up its sleeves, get into that struggle, and to win the war in 1942. (Applause)

It is my impression that our Commander-in-Chief, being aware of this enthusiasm and determination and the resolute firmness on the part of labor, will be much encouraged to open up a second front in Europe and to turn that blitzkrieg upon these fascist bandits.

I think that this session, in the opinion of the Chair, is one of the most important ones of the Convention, and leaves no doubt in anybody's mind as to the position of our Union in this great, bloody battle of mankind. I think all of us have the right to be proud to be members of such a great, truly great, American, loyal, patriotic organization as we have.

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The most remarkable thing is that our Union is composed of so many nationalities, that all of them are united on this most important platform, on this program that in summing up in a few words, as the declaration expresses, to annihilate Hitler, to win the war.

I think that our contribution will be made to this great, sacred task of mankind. Thanks for your enthusiasm, for your demonstration, and for your unanimous vote, adopting and endorsing the resolution and the program of the Win-the-War Committee. (Applause)

DELEGATE FEINGLASS: I move, Mr. Chairman, that the resolution be made into a pamphlet and distributed to every member of the Union.

DELEGATE COHEN: I second the motion.

PRESIDENT GOLD: It has been properly moved and seconded that this declaration and the program as adopted by the Convention, be published in a pamphlet and be forwarded to each and every member of our Union as soon as possible. Any remarks? All in favor of this motion signify by saying, "aye"; opposed. Carried.

At this time, Delegates, I will call upon Secretary-Treasurer Lucchi who wants to make an interesting announcement. Burt. Secretary-Treasurer Lucchi yields to Delegate Burt, for a very interesting announcement. (Applause)

DELEGATE BURT: President Gold, delegates: First let me thank the Secretary-Treasurer for extending this privilege in yielding to me. I should like to make more than an announcement, and I am sure that all the delegates here will be pleased. Very shortly, before this Convention will be adjourned for lunch, every delegate will receive a gift. Isn't that a pleasant announcement? (Applause and cheers) And I can assure the delegate to my right that there is no catch to it.

It is a pleasure for me to present this gift to you delegates on behalf of the locals in the dressing and dyeing industry, on behalf of the Union Label. (Applause)

If you delegates would know in detail how much this union label has meant to the dressing and dyeing industry, you would appreciate it much more. Briefly, the union label became one of the most outstanding weapons in the hands of our International Union in obtaining such conditions for the members of the dressing and dyeing industry, that there are no words to express it.

Literally millions of dollars in increased wages, because of the union label, was possible. And so, when we give you this little token, we want you to remember the union label. Coming to your local unions, we ask

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you to share with us the gains made because of the union label. We ask you to report and to thank the cutters, the operators, the members of all the manufacturing locals, for helping the dressing and dyeing industry in enforcing the union label.

The token in itself is very nice and I am sure that you will appreciate it. It will come in handy. It will serve you to mark down every shop that is not enforcing the union label. It will also serve you to mark down your important meetings, and above everything, it will serve you to keep a record and to mark down all your activities that you have pledged right here at this Convention in connection with the winning of the war.

Delegates: The Committees will soon be ready to give you this gift. Enjoy it and remember that the Union Label is part of your creation as a result of this unified organization. Let us continue to strengthen this weapon of the union label in the dressing and dyeing industry, and let us make the union label a reality on each and every garment in our industry. (Applause and cheers, as the gifts, which were handsome leather wallets containing notebooks, and which were embossed in gold with the union label, were distributed).

PRESIDENT GOLD: The declaration and the program which you adopted a few minutes ago to win the war, is being mimeographed now and you will receive it today or tomorrow. (Applause)

DELEGATE NICHOLAS PAPACENO (Lcal 135): At this time I would like to make a motion that a vote of thanks be extended to the Win-the-War Committee, and that the Committee be discharged.

DELEGATE REVKIN: I second the motion.

PRESIDENT GOLD: All in favor of this motion, say "aye"; all opposed. Carried.

Secretary Lucchi will read a few telegrams at this time.

. . . The Secretary-Treasurer read a number of communications of greeting . . .

DELEGATE MENCHER: Mr. Chairman, I move that the resolution from the American Ort Federation be sent to the Finance Committee to be taken up for action.

DELEGATE MOE PETERSEIL (Local 110): I second the motion.

PRESIDENT GOLD: All in favor of this motion signify by saying "aye"; all opposed, say "no." Unanimously carried.

Gentlemen and Ladies, the time for adjournment is approaching.

. . . . Announcements . . .

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PRESIDENT GOLD: It is now one o'clock. We will adjourn now and reconvene at two-thirty sharp.

. . . The meeting adjourned at one o'clock . . .

FRIDAY AFTERNOON SESSION

MAY 15, 1942

The meeting convened at two-fifty o'clock, President Gold, presiding. **PRESIDENT GOLD:** Will the delegates please come to order. Secretary-Treasurer Lucchi will read some important telegrams.

. . . Secretary-Treasurer Lucchi read a number of communications of greeting . . .

PRESIDENT GOLD: Is the Organization Committee ready to report? Secretary of the Committee on Organization, Delegate Gus Hopman. (Applause)

DELEGATE HOPMAN: Brother Chairman, Delegates: Report of the Committee on Organization: Your Committee on Organization met and analyzed thoroughly the report and recommendations of the General Executive Board. Your Committee also examined and discussed a number of resolutions and requests submitted by local unions dealing with organizational problems of their respective locals.

After a friendly and constructive discussion your Committee concluded that the evaluation by the General Executive Board of the organizational problems concerning our Union are sound and correct and essential to the continued growth and well-being of our organization. Your Committee was unanimous in its conclusions on practically every proposal. We believe that the recommendations we now submit for consideration by the Convention if approved and carried out will contribute to the improvement and protection of the working and living conditions of our members and to the organization of still unorganized localities.

1. We recommend that the incoming General Executive Board be instructed and empowered to give all necessary assistance to the local unions, in the following manner:

(a) To maintain living standards of our members and secure wage increases to compensate for the rising cost of living;

(b) To obtain job security for all sections of our membership;

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(c) To complete the organization and consolidation of the fur workers in Buffalo, New York; Hartford, Connecticut; Baltimore, Maryland; New Haven, Connecticut; Quakertown, Pennsylvania; Seattle Washington; Los Angeles, California; San Francisco, California; and Washington, D. C., where the Zirkin Company has defied even the decision of the United States Supreme Court, and in the Midwest and other areas throughout the country;

(d) To complete the organization of the Dressers and Dyers throughout Canada;

(e) To complete and solidify the organization of the fur manufacturing workers in Toronto, Quebec, Winnipeg and Hamilton in Canada;

(f) To complete the organization of the workers in the entire fur industry including workers employed in fur breeding farms and ranches, fur cleaning, fur cold storage plants, offices and show rooms, fur scraping establishments, service branches engaged in work on fur garments and articles and all other sections of the fur industry and related by-product industries;

(g) To render the organizational assistance and guidance needed to complete the organization drive in the leather industry.

2. Your Committee took note of the references in the report to the various agreements of local unions which expire during the coming period, and the requests of locals from Atlantic City, Philadelphia, Washington, D. C., Montreal, Toronto and others, for assistance in obtaining satisfactory renewal of their agreements with improvements in conditions. Your Committee recommends that the incoming General Executive Board be directed to give all aid and assistance to these local Unions to enable them to obtain satisfactory agreements and improved working and living conditions of their members.

3. Upon careful consideration of a number of requests from the local unions in Los Angeles and San Francisco for a West Coast Organization and mindful of the needs for organization throughout the West Coast both in fur and in leather, your Committee recommends that this be referred to the incoming General Executive Board for immediate consideration.

4. Your Committee approves the recommendations of the General Executive Board for the establishment of health clinics in the fur industry, a rest and recreation home and local credit loan funds and sick insurance funds and has referred the resolutions on these questions to the appropriate committees.

5. Your Committee discussed at great length the important and out-

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standing activities carried on by the women's auxiliaries of many of our local unions, particularly the splendid contributions of women's auxiliaries of Chicago Local 45, the Furriers' Joint Council of New York and the Joint Board of Fur Dressers and Dyers. Your Committee considers the women's auxiliaries as an important adjunct which strengthens our organization and contributes to the successful carrying out of our activities, particularly during this critical period in the life of our country when the invaluable support and energy of the women of our country constitutes an important factor on the home front of the battle for the destruction of Fascism and the victory of democracy. Your Committee recommends that this Convention instruct and empower the incoming General Executive Board to work out a practical and effective organizational method whereby the women's auxiliaries will receive official recognition and whereby the establishment and work of the auxiliaries will be encouraged and assisted.

Your Committee further commends the splendid Junior Union organizations composed of children of fur workers of a number of locals, particularly Middletown, New York; Newark, New Jersey, and the Furriers' Joint Council of New York, and recommends that the International assist and encourage all local unions to set up Junior Unions of this type.

6. In considering the organizational problems of a number of locals of our International, your Committee calls the attention of this Convention to the regrettable fact that in the cities of New York, Toronto, Washington, D. C., and Seattle, Washington, insignificant groups exist as AFL dual organizations. Particularly at this time when the unity and close cooperation of all sections of the labor movement are vital and decisive in building the national unity of the American people in order to accomplish the historic task with which we are now confronted of mobilizing every resource and every ounce of energy to save all humanity from the barbaric fascist aggressors—particularly at this time—the official action of the American Federation of Labor in issuing charters to these dual organizations and unscrupulous individuals must be considered a regrettable hindrance to the successful carrying out of labor's victory program to which all of American labor has dedicated itself. Your Committee recommends that the incoming General Executive Board be authorized and instructed to take up this question with Labor's Victory Board or any other appropriate body of the CIO and the AFL in order to remedy this harmful situation and eliminate dual organizations from our industry.

7. Your Committee received a number of resolutions and requests from Locals 22, 125, 150, 110 and others dealing with the organizational questions such as affiliation to joint bodies, inclusion of various locals in one joint collective agreement, jurisdiction and change of name of the

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particular local and apprenticeship. Your Committee recommends that all these resolutions be referred to the incoming General Executive Board for consideration.

8. Your Committee also received resolutions from Local 70 and other locals urging that a system of training be devised so that mechanics of the same craft working on different lines of work be enabled to acquire sufficient training in all lines of that particular craft so that during periods when one or another line of the industry is slow they can obtain employment in that part of the industry which is working. Your Committee recommends that the various local unions particularly affected by this problem give serious consideration to this question and make every effort possible to assist the membership of their locals in this regard.

9. Your Committee received and carefully considered a special resolution presented by the Joint Board of the Toronto Fur Workers Union, outlining the unusual obstacles and difficulties which have hampered our Toronto organization and requesting that the International assign an organizer to assist the Toronto Union in solving its problems.

Your Committee also took note of the opinion of the General Executive Board "that a more practical and more constructive form of organization of the Toronto Locals is imperative in order to enable the Union to render more efficient service to the membership and further improve their working and living conditions."

Your Committee recommends that the incoming General Executive Board be directed and empowered to take all steps necessary and provide all organizational assistance needed to solve the problems of the Toronto Fur Workers Union and place our organization on a sound functioning and effective basis that will enable it to improve and protect the working and living conditions of the fur workers of Toronto.

10. Your Committee received an appeal presented by a delegate from Chicago Local 45 who was instructed by his Local Union to request that special consideration be given to the problems raised as a result of the demands made upon the time and services of Vice-President Feinglass, Manager of Local 45, and Business Agent Lew Goldstein of Local 45, arising from pressing organizational needs of various Midwest localities.

Your Committee is highly appreciative of the splendid contributions of Brothers Feinglass and Lew Goldstein to building our mid-west organization, both in fur and leather. The large mass organization our International now has in the mid-west is a sterling tribute to the tireless and devoted activities of Brothers Feinglass and Goldstein.

We also wish to express our deep appreciation to the officers, the

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entire membership of Local 45 for having made possible the noteworthy achievements attained under the leadership of Brothers Feinglass and Goldstein. Your Committee recommends that the incoming General Executive Board give careful consideration to this request and that proper organizational steps be taken to assure the continued successful functioning and growth of our Chicago Local and our entire mid-west district.

In conclusion, your Committee wishes to commend our general officers for the splendid presentation of the organization problems of our International and our Local Unions and for the constructive and practical recommendations submitted for consideration to this Convention.

Fraternally submitted,

Morris Angel, Local 64, Chairman

Gus Hopman, Local 110, Secretary

William Greenberg, Local 105

Sam Kramer, Local 105

Jay Miller, Local 87

Sam Davis, Local 110

Phillip Klurman, Local 85

Ernest Moyer, Local 48

Sol Wollin, Local 105

Miss G. Armstrong, Local 65

John Temple, Local 61

Irving Feingold, Local 150

Salvatore Pinto, Local 122

Max Bronswick, Local 125

Charles Weksler, Local 45

Sol Axelrod, Local 89

Joseph Prifrel, Jr., Local 52

Abe Shafrin, Local 87

Sam Freedman, Fraternal De-
legate, Local 155

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Mr. Chairman and Delegates, your Committee recommends that you adopt the report as read.

DELEGATE GOLDSTEIN: I move the adoption of the report.

DELEGATE HANNAH BOCK (Local 80): I second the motion.

DELEGATE STRAUS: Mr. President, Delegates: The delegation of our Local, 125, want to oppose the report of the Committee on Organization and want to urge that the section dealing with the appeal of our local for affiliation to the Furriers' Joint Council in New York be voted down on the basis of the facts that have existed during the past number of years in New York with the organization of the floor boys and the working together of Local 125 and its members, together with the membership of the Furriers' Joint Council in New York.

We have had a number of difficulties in our organization. You heard that in the report. Most of these difficulties were solved only because of the cooperation, the work, the assistance and the guidance of the membership of the Furriers' Joint Council. We are appreciative of that. We realize that we couldn't have built our organization to the strength that it now has, without it.

But we know that our organization and the entire Fur Workers' organization can be strengthened far more than that, and it is for that reason that we urge affiliation of our local with the Council. We want one union, one organizational form of one union in the shop. We want an industrial form of organization. We think the Union is stronger when it meets the boss. We know that discharges can be prevented easier, wages can be received easier, workers' conditions are protected easier when there is one organizational form of a union in a shop.

We have now—and I don't want to place our organization's strength alongside that of the Joint Council—we are not as strong, but we have two organizations in the shop. We have two unions. We conduct our business with the boss with two business agents. We have two shop meetings. We argue with the representatives of the association twice on different occasions, but on the same issue. And we are divided, as a result.

We know from past experience, we know from the affiliation in Local 70 with the Joint Council, that it strengthens the Union organization. The whole principle of industrial unionization testifies to the truth of that.

I want to give an example to this Convention to prove our point. As a result of the recent rise in the high cost of living, for the last number of weeks, the organization in New York undertook a campaign to get higher wages from our manufacturers, the employers of both the members of our local and those of the Joint Council. During this campaign where

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we have found closer working relationship than at any time before, the greatest successes were achieved.

During this campaign the whole industry was called into shop meetings; there were over 1,000 shop meetings in our week. At these shop meetings, for the first time in our history the members of our Union met with the members of the Furriers' Joint Council in the same meeting. Our business agents met with the Joint Council business agents in the same meeting. Our business agents and those of the Joint Council fought with the employers and for all workers in getting the raises at the same time. For the first time, our workers received the raises at the same time that the manufacturing, skilled mechanics received them.

And during this whole week—and it took one week to consummate this process—not one objection was raised by any of the business agents, not one objection was raised by any of the more than 10,000 workers who were called to the Union in meetings—not one.

What is the claim? The claim is that the fur workers are not yet ready for such things, that there is a fear of loss of job, there is a fear that we are going to take their jobs away. Everyone in this convention knows that what we want in this organic unity is not the taking of the jobs. That is a separate question entirely. What we want is a unified and strengthened organization, one that can guarantee better economic conditions for all workers, and one that can guarantee a more unified war effort of our workers back in New York. We are sure that if we can refuse to adopt this section of the Committee's report, that the 3,000 members of our local, together with the 15,000 members of the Furriers' Joint Council, in building one unified organization in New York, can double, redouble their efforts in guaranteeing that this year the strength of the fur workers will be an ever-increasing, a greater strength in mobilizing, leading the American people forward to victory. (Prolonged applause)

PRESIDENT GOLD: I want to call the attention of the Organization Committee to the fact that you have to make an effort now to prove your case.

DELEGATE MORGANSTEIN: Mr. President and Delegates to this Convention: I want to congratulate my good Brother Straus upon the eloquent presentation of his case. But on just the presentation of the case, you cannot win the case. The facts are different.

In 1935, we made strenuous efforts, with very little results, but some results, in organizing the floor boys in our shops. It wasn't really until the end of '36, and let me congratulate Brother Straus upon his efforts in organizing the floor boys, that the job was taking shape, and since then, a local union of floor boys was organized.

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I believe at that particular time—and it was a time of struggle for them, and I remember being on picket lines with them in front of various shops in the fur market—that not their agreement but their understanding, for they had no agreement, their understanding was in each settlement that the floor boys' minimum wages shall be \$14.00 a week.

In the past five years they have reached a point where they have an agreement in the industry, and their minimum scale has reached \$20.00 a week and \$22.00 a week. And let me tell this Convention in session now, that the fur floor boys in a great number of instances, receive \$30.00 a week, and it is very common to find that their floor boys receive \$25.00 and \$27.00 a week.

The fact that we have cooperated and Brother Straus admits that the Joint Council has in each and every instance cooperated with the fur floor boys, and the fact that they have reached a large membership and complete organization in our shops proves alone that the form of organization in our shops that we have continued up to now, has been practical and has served the purpose. And the very fact that with our cooperation, they, together with us, have in one week had a thousand shop meetings, and the work was so well coordinated that large increases in pay have been received for both our and their workers, shows again that we can work in the manner we have been working until now.

Not only in that way, but in each individual case of complaint, the business agents of the Furriers' Joint Council, in cooperation with their representatives, visit the shop and get each and every complaint settled to their satisfaction.

I don't think that it is necessary to change the form of organization now. If however, Brother Straus finds, by the next Convention, that such cooperation has not been given to them, I believe something should be done about it—maybe an amalgamation. But at the present time, I don't think it is necessary. Brother Straus has proven the case of the Committee. (Applause)

. . . Delegate Sam Davis, Local 110, made a few remarks in Jewish . . .

DELEGATE MYER KLIG (Translating): Brother Davis states that when the floor boys were organized at first, he was one of the first to strike to help them win. He thinks that Brother Straus is wrong when he says that to take his local into the Joint Council would help to win the war. He points out that they have always cooperated with his local and with the young workers in all the efforts in so far as the war is concerned, and that the amalgamation in that respect would have no bearing.

Then he points out what he thinks is the most important fact, that

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the difference in the wage scales between Local 125 and the Joint Council locals is so great that it would be impossible to compel the employers to bring them up now to the same scales as the other locals of the Joint Council. The workers in the shops, the furriers, would be opposed to that, which would create additional difficulties. In his opinion there is no comparison between the request of Local 125 and the fact that Local 70 is a part of the Joint Council, since Local 70 still functions as a separate local in the Joint Council, whereas Local 125 would have to become a part actually of the other locals.

He concluded by saying that the Joint Council has done everything possible to take in as many members of Local 125 into the other locals of the Joint Council, and that is all that Local 125 can expect of the Joint Council at present.

PRESIDENT GOLD: Delegates: Let's see if we can straighten out this point. The big guns of the Council want the floor. Joe Winogradsky wanted the floor and Mencher and Greenberg. I don't think that this kind of a discussion, which would imply that there is some kind of a division between the adult and the youth of our Union, is advisable.

Let's see if we can reach a satisfactory compromise. Certainly, we expected that, in the eagerness of the youth to make its case, to change rates a little bit. Otherwise it wouldn't be such a powerful case.

First of all I am informed by the Committee on Organization that Local 125 presents a proposal to dissolve Local 125.

I have the resolution. I will look at it later. Let's review the thing.

Has the youth of 125 one collective agreement with the members of the Joint Council? Yes or no.

DELEGATE STRAUS: Yes.

PRESIDENT GOLD: Has 125 one conference committee with the Joint Council?

DELEGATE STRAUS: Yes.

PRESIDENT GOLD: Do the floor boys, the members of 125, strike together with the mechanics?

DELEGATE STRAUS: Yes.

PRESIDENT GOLD: And if it settles a shop strike, is it settled together?

DELEGATE STRAUS: Yes.

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PRESIDENT GOLD: Is it the first time that they got an increase together with the Joint Council members or is it the second or third time? In 1938, when we concluded the first collective contract, did the floor boys get the increase at the same time with the Joint Council members?

DELEGATE STRAUS: Yes.

PRESIDENT GOLD: Did they get it in '41 when the collective contract was concluded?

DELEGATE STRAUS: Yes.

PRESIDENT GOLD: And they got it last week again?

DELEGATE STRAUS: Yes.

PRESIDENT GOLD: So it is not the first time. Next, do they participate in mass meetings when plans or preparations are made for a strike—in joint mass meetings?

DELEGATE STRAUS: Yes.

PRESIDENT GOLD: Do they participate in joint meetings when a settlement is proposed, not the details, but during a strike—joint mass meetings?

DELEGATE STRAUS: Yes.

PRESIDENT GOLD: Do the floor boys' representatives meet together with the staff of the Joint Council?

DELEGATE STRAUS: Yes.

PRESIDENT GOLD: Are they present at every Joint Council meeting?

DELEGATE STRAUS: Yes.

PRESIDENT GOLD: Are they present at Board of Directors' meetings?

DELEGATE STRAUS: Yes.

PRESIDENT GOLD: What is really the difference, the organic unity?

Let me tell you, young brothers of 125, I don't think that it will be correct to rush with this problem. There are specific problems of youth that are taken up and given splendid attention by this local. Would it agree that the General Executive Board takes pride in the actions of the youth? I doubt whether the young local would be in a position to give so much attention to their own problems if they wouldn't have their own local.

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This local develops its own leadership—hundreds of active workers. They teach their members the role of trade unionism and the role of the youth, and they have classes for their young workers and they are participating in the struggles of the youth in the country, and Leon Straus is a member of the Executive Committee of the National Congress of Youth.

I am afraid that if you wouldn't have your own local, your own independence, that it might be somewhat different, with all the desires and sincere intentions of the other adult workers, to help the youth. But it is much better when you get the assistance and the guidance at the same time that you yourself take care of the problems with the help, of course,, of the Joint Council.

Well, there may be another problem. What about the question of becoming mechanics in the industry? When you look upon the facts, you examine the facts, you see that without a decision, without an official resolution, you are just getting exactly the number of floor boys into the ranks of mechanics as you would want to. For instance, the decision of the Council to take in sons of members of the Union is being carried out 100 per cent. Hundreds of them came into the Union during the past few years. And they come from the ranks of the youth and they come in already trained as good Union members.

You have a decision on one point of the Win-the-War program, that all the floor boys who return from the armed forces, if they will distinguish themselves, they will get preference. You know how the Council will carry that out. They will get preference, and they will have all the opportunities to learn the trade to become mechanics.

And so, in this too, without any formal decision, you are carrying through the wish and the desire of your local.

It is a remarkable thing how the American trade union's jurisdictional disputes develop, because local unions want to swallow other local unions. In this case it is just the opposite. It is the youth that want to be swallowed.

Then your Committee, the Organization Committee, recommends, not the rejection of that, but the recommendation for the incoming General Executive Board to give this matter its attention—no rejection, but gradually to see in what form and how it can be done. There are certain complications involved in the matter, and you will have to wait and you must have patience. The difficulty is in how this thing will function.

You affiliated Local 70 to the Council because they are mechanics. They are part of 101, 105, 110 and 115. It is a different situation. I therefore think that the very fact that your Committee refers this matter

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to the incoming General Executive Board, is a recognition on the part of the Committee that the matter deserves the attention of the Board, and I think that on this, you can compromise.

One more word. You doubled and even tripled your wages since you organized, in a separate local. You reduced your working hours from 60 and 70, to 40. You receive time and a half for overtime. You get paid for all legal holidays. You get all the conditions that the Joint Council members receive. You are an excellent local, self-sustaining—you govern yourself, you manage the affairs of the local union splendidly. Do you think we believe in principles for the sake of principles? Principles have a certain practical meaning. If not, they are empty principles. In this respect, it was wise and practical on the part of the General Executive Board to let you function as an autonomous local, as part of the International Union, together with the Joint Council.

In due time the General Executive Board, if you will decide so, will take the matter up and see what can be done in the matter. Since it is not rejected completely, since the idea is there, since the organization Committee recognized that it is a problem that must be considered by the Board, I think that the delegates of 125 should be satisfied with this decision of the Committee. Is that satisfactory, Leon Straus? If you ask for unity in the labor movement and national unity in order to successfully prosecute the war, let's have unity. Let's start it right here.

DELEGATE STRAUS: We will agree to take this matter up with the General Executive Board.

PRESIDENT GOLD: Bravo. (Applause)

Now let me tell you of the Council; it will be a blood transfusion in the Council—3,000 excellent union men, good, fighting youngsters in your Council. You will have a splendid organization. (Applause)

DELEGATE MILLER: Brother President and Delegates: In the report of your Organization Committee, you have made mention about the Coast, about Los Angeles, San Francisco, about the necessity of doing something about it. Well, for a number of conventions, we have been bringing up this matter of completing organization on the Coast and up to date, 3,000 miles away from the main center, we have not succeeded in convincing the General Executive Board and the previous conventions that something drastic should be done in order to bring the conditions of workers on the Coast to the same levels as we have in the East.

We have on the Coast, fur and leather workers, about 3,000 or more, unorganized. In the city of Los Angeles, the struggles of Local 87 have been made through a lot of difficulties that all of you are acquainted with

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—what we have had in Southern California, especially Los Angeles for the last seven years or even more than that.

All this political situation and the weakness of the trade union movement on the Coast up to the last four years, was contributing to the weakness of Local 87 in not being able to cope with the situation.

Now, we have suffered many other handicaps, and finally we have overcome some of the difficulties, especially cleansing our ranks of a group of disrupters and opportunists that kept back Local 87 for many years. We have complete unity in Los Angeles today. That is a great achievement. Maybe due to this disunity that we have had, that was one of the reasons why Local 87 could not have made the progress that we were supposed to make.

We have a situation where we have fifty per cent or about that, in the trade unorganized in the city, and while on the one hand we have established in about 37 shops, union conditions, with wages and equal division of work, security of the job, approximate to or near the conditions of the East Coast, we have on the other hand, quite a number of non-union shops, retail trade, scattered in a territory of about a twenty mile radius, small shops and larger shops, which under no circumstances could we organize until today.

We now have another problem on hand. We have succeeded—and we are very happy and proud of it—in setting up an organization of the leather workers, Local 213, which I think was done through the efforts, sacrifice, money, time of Local 87.

Local 87 is a small organization and we don't possess the forces that would be able to take care of the leather workers, the organization of the furriers, and the organization generally of the workers on the Coast, because there are furriers in Long Beach, San Diego, in Fresno, and so forth. Therefore, we have presented our case to the Organization Committee, and the Organization Committee understood what the problem was, and decided that something should be done about the Coast to give us an organizer who could spend most of his time in Los Angeles and help in the other localities to organize fur and leather workers.

The resolution originally, as we understood, was so that we should get immediate action, because we don't have the advantage due to the distance of any eastern or even mid-western locals, and we had the honor just to have Brother Gold once, and Brother Burt once.

We must conduct our business ourselves, with the forces we have on hand, and I think it is high time that our incoming General Executive Board took this abnormal and critical situation in the city of Los

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Angeles especially, and also the problems of the other cities, very seriously, and once and for all, wipe off the difference between the union shop and the non-union shop in Los Angeles.

Some of you from New York might not realize that Los Angeles is becoming gradually a center which is directly competing and undermining the conditions of the New York workers. There are no more skin dealers, as they call them, in Los Angeles. They are all manufacturers. But they manufacture in a way that is not only undermining the conditions of the Los Angeles union shops, but they are undermining the conditions of the workers of New York and others in the East.

They have sets of contractors where the merchandise is being done under sweatshop conditions, and this merchandise, instead of being made up in New York—we are not jealous about it; we know that if you would have only ten percent of what is being sold in Los Angeles of furs, we would be satisfied—this work by the jobbers is made up in Los Angeles in the sweatshop conditions, thereby taking away the work from the unionized eastern center. And that is a fact.

If I would have enough time, I would enumerate quite a number of jobbers that the New York delegation would recognize as the people who would have been doing their buying or making up their merchandise in New York, and they are doing it in Los Angeles under the most miserable conditions.

That is why I took the floor, and I am grateful to the Chairman for being patient with me. I will be through in a minute. We have another problem right now. You know when a union is not strong enough, it is much harder, especially those in the small localities, to get conditions for the workers, to keep the manufacturers in shape.

Our agreements, about 30 out of the 37, expired on July 1. We have to ask for more wages, closed shop, and all the conditions that we want. Now, these negotiations take quite some time because there is no association in Los Angeles to deal with. You have to deal with thirty individual manufacturers, and every one thinks that he is a big shot and takes a lot of time.

We have had in the leather trade, quite a lot of trouble with one very prominent—you read it in the *Fur & Leather Worker*—we had a strike last year for eight weeks and we are getting into great difficulties with this leather shop, and we are continuing negotiations already for three months, and we are not there yet. We are coming back from this Convention with a load on our minds to complete these agreements and settle the best way we possibly can with that leather manufacturing concern, and generally start the preparations for a drive to unionize the rest of the non-union shops for the coming season. And we need

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somebody from the International to give this drive the prestige and push and all the assistance necessary to once and for all wipe off that stain from Los Angeles always being half and half, half union and half non-union.

Los Angeles has the potentialities for being a hundred per cent union town. The CIO in Los Angeles made great strides. You all read about it. And there is no reason in the world why we should leave this opportunity go and not assist Los Angeles sufficiently.

It is true that the International office has assisted Los Angeles financially for quite a time. Yes, we tried to pay our per capita tax. We are in good standing. I am happy to report that to you. There was a time when Los Angeles was not in good standing. But this assistance, while we appreciate that, just gives us enough strength to keep going. We would rather prefer to organize more workers and be self-sustaining.

Therefore, I plead with the Convention that agreeing with the wording of the resolution that the General Executive Board consider the immediate and urgent issue to send an organizer to the Coast and organize the fur and leather workers who are now working under non-union conditions and undermining conditions, be accepted.

I hope that you will give this matter your consideration. Thank you. (Applause)

PRESIDENT GOLD: Delegates, it is very important to rap the gavel. Now, you are disciplined union members. We have a number of committee reports, and if you will insist upon discussing in that manner, you will have to have night sessions to get through the work.

DELEGATE ROSENZWEIG: Mr. Chairman, Delegates and the splendid Organizational Committee: From the bottom of my heart I want to thank you for this splendid recommendation made by you and for accepting our recommendations on our requests given to you. Somehow I feel that I can come up here now and take a breathing spell for the first time.

The International has had a lot of trouble with the Toronto locals. I know they helped us. They came down and straightened out small and big things. But yet, we did not achieve something that we know can be built. We know that in Toronto there is a great market of furriers, of fur manufacturers. There are at least a thousand furriers and we in the International, now only have close to 400. If they give us the assistance that we ask, I know that we will come back here very shortly and announce that we have now a greater membership in our Union, that we are self-sustaining, and most of all, that we have a clean,

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honest, and progressive element in our Union, not what we had years ago, because we cleaned that out.

I want to thank you again. I know that no matter how much I would thank you, it wouldn't be enough for-taking our request into consideration, and as for myself and the Committee, I pledge that when we get somebody down to our city, that we will do everything possible to help them achieve their work in a very short time. (Applause)

DELEGATE WEKSLER: You have heard in the report that there was a request from Local 45, pertaining to the absence of Vice-President, Brother Feinglass, who is the manager of our local, from the city.

I want you to know, and I want the incoming General Executive Board to know that the members of Local 45 acknowledge and appreciate the contribution that Vice-President Feinglass has given to organize the mid-western cities. We also appreciate and recognize the contributions that Brother Lew Goldstein has given to organize the leather industry.

But we have in our local, certain difficulties. We have certain shortcomings. We have certain problems. I will not enumerate the problems here because this is the report of the Committee on Organization, but one problem that I will say that we will have to take care of, is to organize certain shops in Chicago that are not yet organized, and to organize a certain amount of workers who are not organized yet.

So, therefore, in the name of the members of Local 45, I would urge first of all, this delegation to accept in the entire report, also that request of Local 45, and I would urge, in the name of the members of Local 45, that the incoming General Executive Board should take into consideration the claims of Local 45, and if they find out that they are justified in their demand, as the members of Local 45 would express it, give us back our Feinglass. (Applause)

DELEGATE JASPER: In the name of our delegation here, I would like to ask you to reject that section of the report which refers the question of apprenticeship to the incoming General Executive Board.

At the last Convention, the question of apprenticeship was taken up and it was referred to the incoming General Executive Board. Nothing has happened on that question as yet, and I feel that it is in order and in place for this Convention to decide on the question of apprenticeship rather than to refer it to the incoming General Executive Board.

That the other economic conditions of the floor boys are very good as was reported at this Convention, but when we consider the fact that the *season is short* and when we look at those wages that appear very good,

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when we look at this on a weekly basis, it amounts to approximately \$13.00 over a year's period. There are many floor boys in the fur market who have been there for six, seven and eight years, without knowing the first thing about mechanical work, though they work in the same shops with the mechanics, because our membership is trained not to sit down to machines or go to the cutting table until such permission is obtained from the Union.

We don't say here that no floor boys have become mechanics, but we do say that if some quota is established that the fact that we do have apprenticeship officially established in itself will increase by far this already militant spirit existing among our membership.

There are many of our members who are not floor boys, as they are referred to, but are young men who have wives and children, and we feel that an official apparatus should be established whereby they can have the opportunity to learn mechanical work. We understand that that apparatus must be governed by the situation in the industry in a particular season. We don't say that we want 400 to come in every year regardless of what the situation may be, but as many will come in as the season or the situation in the particular season will admit.

There have been questions raised with regard to apprenticeship. One was that the fur workers were afraid that we would take away their jobs. Now, I think that could happen only if there didn't exist a system, only if we did not have a well educated membership. Then we would see floor boys perhaps staying in the shops at night and learning to become mechanics that way. But with a system that would be controlled by the Union, I think that the question of taking away the jobs from the fur workers will be absolutely out of order. It could not happen.

Last of all, I feel that even with this militant spirit that certainly is existent in our membership, and with the participation in our Union activities that they now have, that with this one other thing, and that is a chance that has been officially recognized by the Union in the form of apprenticeship, will go a long way, will be one of our great contributions to the youth of the industry in raising their morale to win this war in 1942. (Applause)

PRESIDENT GOLD: I thought we agreed on that.

DELEGATE JASPER: That was the other question.

PRESIDENT GOLD: Tell me, Winogradsky, according to your information, how many floor boys entered the mechanics' ranks for the past five years, since they are in existence?

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DELEGATE WINOGRADSKY: Mr. Chairman, I haven't got the exact figures. I can get that. I think Brother Begoon has it there. But I want to assure the delegation here that if we would agree on a certain percentage, they would get less than at the present moment.

PRESIDENT GOLD: How many do you think joined?

DELEGATE WINOGRADSKY: Opochinsky is right here. Between five and six hundred.

PRESIDENT GOLD: I know it is more than that.

DELEGATE WINOGRADSKY: He is talking about a year.

PRESIDENT GOLD: In one year, 600? No. I don't want to state how many, because I don't want any revolts on the part of the mechanics. He said 600.

DELEGATE MORRIS PINCHEWSKY (Local 101): That is besides the executives who take in sons of parents.

DELEGATE MAX ROSENBLATT (Local 110): Two years ago we took in an average of six to eight every week during the summer period, and every week we have taken in two or three floor boys into our midst.

PRESIDENT GOLD: Look, delegates of 125, let me just warn you against this impractical approach to the problem. You want the Convention to decide upon a quota for apprentices. That cannot be decided by the Convention. It has to be decided between the Council, between the members of the Council and the GEB and you. There will be a sharp struggle. You will demand 25 per cent. They will give you five per cent. You will reach a compromise, and then you will live up to that quota. That will be law, with the result that you are going to jeopardize the opportunities of hundreds of floor boys to join the mechanics ranks.

For obvious reasons, I don't want to state how many joined the ranks of the mechanics for the past five years, but I assure you there are more than 600. Now, when you have a decision on the part of the Convention that all those who will return from the armed forces, will have the preference, how many have you got now? Hundreds of them, right? Do you want to jeopardize the opportunity of these boys? Proceed with the discussion.

DELEGATE WINOGRADSKY: I call for the previous question.

DELEGATE FRIMMERMAN: If a motion is in order to close the discussion, I so move.

DELEGATE ORESTO BELLOTTI (Local 88): I second the motion.

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DELEGATE WEITZNER: Is this motion for the discussion merely on the floor boys' issue?

PRESIDENT GOLD: On the entire report. There is a motion to close the discussion. It has been regularly seconded. All in favor of this motion, signify by saying "aye"; opposed say "no." Carried. The Chairman of the Committee will sum up for one minute, Morris Angel.

DELEGATE MORRIS ANGEL (Local 64): An hour ago the President promised me two minutes, and I offered to make it one minute. Evidently he took me seriously.

I just want to say a few words in connection with the report of the Committee on Organization. I think it is obvious to the Convention delegates that a number of the problems with which the Committee was confronted, were of a very delicate character. But I believe that consideration of the report, careful thinking about it, will prove that the Committee has adopted the wisest course possible in connection with these problems.

I believe further, that the report of the Committee indicates that our organization is not the kind that sits back on its laurels and takes things easy, figuring that we have accomplished some tremendous gains and therefore we can afford to rest. The report, I believe, shows rather to the contrary, that our organization is never satisfied, that we are constantly seeking new ways and means of improving and strengthening our organization, of finding new ways and means to promote the general well being of our organization.

For instance, the proposals on the building of women's auxiliaries and junior unions, are only several of the proposals which are contained in the Organization Committee's report for the improvement and general strengthening of our International, and I believe that this report of the Committee on Organization should be adopted unanimously by the Convention, and that all of us when we go back to our various localities should strive to put into operation these proposals 100 per cent, with the result that at the next Convention we will be able to report that we have carried out the task which we set ourselves at this Convention. (Applause)

PRESIDENT GOLD: All in favor of adopting the report of the Committee on Organization, signify by raising your hand; all opposed, raise your hands. (None) It is unanimously carried. Where is the consistency and the fighting spirit of the youth? (Laughter) At least you should have voted against it. I suppose you propose to turn that militancy against fascism.

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All right, let's proceed. On behalf of the Convention, I want to express the thanks and appreciation to the Committee on Organization, and declare that this Committee stands dissolved.

The Committee on Youth, Leo Straus. You won your battle—report. You made a good fight anyhow.

DELEGATE STRAUS: Mr. Chairman, your Committee on Youth submits the following report: The Committee consisted of:

Luverne Noon, Local 71, Chairman

Leon Straus, Local 125, Secretary

Bella Metz, Local 115

Max Cohen, Local 105

Morris Breecher, Local 101

Burton Sutta, Local 64

Louise Fowler, Local 80

Francis X. Perron, Local 68

Tony Kuzyk, Local 58

Albert Bland, Local 125

Mr. Chairman and Delegates: The Committee has considered the problem of young people in our Union and throughout the country, and recognizes that they constitute a special problem for consideration of our organization. Young people have always received the poorest economic conditions, always the longest hours, the lowest wages, the bad jobs.

They recognize that they, in this period, grew up during a crisis in our country, where for a period of five or six years, a whole generation didn't know what it was to work, even to learn the discipline that an ordinary worker gets in a factory, what it is to live in society.

The Committee recognized that our Union in organizing young people, has changed this situation, by giving them decent wages, recognizing the problems, a hope for the future, and we recommend this program:

First, that our organization continue its good efforts in organizing young people, and particularly in fighting against discrimination against young Negro people.

Second, that we continue to give the young people of our organization more and more opportunities to participate in the Union, give them the

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benefits of the education of our organization, to commend *The Fur & Leather Worker* for its special efforts in behalf of young people and to recommend that a special youth section in the *Fur & Leather Worker* be organized, and recommend that young people write in to make a good section in this, our publication.

To continue to give our young people more and more opportunities to participate in the sports program of our Union, to develop their physical fitness; we recommend that there be sports tournaments organized throughout the country on sectional bases, that there be basketball teams, baseball teams, that we have these tournaments so that the labor movement, and our organization as one of those best in the labor movement, can develop this section of the life of the people of America so that we can be better fit, we can be stronger, we can have more training in this struggle to develop our people, and the preparation of our young people for the army and the battles against fascism.

Fourth: We recommend continued development of leadership of young people. We want to commend the General Executive Board and our President for the splendid International Youth Conference that was organized last September, and recommend that such Youth Conferences be held at least once a year, to be called by the General Executive Board for this purpose.

We would like to propose that there be a continued policy in the advancement of young people, particularly considering the problems of people who are unemployed, and in consideration of this problem, to recommend to the Convention that you adopt continuation of a program for Congress to continue NYA and CCC, so that young people can be developed, can have jobs, can get defense training.

And finally, that we adopt an army welfare program whereby the young members of our organization that leave for the army, should be given regular consideration by the locals, also from the locals to them, gifts, wherever possible, the payment of dues, where dances should be organized for those soldiers who come home on furlough, and where canteens should be organized in various communities so that the soldiers who come home on furlough can have a place to go, to union headquarters and see the cultural and educational work and the social and entertainment work that our Union gives for the men in the armed forces.

This program that we recommend for your adoption, we feel will build the young people in our country that is opposed to the concept of a fascist youth. The youth that was developed in Germany is one devoid of any culture, devoid of any education, devoid of any of the

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understanding of the real values of life. We want one who will have democracy and one who will understand the principles of trade unionism.

We recommend this for the adoption of the convention. (Applause)

PRESIDENT GOLD: Is the motion seconded?

DELEGATE STEPANSKY: I second the motion.

PRESIDENT GOLD: Are you ready to vote? All in favor of this motion, signify by saying "aye"; all opposed say "no." Carried.

Delegate Roy, Montreal, Grievance and Appeals.

DELEGATE ROY: The Grievance and Appeal Committee has met. The Committee reports that because of the fact that things went so smoothly and so harmoniously since the last convention, it is gratifying for the Committee to report that there was no grievance or appeal submitted to it.

Albert Roy, President.

Brother Mencher, Secretary. (Applause)

DELEGATE SAM RUBIN (Local 115): I move to accept the report.

PRESIDENT GOLD: The Chair wishes at this time, on behalf of the Convention, to express the thanks to the Committee on Youth for its good report, good work, and also to the Committee on Grievances and Appeals. Both committees stand dissolved.

Is any committee ready to report?

DELEGATE CECIL COHEN (Local 64): Welfare, Education and Legislation. Brother Tom Jasper of Local 125 will read the report. He is the Secretary.

DELEGATE JASPER: Your Committee met and discussed very thoroughly the problems and activities of our Local Unions with regard to the welfare and education of our membership, and the problems of press and legislation which affect the lives, security, and well-being of our membership.

Your Committee received a number of resolutions submitted by the various local unions, and they also discussed the recommendations contained in the report of the general officers.

Your Committee submits the following resolutions for your adoption. I feel, however, that I should read only the "resolves" on these resolutions. They are rather lengthy.

Resolution on "Unemployment Insurance":

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"THEREFORE BE IT RESOLVED: That this Convention go on record advocating changes in the existing Unemployment Insurance Laws, to provide:

"1. That no workers' waiting period be lengthened due to strike or lockout and that all present waiting periods be shortened.

"2. That the periods of benefits be lengthened in all communities and same not be less than twenty (20) weeks, irrespective of past earnings.

"3. Creation of a system of unemployment insurance benefits for partial unemployment so as to provide an aggregate of earnings and benefits at least equal to twenty-one dollars (\$21.00) per week.

"4. Continuation of payments of unemployment insurance to persons who have become incapacitated through illness and who had previously qualified for benefits.

"5. Increase of benefit rates for employees with dependents.

"6. That the increase of maximum weekly benefit payments shall be not less than twenty-four dollars (\$24.00).

"7. Mandatory written statements as to employment and wages paid to employees be provided by the employer to his employees.

"BE IT FURTHER RESOLVED: That we record our firm opposition to any so-called merit or experience rating system, which is in reality a scheme to cut down or destroy unemployment insurance."

I move the adoption of this resolution.

DELEGATE HANNAH BOCK (Local 80): I move that we accept the resolution.

PRESIDENT GOLD: There is a motion to accept this part of the report.

DELEGATE BLAND: I second the motion.

PRESIDENT GOLD: Any discussion? All in favor of this motion, signify by saying "aye"; all opposed say "no." Carried.

DELEGATE JASPER: Resolution on the Appeaser Press: I believe, Brother Chairman and Delegates, that we might read the whole of this resolution:

"WHEREAS, The existence of a treasonable copperhead press in our nation has hampered the war effort and continues to disrupt national and international unity among the American people and the United Nations, and

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"WHEREAS, Freedom of the press should not be misconstrued as license to spread enemy propaganda at a time when our country is battling for its very existence, and

"WHEREAS, Reactionary newspapers like the *Chicago Tribune* and the *New York Daily News*, the Hearst and Scripps-Howard syndicates, and others through their vicious lies, their labor-hating, race-baiting policies, poison and confuse the minds of their millions of readers, and

"WHEREAS, *Social Justice* the most outspoken and vicious spreader of Hitler propaganda has been condemned by the overwhelming majority of the Catholic people and clergy, as well as the vast majority of other religious groups, and has had its postal permit revoked by the government;

"THEREFORE, BE IT RESOLVED: That this Convention goes on record urging the immediate investigation by our government of the appeaser press such as the *Chicago Tribune*, and the *New York Daily News* to disclose and punish whatever agencies of Hitler and the Axis may be behind these appeaser newspapers, and be it further

"RESOLVED: That this Convention expresses its approval of the action taken by the government against *Social Justice*, and urges that Father Coughlin, and all others responsible for the publication of this Hitlerite paper be prosecuted in conformity with the best interests of our nation."

Brother Chairman, I move the adoption of this resolution.

DELEGATE FEINGOLD: I second the motion.

PRESIDENT GOLD: This matter was already discussed time and time again. All in favor of this motion signify by saying "aye"; opposed say "no." Carried unanimously.

DELEGATE JASPER: Resolution on International Educational Department: I will read the resolved on this:

"THEREFORE, BE IT RESOLVED: That this Convention be on record recommending that a special International Educational Department be established whose function it will be to organize a full program for all locals, to supply the locals with literature, pamphlets, outlines and teachers, to establish full time training schools for the development of leadership as soon as possible, and in general to coordinate and guide the educational activities throughout our entire organization; and be it further

"RESOLVED: That adequate funds be provided for the proper functioning of an International Educational Department and the publication of pamphlets and other literature."

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Mr. Chairman, I move the adoption of this resolution.

DELEGATE JOHN MUDRY (Local 85): I second the motion.

PRESIDENT GOLD: All in favor of this motion, signify by saying "aye"; opposed say "no." Carried.

DELEGATE JASPER: The next resolution is on "Anti-Labor Legislation and Political Action"; I think we should read the whole resolution:

"WHEREAS, The offensive against labor initiated by the Poll-Tax Congressmen, the appeasers, fifth columnists, business-as-usual employers and anti-labor newspapers and radio commentators, has been instituted to destroy our national unity and to take advantage of our war to demolish the labor movement, and

"WHEREAS, The charge that the Wages-Hours Law and strikes impede all-out production for victory, is a vicious lie spread wide by the press to confuse our people, inasmuch as labor is voluntarily sacrificing all along the line in the interests of our country, and inasmuch as there have been no strikes of significance since the attack on Pearl Harbor, and

"WHEREAS, The labor movement, AFL and CIO, have pledged that nothing will be permitted to halt production for victory and have carried this pledge into effect in every respect;

"THEREFORE, BE IT RESOLVED: That this Convention goes on record opposing the passage of the anti-labor Smith and Connally bills and urges that Congress reject these reactionary measures; and be it further

"RESOLVED: That this Convention urges its locals and membership to cooperate with the rest of the labor movement for the election of only those candidates who pledge to work for national unity and victory; and be it further

"RESOLVED: That this Convention go on record to call upon its affiliated locals and its members to elect in this coming Congressional election only such individuals who have dedicated themselves toward winning the war."

I move the adoption of this resolution.

DELEGATE WEKSLER: I second the motion.

PRESIDENT GOLD: All in favor of this motion signify by saying "aye"; opposed say "no." Carried.

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DELEGATE JASPER: Your Committee has a number of recommendations to make on the following questions:

Welfare: Your Committee recommends that where they don't already exist, welfare departments be established in the locals; that these departments assist the workers to utilize to the full such benefits as are already won, through years of struggle, such as unemployment insurance, workmen's compensation, social security, etc. The outstanding work of the Welfare Department of the Furriers' Joint Council of New York, as outlined in the Officers' Report at this Convention, has proven the indispensability of this phase of Union work.

Legislation: Your Committee recommends that all locals and Joint bodies set up legislative committees to keep their memberships informed on all important legislative matters, and to mobilize them for political action. They further recommend that someone in the International office be designated to coordinate the activities of these committees, either on a basis of districts, or in whatever manner the International deems most effective; that a section of the *Fur & Leather Worker* be devoted to legislative matters, including advice to the committees on how to function properly.

Fur & Leather Worker: Your Committee recommends that official committees to correspond with the *Fur & Leather Worker* be set up in Local Unions where possible, in order that the paper may reflect in ever broader degree the contributions of our entire membership. They also recommend that, in order that all Locals may acquire the collective knowledge and experience of our International, the paper devote a section giving advice and instruction on how to organize various Union activities such as committees, cultural groups, forums, bands, photography courses, etc. The *Fur & Leather Worker* is sent to all Union members whose names are registered by their Locals, including those members in the armed forces. It is also sent to the libraries of the camps in which we have members. Locals are earnestly urged to bring their mailing lists for the paper up to date; to urge their members to write individual letters into the *Fur & Leather Worker*, and to send in letters, or copies of letters, received from members in the armed forces.

Education: Our pledge to mobilize our entire membership for the defeat of Nazism-Fascism, in 1942, can be realized only to the extent that we are able to reach all of the members in every local union and help them understand the task before us today. Through evening classes for the general membership—regular classes for all new members, in order that they will understand and participate in this task to which we rededicate ourselves—to build our great union—to win victory and freedom in 1942.

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Your Committee believes it expresses the sentiments and feelings of all the delegates present to this Convention in voicing our satisfaction with our splendid union publication—the *Fur & Leather Worker*.

Our Union paper fulfills its tasks as the reporter, educator and organizer of our entire membership.

We commend the excellent work of Editor George Kleinman and the able staff of the *Fur & Leather Worker*.

Mr. Chairman, I move the adoption of this report.

DELEGATE AL BORDEN (Local 140): I second the motion.

PRESIDENT GOLD: It has been regularly moved and seconded to adopt all the recommendations included in this part of the report of the Education, Press and Welfare Committee. All in favor of this motion signify by saying "aye"; opposed say "no." Carried.

DELEGATE JASPER: I was about to submit the names of the people who served on the Committee:

Cecil Cohen, Local 64, Chairman

Tom Jasper, Local 125, Secretary

Joe Essenbach, Local 64

Joe Prifrel, Jr., Local 52

Sol Pappolaro, Local 140

Mike Santimano, Local 122

Isadore Kamenetzky, Local 125

Sam Fallon, Local 165

Emerande Brien, Local 67

Anthony Villani, Local 130

Mary Wilkosz, Local 94. (Applause)

PRESIDENT GOLD: On behalf of the Convention, I extend you the thanks for your good work, and also dissolve this Committee.

The Chairman and Secretary of the Committee on Finance will come up to the platform and report. Delegate Maurice Cohen, Secretary of the Committee on Finance.

DELEGATE MAURICE COHEN: I know that we were kidded a lot about not being ready in time. Well, as a matter of fact, this is only the second Convention that I am attending and I remember the last

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Convention, where the Finance Committee also reported very late. As a matter of fact, it was in the Saturday morning session. I was also a visitor at the Atlantic City Convention and the same thing occurred. I have the pleasure to report for the Committee on Finance.

Your Committee has examined the report on finances submitted by the General Secretary-Treasurer. A detailed breakdown of all figures in the Finance Report was made available to your Committee for a thorough and a complete explanation of all items in the report.

Your Committee notes with satisfaction that the income of our International has risen during the past 33 months, reflecting the growth and expansion of our organization.

Your Committee calls attention to the figures given in the report showing that the expenditures of the International were made under strict and commendable economy. Of the total expenditures during the past 33 months only 12.45% was expended for salaries of our General Officers and general organizers, a figure that is unusually low for trade union organizations. This low expenditure for salaries is a tribute to the International Staff which has ably directed and guided the activities of all sections of our organization with a relatively small number of organizers under whose leadership tremendous growth and accomplishment were recorded.

Your Committee notes that during the past 33 months the International extended substantial subsidies to local unions involved in special financial difficulties growing out of strikes and other organizational problems. Your Committee notes that only a few local unions involved in extraordinary organizational difficulties failed to pay their per capita obligations to the International, thus depriving the organization of funds needed for organizational work and thereby also jeopardizing the rights, privileges and benefits of their local membership. We ask the delegates of all locals to continue to fulfill their duties and obligations to the International and to their membership by paying their per capita tax regularly and maintaining their local unions and membership in good standing.

Your Committee takes note that the expenditures of our International publication, the *Fur & Leather Worker*, have also been kept down to a minimum, exercising the same strict economy. Our Union newspaper has more than doubled in circulation and has been enlarged and greatly improved in content and appearance. It is mailed every month to our membership and performs the valuable service of informing, educating and giving guidance to our membership and is edited by a small, hard-working staff.

Your Committee calls to the attention of the delegates that the Death

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Benefit Fund of our International created by setting aside one-half cent of the weekly per capita has proved to be inadequate to meet the obligations to the families of our deceased members. A large deficit is shown by this fund each year. It is also to be taken into serious consideration by this Convention that our membership generally is growing older and that the mortality rate necessarily is rising. It is the feeling of your Committee that this Convention must adopt proper measures to assure the financial stability and solvency of our Death Benefit Fund.

Your Committee notes with satisfaction that the financial expenditures made by our Union for the organization of the unorganized leather workers has made possible the establishment and building of a leather division of our International with a membership of 30,000 and growing rapidly. Your Committee notes that the tremendous growth of the leather workers' division has resulted in a greatly increased income from the leather locals which are now contributing an ever-growing proportion of the organizational funds required and which give rise to the expectation of becoming self-supporting in the near future. We take cognizance of the economy practiced in the organizational expenditures for the leather campaign and the splendid results achieved.

Your Committee will present a number of recommendations for action by this Convention providing appropriate measures to assure the sound functioning of our International and its various departments to meet the problems pointed out above.

Your Committee unanimously submits this report for your approval. (Applause)

I move the adoption of the report.

DELEGATE HARRY STOFISKY (Local 115): I second the motion.

PRESIDENT GOLD: Any discussion? That is the first half of the Committee's report. Ready for a vote. All in favor of this motion, signify by saying "aye"; all opposed say "no." Carried.

DELEGATE COHEN: Recommendations of Committee on Finances:

Your Committee on Finances takes note of the extensive program of organizational activities recommended by the General Executive Board, the Committee on Organization and approved by decision of this Convention. In order to provide the finances which will be needed to carry out this constructive program and in order to enable the International to be in a position to render organizational and financial assistance to local unions confronted with special organizational problems and difficulties, thereby assuring the continued growth of our Union and the

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continued improvement of the working and living conditions of our membership, your Committee recommends to this Convention that the annual \$2.00 assessment as provided in our Constitution, be continued.

Your Committee calls to the attention of this Convention that adequate steps must be taken to assure the necessary finances for the continued publication of our excellent Union newspaper, the *Fur & Leather Worker*, to make possible further improvements in our publication as desired by our entire membership.

In order to insure the solvency of the death benefit fund, your Committee further recommends that an adequate fund be provided to meet all obligations to families of deceased members as specified by our Constitution.

Your Committee further recommends that the Constitutional provisions dealing with death benefit payments be amended as follows:

Beneficiaries of members of the Union not more than

13 weeks in arrears in dues receive	\$100.00
15 weeks in arrears in dues receive	95.00
17 weeks in arrears in dues receive	90.00
19 weeks in arrears in dues receive	85.00
20 weeks in arrears in dues receive	80.00
21 weeks in arrears in dues receive	75.00
22 weeks in arrears in dues receive	70.00
23 weeks in arrears in dues receive	65.00
24 weeks in arrears in dues receive	60.00
25 weeks in arrears in dues receive	55.00
26 weeks in arrears in dues receive	50.00

Therefore, your Committee recommends that the weekly per capita tax be increased to 12½ cents per member, of which two cents shall be set aside for the Death Benefit Fund, which shall be kept as a separate fund for death benefit, and the other half-cent of the increased per capita shall be used to help defray the publication cost of our *Fur & Leather Worker*. And the new increase on the per capita tax is to start as of the 1st Monday of July, 1942.

Your Committee moves the adoption of this resolution. I move to that effect.

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DELEGATE FRIMMERMAN: I second the motion.

PRESIDENT GOLD: Are the proposals clear to the delegates? Is there any discussion?

DELEGATE WINOGRADSKY: Mr. Chairman, may I ask if the proposals can be divided, the two dollars first and then the two and a half cent increase? It would be clearer.

PRESIDENT GOLD: Discuss both, and when we come to a vote, we will vote separately.

DELEGATE BURT: I rise in support of the report of this Committee. I have been a member of the Finance Committee of the International, and I should like to relate to you some of the problems this Committee has been confronted with at most of our meetings.

As you know, the old constitution, or the constitution that we are operating under, calls for \$100.00 as death benefits. The same provision clearly states that a member of the union must be not more than 13 weeks in arrears in order that his family be entitled to this benefit.

Most of the locals that pay dues on a weekly basis, or a designated amount weekly, have a continuous problem. Some members, not intentionally I am sure, fail to keep their record very clear in as far as the 13 weeks are concerned. Sometimes they are 14 or 16 or 18 weeks in arrears. Oh, I am sure the majority didn't do it intentionally.

Sometimes a member of the union gets sick for a number of months, and because of his sickness, he fails to pay the dues on time. So, every time that that certificate was received for a deceased member who was in arrears or not continuously in good standing, the Committee had a problem here of violating the constitution or depriving the family of that member who might have been a member for some fifteen or twenty years in the Union, depriving that family of the hundred dollars.

We have made some exceptions. We have made some contributions to these families. But I assure you that it would have been much better had the constitution clearly provided a method whereby such cases should properly be taken care of.

So, I must commend the Committee for bringing in the recommendation as it has just been read to you by the Secretary of the Finance Committee.

We also had this problem of not enough money in the fund. Even in making contributions, the Committee was not in a position to do the right thing by the family of a deceased member. I therefore, Brother President and Delegates, wholeheartedly give my approval to the recommendations of the Finance Committee, to increase the per capita to the

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International, which will enable this fund to pay up and to be a little bit more liberal, and urge the adoption of the recommendation of the Finance Committee on the graduating amount of money to be paid to such cases.

I hope that all delegates present will vote unanimously for the recommendation of the Finance Committee. (Applause)

DELEGATE MINDEL: I also recognize the need for adjusting our budget, our income. You have heard recommendations here which if properly carried out, require additional funds. I don't want to impose upon the intelligence of our people nor the time, by making comparisons as to what other organizations charge their membership per capita, with repeated and repeated assessments, and what their membership gets in return.

To my knowledge our organization charges much lower per member per capita than many of the large organizations. And therefore, I feel that while we all would like to pay less, we want this organization to go on to greater achievements, to be solvent and not to find it necessary to appeal to locals or to discontinue their organizational activities and other important needs of our organization.

However, I am somewhat in disagreement with the recommendation of the Committee as to the division of the funds. Number 1, the salient feature is to safeguard and protect the death benefit. Sometimes a member of twenty years' standing—I know should like if and when the time comes when I go to the happy hunting grounds or where I probably belong (point to the ground) that my beneficiaries would be entitled to receive it.

The publication, we all agree I am sure, is an important and vital asset, a necessity of our organization, and it has not been operated on any financial basis that can be considered proper and adequate. But to my mind, and I regret if I am creating a dissension, because I understand that our Committee on Finance has been sweating and toiling and struggling to get a unanimous opinion, but I should like the convention to consider the possibility of dividing up the funds in a more appropriate manner.

I mean what should be done in my humble opinion is that one cent of that fund shall be set aside exclusively for the death benefit, and the other cent and a half shall go into the General Fund so that it can properly take care of the publication and also the many problems that are called to our attention that we do not like to neglect.

I therefore propose that we discuss, if there is anyone else that agrees, or if the Chairman can suggest a line of discussion, so that we don't just

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get engaged in a squabble, that there be a different proportion. In other words, I suggest that about the sum of one cent be set aside for death benefit, and one and one-half shall go to the General Fund, which shall include education, publication and organization.

PRESIDENT GOLD: I would like to ask the delegates, in order to save time, that all those who are opposed to the recommendation to increase the per capita to 12½ cents should take the floor.

DELEGATE REISS: I am opposed to the raise of 2¼ cents per capita, for the reason that if the General Executive Board would come here to this convention with a deficit or just broke, then I would say a raise in per capita is necessary. But what do we see? On our report you will find the following: In April, 1939, cash in the bank—we are just talking of cold cash, dollars and cents. Never mind furniture, never mind all the other things, just cold cash, dollars and cents—you had \$19,298.45; today, December 31, 1941, you had \$67,750.89, and you invested in organization for the leather workers, \$50,000. You bought defense bonds for \$14,800, and \$5,000 for the building of the Joint Council. In other words, you accumulated \$180,255.

So during the 33 months when you had all the organizational work to do, and you did it, still in all you came down with a fund of \$180,000. Let's say that the leather workers will not pay you back the \$50,000. I take it for granted. But from now to the next convention, you will not have the expenditure to organize the leather workers, because in your own report you say that the leather workers now are substantially able to organize themselves wherever necessary. Therefore, I do oppose the raise of 2½ cents.

But you are bringing in the death benefit. It is true that we want to assure our death benefits. But this will not help. They are not good standing members whatsoever. Once you are not in good standing, then you will not receive it. Although you make certain distinctions in percentages, you didn't show us how much more you will have to pay out for the coming time. I mean from now to the next convention. We haven't got an exact figure. No matter what the figure will be, the figure will not be high enough to raise the 2½ cents per capita. Therefore, I oppose the 2½ cents per capita raise.

DELEGATE WEKSLER: On the basis of the amendment to the death benefit, I cannot be opposed to 2½ cents, because where will that money come from? But it is my opinion that we should eliminate from the amendment at least the last two items. That means that we should not permit our members to be in arrears 26 weeks or even 21 weeks and still expect to get death benefits, and I think that on those bases, the 2½ cents will cover enough to pay the others. But otherwise I am opposed.

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DELEGATE PRIFREL, JR. (Local 52): I am sorry that I must differ with that recommendation for the simple reason that my local has been and still is in financial difficulties. We have raised our dues to what we felt was a maximum that we could tax our people. The work in our community has been very poor. The last year, the average has been seven months and less, and that is only for our top notch people and there are many in our organization who have worked less. I feel that I can't go back to my organization that sent me here in good faith and vote for an increase in the per capita, which I know because of our financial condition, we will be unable to meet.

DELEGATE SAMUEL KRAMER (Local 105): The reason why I arose to speak on this question, whether I am opposed to 2½ cents per capita or not, I want to say that I am not opposed to the 2½ cents per capita. As a matter of fact, I would be in favor of even paying 3½. But what I am really opposed to is this: That what are we coming back with to our membership? We are going to inform them as far as the death benefit is concerned, that we have increased the per capita and yet we have accepted a proposition where some of our members, although they may be a few weeks owing more than the 13, will get less. Now, I don't believe that our membership will appreciate that. I know that our membership will not oppose the 2½ cents per capita. Yet, I feel that the membership will not be satisfied when we will have to inform them that instead of being used for all these years, knowing if any one of us died, our families would get a hundred dollars, instead they will be confronted with fifty, sixty or seventy dollars. On that ground I feel that something ought to be done to remedy that proposition.

DELEGATE SAMUEL BUTKOVITZ (Local 30): I realize that we have to have a solvent International, that this is the only International Union that has as low a per capita paid by the local unions. However, I feel that something ought to be done in raising the per capita. I am against the 12½, that is an increase of 2½. I believe that 1 or 1½ cents should be the increase on the per capita because the death benefit fund has taken away most of our money.

If you will note in the report, the majority of the death benefit has been paid out, unfortunately, to the New York area.

Now, we come to the convention year after year, and we have a good number of our outside localities, the small local unions, such as you had an example of in Detroit, that did not pay the per capita and you refused to seat him. Other localities you paid subsidies to, and when you are going to increase 2½ cents on the per capita tax, how do you expect these outside localities to pay the per capita tax to the International and come to the next convention and be in good standing.

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You must realize that a good many of the outside, small localities are unemployed. Their season is a short one, and you cannot expect to have the members in good standing. So the answer will be from the International that we are going to give them a subsidy. Then all through the years you will expect these small localities to live on charity of the International, as I call it.

Then the report comes in and it isn't clear in my mind. In the constitution, if a member is not 13 weeks in good standing, he is automatically suspended. He is not entitled to a death benefit fund. In the small locals, if a member is 13 weeks or over in arrears, he is not entitled to any benefit even in the local union. If you are going to phrase it as you do in your report that if a member is 13 weeks in arrears he is entitled to \$100.00, and all the way down the line to 26 weeks, giving him \$50.00, it is not workable. It ought to work out different than it is worked out now. It will work a hardship on the small localities. Every member will take advantage of it and will refuse to pay dues. It will give him an opportunity to cry that he is in good standing, and the locals will continuously have trouble.

Therefore, I appeal to the Committee that it ought to be worked out so that it will not injure the small locals, and also I believe that they ought to put on a smaller per capita tax than they have recommended.

DELEGATE BUCHNER: Being a member of this International for five years, perhaps I speak with little experience in regard to the finances and financial status of our International.

In regard to this proposal made, I am wholeheartedly in favor of the one cent to go toward the death benefit, but I am against the proposition in regard to raising the per capita to 12½ cents per member.

As far as my local is concerned, we are in a sound financial status. We can afford to pay the 12½ cents. We are not in a position where we can't afford to pay it. But nevertheless, when we come to give the money out of the treasury, I take the floor, whether it be for the motion or against the motion.

Now, as I recall our last convention, when many members asked the question and raised the cry that 10 cents was too much money per capita per person, and the reason was given to the convention delegates at that convention, as to why the 10 cents was needed, and that the 10 cents was enough to cover all purposes and organizational purposes in the International.

It was proven right to the penny that no money was needed, that there was no need to go into the locals in the different municipalities

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asking for more aid. It was proven right then and there that 10 cents covered anything.

Nevertheless, when it comes to a question where it involved the death of a member of our International, I would certainly be ashamed of myself if I wouldn't want to give one cent more toward helping those or the beneficiaries of the member who dies.

As I said before, I am against the 12½ cents, because according to the financial status of the books of the Officers' Report, there is no deficit. As far as the organizational purpose of our International is concerned, if there was a deficit, then I am sure, I have no doubt in my mind that each and every delegate would be glad to go back to their individual locals and ask for financial contributions to keep our International out of the deficit. And for those reasons, I am opposed to the 12½ cents per capita, although I am in favor of the one cent towards the death benefit.

PRESIDENT GOLD: Is there anyone else opposed to this proposition? All those who are opposed to this should take the floor now, so that when you come back to your local unions, you can report to them that there was a thorough discussion.

DELEGATE STEPANSKY: When I spoke in the discussion, I prided myself on the fact that our local union has been paying its per capita regularly. Some of you have to understand the hardships of the small local unions. We are just working from hand to mouth. In a local union of our size, the increase in per capita would amount to a little over \$500.00. I know in your big organizations \$500.00 isn't a lot of money. But to the small local unions \$500.00 is quite a bit.

At this time I think unless the International works something out as far as these small local unions are concerned, I am opposed to the increase of 2½ cents.

DELEGATE NOON: I would like to ask a couple of questions. First of all, on the payment of death benefits, is it the intention of the Committee to pay death benefits to members who are not continuously in good standing for a period of six months?

DELEGATE COHEN: I think I read this proposition before the convention, and I think it was clear enough. It enumerated who would be entitled to benefits. In other words, that clause which applies to the death benefit fund says that if the individual is not more than 13 weeks in arrears, the beneficiary of that deceased member will get \$100.00. Now, if the deceased member happens to die and he was in arrears twenty weeks, the beneficiary would get \$80.00. Do you understand what I mean now?

DELEGATE NOON: Yes, I understand.

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DELEGATE COHEN: In other words, the benefits are extended to members who are in arrears up to 26 weeks. The only difference is that they are getting less if they are in arrears longer.

DELEGATE NOON: In other words, the old continuous good standing provision is out so far as death benefit is concerned.

DELEGATE COHEN: If he continues to be in good standing, the beneficiary gets \$100.00.

DELEGATE NOON: Second, from Brother Butkovitz's remarks, I don't know where he got that, but he seemed to think it was the intention of the International to subsidize small local unions. Is there anything in that nature to be considered?

PRESIDENT GOLD: Not only the intention, but it is the practice.

DELEGATE NOON: Well, looking at it, Brother Gold, purely from a practical standpoint, my local union at the first of last month, had a treasury balance of \$235.00, which means that by paying the bills that are immediately due, that we were broke and probably in the hole, considering the amount of per capita tax.

PRESIDENT GOLD: You would be bankrupt.

DELEGATE NOON: That's right. We are running in the red. Now, due to the fact that the cost of living has risen very high, because of the fact that the local unions have given up their right to strike in an effort to carry out the war program, it means that we will not be able to get the necessary increases above the amount that the cost of living goes, which means that it will be purely a matter of raising dues, and it will cause additional hardships on the membership.

In addition to that on the question of death benefits, take my local union. As long as it has been part of the International, there has only been one death benefit paid to the extent of \$100.00, and if I go back to my local union and propose that two cents is going to go into the death benefit fund, they are not going to be very much interested and very much concerned, and they are going to look at it purely with an attitude that this is additional money being raised to pay for the deaths in New York and what not. Therefore, I feel that my membership would be opposed, and if the International membership feels that this money is absolutely necessary, then I am going to go back and try to sell them the idea, but my feeling is that my local union would be opposed to it.

DELEGATE ROSENBLATT: New York was mentioned here twice, by Local 30 and by another member. I don't know what is the matter with the Joint Council leaders. We ought to be opposed to the 2½ cents and I will tell you why. We keep our sick membership in good standing.

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The Joint Council pays to the International for a sick member when he is sick. He gives his book to the Union, and his book is always in good standing. So we ought to be opposed to the 2½ cents. So I say I am opposed to the 2½ cents. When a member is working and he neglects paying his dues, I say the family is not entitled to it. We have many cases coming up to the Council where a member wasn't in good standing, and we recommended to the International to at least give him \$50.00, and I did not agree to it, because when a member is sick, we keep him in good standing.

When a member works and he neglects it, I say he is not entitled to it. So we ought to be opposed to it. The New York Joint Council pays for its sick members. Therefore I am opposed to the 2½ cents.

DELEGATE ESTHER WESTBURG (Local 57): I want to say that our women's local in St. Paul, is in the same condition as the men's local is. We are barely keeping our head above water, and know this 2½ cents is going to create a very big hardship on our local. We may even have to come to the International to help us.

I also want to say that we haven't had a member who has died in our local for the last four years, I believe it is. People seem to live a long time in Minnesota. (Laughter) But I do know I am opposed to the 2½ cents and I am sure that my membership would feel the same way.

PRESIDENT GOLD: Well, I will start out with those who are in favor of the proposition. No mass pressure, just a few speakers.

DELEGATE JOSEPH KARRASS: As one of the Finance Committee, I am in favor of this report. It is a good thing that the President put me on the Finance Committee, so I had a chance at least to show my members that I am at the convention. I tried for the last four days to give them my name by seconding a motion, but Brother Rubin from Grand Falls was always ahead of me. (Laughter)

Now let's come down to brass tacks. I don't want this convention to start to discuss this 2½ cent increase only for the dead ones. I don't intend to die anyhow, not so soon. (Laughter) How about the living ones, and that is the International? My business agent said one cent shall be put away for the death benefit fund.

I am not a C.P.A. and neither are any of us who are here, but you saw the President urge our Secretary to make a report. We have been arguing for the last four days. One cent will not cover the death benefit. Not only will it not cover it for the future with these new changes for these good standing members, but at the present rate one cent did not cover it. So that is one answer.

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As for the publication, the same thing is true. If you put away one cent, while we figure that will only cost us one cent, that also will not cover it.

So, let us come down, as I said, to the living ones. We are talking of the dead ones. Someone over here touched upon the cost of living. Well, doesn't the cost of living apply to the maintaining of the International office? What I mean is the staff, the expense, the publication—everything went up.

Now, it is the small local unions that they are worrying about. Don't I know what it means? This brother from St. Paul said, "Do we intend to help the small local unions?" and the President answered him that we not only intend to, but it is a fact that the small local unions always have to be helped, and who should help them if not the International, and there is only one revenue.

I favor this thing because first it is my belief that as we say in plain English, if you want to dance, you will have to pay for the music, and if you want an International, you have to pay for it. If anyone is entitled to any benefit—and I don't want the Joint Council members to go away from this convention with the idea that the only way they can derive any benefit is by dying. By no means. But the membership is paying the bulk toward the International. The income of the dues of the International from the Joint Council is more than 50 per cent. So they are the ones who are paying, and if there is any benefit, I hope and trust that the members of New York will see that he should be in good standing, not only for 17 or 18 weeks, but right along.

Now, Brother Reiss, I am sorry I have to disagree with you. Brother Reiss believes that we had in the last 33 months, a gain of about seventy thousand dollars, and he also figures the fifty thousand dollars that we spent for the leather workers' Union. If we do not spend so much for the leather division, something will still have to be spent, and that is my personal opinion of organization. If we will not have to spend fifty or sixty thousand dollars at the rate that we have spent, something will have to be spent, because from what I have heard here, there is still a big field, and Brother Reiss, I was told, while I was out yesterday, admitted—and I am proud of it, and I am in accord with him 100 per cent—that we were wrong when we argued against the merger at the last convention. And I say we were wrong at that time—the same words that Brother Reiss said.

But as long as we have proved for 33 months that it was a success, let's not stop right there. But even if we do not spend more for the leather division, I know that Reiss, for the last 25 years—and in this case he is with me 100 per cent—in his local union and in our local union,

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we always fought to have a big treasury. That is plain English. So that thing applies to the International.

We have discussed this possibility that the two cents that are going to put away for the death benefit fund may be too much. We have tried to provide some ways and means to make it, as we have found it today in the negotiations of the agreements, an escalator, as we called it. We tried to find ways and means to possibly raise the death benefit this year. But after a discussion, one of the Committeemen told me that I was wrong, that we should first see if we have a fund, how the fund will work by itself, if the members will see that they should be in good standing. When we come to the next convention, if there will be a surplus, that will be the time to find ways and means to give the members the benefit of that fund. I believe that he was right and I was wrong.

I therefore say to the large locals that there is no field for it. The 2½ cents means 25 per cent in dollars and cents, but everything went up today, and it is not only this International. Other internationals, if they don't raise their per capita, they find ways and means how to raise funds. If it doesn't come out one way, it comes out the other way. So here it is much better with a flat raise.

Let me tell those small locals something—and there were plenty of locals that came with requests to abolish the fund. I don't want those locals to go away with the idea of "What do I care. If I cannot pay ten, I surely will not be able to pay 12½. I will struggle along and I will come to the next convention and ask for some abolishment of my debts." Let me say to these smaller locals, that if a member wants to be in good standing, he has to pay. He should pay, if he wants to maintain a union. If the same local is in need, there was no time that I can remember that the International did not help. They may not help in the degree that the local, in their opinion, asked for it, but they help. I therefore believe, after four days of arguing and discussing, and after the President asked for those who were opposed, I believe there is no way out of it, and a cent less or a cent more will not make anyone of us feel better, and we should accept the recommendation of the Finance Committee. I thank you. (Applause)

DELEGATE WINOGRADSKY: I am glad that we lived to see times changed around. I remember years ago—and I am a delegate to conventions since 1922—that it often happened that the Joint Council opposed and the small locals were for it.

First of all, on the question of this proposal, whether it should be \$95.00 for 14 weeks or \$60.00 for 25 weeks, to me that is not important. I think that we we can leave it \$100.00, \$75.00 and \$50.00 up to the discretion of the Finance Committee of the International to make a de-

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cision as to how much to give to the individual, as long as we will know that if you owe more than one or thirteen weeks, then you are still entitled to get some death benefits. Up until today, according to the constitution, the Finance Committee of the International could not give any death benefits at all in such cases.

I want to call your attention to the fact that before we came to the convention, we had four local meetings, with a membership of approximately 6,000. We have more than 50 per cent of the membership, and there, we made a decision that we would go back to this convention and see that the financial situation of the International was on a sound basis. The membership approved before we went here, not the 2½ cents, but they approved something, as far as the finance are concerned, for an increase to the International.

The argument advanced here by some of the delegates was that the International is not bankrupt, and therefore, why should we increase the per capita? Well, why didn't the delegates speak about how the International conducted the affairs economically? Why didn't the delegates mention the fact that the wages, the upkeep of the office, all told is 12½ per cent of the income? Now, if you would compare this with the other unions, and with the per capita that you pay, the International would be bankrupt. Why didn't you mention that the income on death benefit was 5 per cent last year; the payments to the members were 10 per cent? That fact should also be brought out that a member pays in 26 cents a year and in order to pay up the hundred dollar death benefit, the member must belong 400 years to the International to get back his money.

Now, I am sorry to disagree with Brother Reiss. Do you know, Brother Reiss, that Local 2 and 3 took back 25 per cent of the per capita that you are paying in death benefits? You are paying in approximately for the 33 months, an average something like \$20,000, and you took back \$4,500. You took back 25 per cent of your per capita in death benefits. Can a union exist in that way?

There is something else involved. I know that our International, that the President, the Secretary-Treasurer, the members of the Board, don't need the finances as a club, as in other unions, in order to have the influence and the prestige over the membership and the leadership. But on the other hand, you want to see that the International, while every local union stood up and said thanks to the International for the support we received when we needed it, how will you provide it with funds?

I am still speaking about the majority of the income that the International receives from the Joint Council. That still pays most of the money, 51 or 52 per cent. The increase or 2½ will amount to approximately \$22,000 or \$23,000 a year. We can establish our own death

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benefit fund, but that would not be fair to the other members of the International. Suppose small local unions cannot do that. Does it mean that the Joint Council took a position that, well, since the International cannot afford to pay, and since we are a dues-paying membership and our members are not entitled to the money—that is why we are going to make our own fund? What is going to happen to the other local unions?

What we propose is to take care of the smaller local unions, and if a small local union cannot exist or will not be able to exist because of an increase of \$1.25 per year to their members—if they have 200 members, they would have to give an additional \$250.00—you know the Finance Committee of the International as a whole is very liberal, and when you need an additional subsidy, that you will get it from the International.

From the point of view of the Joint Council, when we needed money in the Joint Council, didn't the International give us every cent that they had in the treasury? Do you remember that when we wanted to fix the building, the International was the first one to make a large donation? Do you remember when we had a severe crisis of unemployment, and the International had money and the Council didn't have a penny to pay out? We didn't have to go to the International. The International gave us money to pay out to the unemployed. Do you remember, in the anti-trust trial—I don't want to go into history, but most of it involved Joint Council members—didn't the International offer all the money we needed? Is there at the present moment a situation where we have a difference of opinion? Isn't the local union a part of the International, or isn't the International a part of the Joint Council or a part of Local 30 of Boston or the Dressers and Dyers or any other local union?

You know that we pay attention; and it is just the staff of the International and the staff of the Council and the staff of the Joint Board that pays attention to the small local unions. And whenever the President might need any one of us to go and help, don't we do it? And any time we receive a communication from the local unions to make contributions, don't the Joint Board and the Joint Council respond to all the calls you make?

This is not a situation where someone can say, "Yes, just because you are a large organization, that is why you can afford it." We can turn the tables and say, just because we are a large organization, that is why we can afford to have it for ourselves, and you people will not have it. But we are nationally-minded at this Convention. We want to protect the small locals just like the large locals.

That is why, speaking again for the Joint Council—and I know that Kramer spoke for it. Indirectly he spoke for it. Rosenblatt spoke for it. And the local meetings instructed us to see that we established the Inter-

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national on a sound basis. There is no difference between the Joint Council, a Joint Board, or Local 2 or 3 or Local 30. We are one organization. And that is why we have to see that we established a sound financial situation for the International. And whenever a local union needs funds, you can rest assured that the Finance Committee, and your President, your Secretary-Treasurer, will see that you get it.

That is why I move to adopt the proposals of the majority of the Committee. (Applause)

DELEGATE POTASH: Fellow Delegates. I didn't think that I should take the floor on this question, but I do want to just make a few observations. The figures, dollars and cents, that are involved in this question, were already presented to the convention by Brother Winogradsky and a number of other delegates. But I am concerned with the larger view of this question.

Our International today, and for the past several years, has given real service to the International Union's entire membership—every local, small or big—and our International performed these services on what I might call a shoestring financial situation.

I know some delegates say, "Well, the International has no deficit. The International hasn't reported a deficit here." But I don't think there is a delegate in this room who would want to see a deficit in the International or would want to create the situation that would have the International functioning on a deficit.

I know that the small locals today, just as well as the large locals, have more or less established themselves on a sound financial basis. That is the pride of our Union. But I also know that the small locals, many of them, in fact most of them with the exception of probably Locals 2 and 3, the small locals still live from hand to mouth, financially.

I know that should any change in the situation take place, whether on the question of work, of the amount of work in the shops, or any other difficulties that might arise, a strike situation, an attack of the employers, that these small locals would remain penniless and would have to turn to the International for support.

Brother Rosenblatt asked the question, "What is the matter, are the leaders of the Joint Council crazy? Why don't they stand up and fight against it," because as Brother Winogradsky pointed out, this increase would probably amount to about \$20,000 from our treasury? Why don't we fight against it?

We don't fight against it because we feel that our International is just like a chain, and it is as strong as the weakest link. We feel that our International should be in a position now, at this time, when it is pos-

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sible for us to carry out this increase and to establish the International on a sound financial basis, our International should be in a position to meet any emergency that might arise, whether it is in the large local, whether it confronts the Joint Council, or whether it confronts the smallest local of our Union. Our International should be prepared today to meet any situation that might arise.

And let us bear in mind again, that we are not finished with the employers, that they haven't stopped fighting us, that they are going to fight us, that we can expect more attacks, we can expect efforts to undermine our conditions. We can expect efforts to undermine the organizational strength that we have established. And our International must be in a position to meet any of these problems that will arise. And as far as the Joint Council is concerned, I believe that our membership will be wholeheartedly in favor of establishing our International on a sound foundation so that that International of ours should be in a position to throw in financial resources wherever those financial resources are needed.

And even if it will be necessary for the small locals, some of the small locals, to live on subsidies temporarily from the International, you must remember that this will make it possible for the larger organizations of our Union, for the Joint Council, the Joint Board, Local 2, Local 3, and the other locals that are on a stronger financial basis, it will make it possible for us to throw in these several thousand dollars yearly into the treasury of the International, and thereby make it possible for the International to help you, the small locals, in the event of any change in the situation that might endanger your existence or the conditions of the workers, to help you to preserve these conditions and to preserve the union.

That is why we are, as Rosenblatt says, crazy. But we are not crazy, and we are not so terribly altruistic in this either, from the Joint Council. We want a strong International office. We want a strong International, an International that will keep the strength of every section of our Union, maintain the conditions of every section of our Union. If we succeed in maintaining the conditions out of town, it will be easier to maintain conditions in New York. That is our conception of the International, and that is why we are this crazy in supporting this proposition. That is why we are for it wholeheartedly, and that is why I believe every section of our Union, regardless of the difficulties that you might be involved in as a result of that change, should nevertheless, favor it in building up the strength of our Union, and to be able to meet any emergency that might arise. (Applause)

DELEGATE GREENBERG: May I ask a question?

PRESIDENT GOLD: What is the question?

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DELEGATE GREENBERG: My question is whether we are taking into consideration that our members of our Unions, those that are in the armed forces, who are fighting to save the lives and the existence of unions, whether their death benefits will also be included in our International.

PRESIDENT GOLD: Yes. Do you want to continue the discussion?

("Question" was called for)

PRESIDENT GOLD: Suspend the rules first, and then you will be able to continue:

DELEGATE REVKIN: I move to suspend the rules:

(The motion was duly seconded)

PRESIDENT GOLD: All in favor, say, "aye"; opposed. Carried.

DELEGATE MORGANSTEIN: Since there has been plenty of discussion, and I believe that the side of the Finance Committee has been exhausted to the best advantage in favor of the report, I move to close the discussion.

DELEGATE PETER GARDINI (Local 8): I second the motion.

PRESIDENT GOLD: I will entertain your motion, but I will still ask any delegate who is opposed, if they want to speak. The Chairman is in the most privileged position.

DELEGATE ROTH: Mr. Chairman, I have a question.

PRESIDENT GOLD: What is the question?

DELEGATE ROTH: I think the 2½ cents should be separated from the question of how it is to be distributed.

PRESIDENT GOLD: I already answered that to Delegate Winogradsky, that when it comes to a vote, we will divide the entire recommendation into three sections: First, the \$2.00 to be continued; second, the 2½ cents increase; and third, the technique of the thing.

There is a motion to close the discussion.

DELEGATE COHEN: I second the motion.

DELEGATE BUCHNER: Point of information, Mr. Chairman. Perhaps I have been misinformed, but nevertheless I would like to ask if it is true or not.

I understand that there are quite a few locals that after sending in their per capita to the International, 50 per cent of it is sent back to that local. May I be informed on that issue?

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PRESIDENT GOLD: Which is it—you were informed or you understand?

DELEGATE BUCHNER: I don't know whether I am misinformed or—

PRESIDENT GOLD: If you understand that it is so, then you are a genius. If you were informed, then you were informed correctly. Some locals get their entire per capita returned. They receive it as soon as they send it in. Some receive half; others receive subsidies that are twice as much or three times as much or ten times as much as they pay per capita.

DELEGATE BUCHNER: The reason why—

PRESIDENT GOLD: I am not interested in the reason. I just replied and that is all.

All in favor of the motion to close the discussion, signify by raising your hands. Down. Opposed. Unanimously carried. The Chairman of the Finance Committee will sum up, Delegate Begoon.

DELEGATE BEGOON: I realize that most of you are tired, and you would like to adjourn the convention and proceed to dinner. However, I think that it is necessary to make a few remarks on this subject.

I am basing my remarks upon my observations of our Joint Council membership which leads me to believe that the same conditions prevail in the weekly dues paying locals.

The Joint Council membership for the year 1941, had a membership, a dues-paying membership, of 12,211 members. The number of good standing members at the end of last year was 5,762 members that owed less than 13 weeks. In other words, a majority of our membership owed more than 13 weeks. And if it so happens that a man or woman takes sick and subsequently dies, it doesn't count, because of the fact that they are not in good standing, and they will not be able to get the meager hundred dollars.

However, when we proposed to the Finance Committee that sliding payment up to 26 weeks, we based it also on the same statistics. The membership that owed up to 26 weeks—14, 15, 16 and so on—was 10,659.

It is true that it doesn't cover the entire membership. We still have 1,500 members who owe more than 26 weeks. Under the set-up of the death benefit fund that we have been operating under heretofore, the bulk of our membership was not entitled to any benefit at all. We believe that under the recommendation that we have submitted to you for approval, that at least more than 10,000 of the 12,000 members will be

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entitled in case of death, the beneficiaries will be entitled to \$100.00 and a minimum of \$50.00. That is one thing.

The second question that was raised by some of the delegates on this floor, was that a penny for this fund would be sufficient. Yest, even a half-cent would be sufficient provided you amend the constitution that a member has to pay his dues in advance. Then you will have a smaller percentage of good-standing members, and you will not have to pay out as much as you did pay out heretofore.

According to statistics compiled by the life insurance companies, they claim, and I believe they are correct, that in the ages from 18 and above, regardless what the age may be, 60, 70 or 80, one out of every hundred men and women dies every year—1 per cent. Assuming that our membership in the Fur Division at present is thirty or thirty-five thousand good-standing members, then out of 40,000, if 1 per cent dies, 300 die every year. Our payments to beneficiaries of deceased members is \$100.00. That means that we need \$30,000 a year.

The only way we can raise an equivalent amount in order to enable the International officers to pay this amount is by providing them with funds. Therefore, we concluded in our minds that two cents will give the officers of our International a chance to comply with the provisions of our constitution, and those who propose one cent, that means in my judgment, no proposition at all. It is just as bad, a little better than the proposition we had heretofore.

Some of you have life insurance, and when you bought life insurance, I assume that you made a better study in order to acquaint yourself with what you pay and how much you receive. According to the payment for the death benefit fund that our members have been paying heretofore, at the rate of half a cent a week, it is 26 cents a year in order to secure the funds, and then we would have to get an agreement with somebody, with whom I don't know, that our members live at least 400 years. Because in order to enable a member to pay out the hundred dollars, he would have to pay 400 years to pay out the \$100.00.

Now, you know that none of us live even a hundred years, and if some of us live that long, we are unable to work and we can't pay. In my judgment, up until the present, since the International was organized, 29 years, I don't know whether there is still a member in our ranks that has been paying dues and was fit to work from the inception of the organization of our International. They pay 25 years; they pay 30 years. In 30 years they would pay out a small fraction—thirty times 26 cents.

The small locals have an argument that it is hard for them to pay the ten cents, and if you will increase the per capita it will make it still

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harder. This question, in my judgment, was answered by Brother Winogradsky, by Burt, by Potash. However, I want to say a word or two.

The percentage in membership of the small locals is less than 15 per cent of the total membership of our Fur Division. They are just as equal as a member who belongs to the largest local. But we have had the problem with these small locals, excepting a few, heretofore. We have had the problem of helping them to go on and operate as a labor union. And if we are not going to succeed in the near future, in establishing these locals on a sound operating basis, and decide because of this not to increase the 2½ cents, I believe that we will hurt 85 per cent of our membership by that decision. It will be as they say, the tail will wag the dog, and you know what happens when the tail wags the dog.

On the other hand, the 2½ cents will give the International treasury an additional cent in the general fund. That cent doesn't mean very much. It means very little. However, it will mean about several thousands a year, and these small locals that will be applying almost continuously for subsidies from the International Union, will be in a better position to comply, not entirely, but partly, with their request, because they will have some money.

So, I can't understand why these representatives of the small locals should be opposed to it.

Delegate Rosenblatt, if the Joint Council delegates would reason the same as the representatives from the small locals, they should be opposed to it. To the Joint Council treasury it will mean, at the present rate, at the rate they have paid in 1941, it will mean an increase of exactly \$23,000 a year.

Our International is the only one, and you can just verify this, those that want to verify it, and they can easily obtain the information, that there is no other international in an industry like ours, that pays ten cents per capita to its parent body. The Amalgamated Clothing Workers' Union, it is my understanding, has been paying over 20 cents a week for every member per capita tax. The International Ladies Garment Workers Union has been paying for years back, 15 cents a week per capita for every member. I believe that recently, not in recent days, but in recent years, they have increased their per capita.

All of you have been proud of the report submitted by the General Executive Board. I believe that every delegate upon his return, will have a whole lot relate to the local union that he or she represents, of the accomplishments of our International. And on the other hand, it seems that you want to stifle it. According to the discussion, I expected that somebody would get up and make a motion that ten cents is too much. And if they would succeed—I know they couldn't succeed—but if

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by some miracle something would happen that they should succeed, next they would come around and say, "Don't pay anything at all."

The ten cents per capita tax does not enable our International to function properly. Our International also pays per capita tax, and our International pays for every member of our Union regardless whether he is a member of New York or Duluth or St. Paul or Los Angeles—pays five cents a month per capita to the parent body that we are affiliated with, the C.I.O. And I believe that there is not a single delegate here that will say, "Why should we pay so much? Let us get out." You have approved it at previous conventions.

So, if you take a pencil and you begin to figure, you find that the present payments to our International, that the International was receiving ten cents per capita per member, and paid five cents a month per capita for every member to the C.I.O., which means that the International was left with eight and three-quarters of a cent, because these payments are made every month. We don't go to Murray or to the General Executive Board of the C.I.O. when we go to the convention and ask them to wipe off the debt the way some of our delegates from our local unions come to this convention.

So bear in mind that we are only getting, actually in cash, eight and three-quarters of a cent. When we opened the sessions of the Finance Committee, I thought that some of the Finance Committee members and some of the delegates that represent the local unions in this convention, would submit resolutions to do everything possible in order to put our International on a sound position. The only way you can put this International on a sound position and have enough organizers and enable the International to conduct strikes and help small local unions that have no funds—the International Union needs, besides the \$2.00 that we are paying for assessments, the International needs a minimum of 15 cents a week per capita tax.

I am not proposing the thing you heard by the Secretary, but this is what the International must have, and I am not just talking because I like to let myself be heard. I have been connected with the International for quite some time, and whether I am a good student or a poor student, I endeavor to make a study of the question, and I am convinced that if you delegates, regardless where you come from—

(The speaker was interrupted at this point. As Allen S. Haywood entered the Convention hall, the audience arose and tendered him a tremendous ovation, applauding, cheering and singing)

DELEGATE BEGOON: Brother Chairman and Delegates: I will conclude my remarks in a minute or less.

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I am somehow convinced that the convention will adopt the recommendation of the Finance Committee as it was submitted. Accept the recommendation of the Finance Committee as it was submitted. Accept the recommendation of the Finance Committee and the most of you I believe will be delegates at the next convention which will take place I suppose in about two years. And I would recommend to you that upon your return during the next two years, make a closer study of this situation, and when you come to the next convention, come with a recommendation of putting the International on an actual sound basis and provide it with the per capita so that it will be able to function properly, the way our International should function.

Thank you. (Applause)

PRESIDENT GOLD: Delegates: I want all of you to know that the main weakness of our International Union is its financial weakness, and all other weaknesses—and I suppose we have more than one—are the direct result of the lack of sufficient funds that are necessary for the International to carry on its work.

What are the arguments of those who oppose the increase in per capita? And by the way, I want to say this is such a peaceful discussion again. Let's punch. One, that the International has no deficit, therefore there is no need to increase the per capita. The other argument was that the International saved money, cash, in addition to their spending about \$70,000 for the campaign to organize the leather workers during the past three years. Third, that the small locals will be embarrassed that they cannot pay the increase and even those that might receive a subsidy from the International are dissatisfied because they don't want to receive any subsidies.

Let me tell you delegates that the International Union never had a deficit, and even if you would not increase it the 2½ cents, and if you would reduce the present payments, the ten cents per capita, the International will not have a deficit.

You know what is going to happen. What do these working families do if they earn even \$500.00 or \$400.00 or \$600.00 a year? They can't have any deficits. The banks wouldn't give them any loans. You know what they do. They just eat less and dress very poorly, live in very bad houses, and they have no deficit, but they have a very poor deficit, an important deficit in health, a physical deficit.

If your International hasn't got sufficient funds, then it must of necessity, postpone or neglect important organizational activities; and it has no deficit but it does not accomplish the task that the convention decides.

Therefore, you can't expect to wait until the International will come

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to you at the convention with a deficit, because at that time, it might be too late.

Real leaders do not judge the financial affairs of an International Union on the basis of a deficit, but on the basis of the funds required to accomplish the organizational work that the International must carry through.

What about the surplus that the International has? What about the fact that we spent \$70,000 or more for the leather division. I suppose the reasoning on the part of those that oppose this, is the following: "Now, when the leather workers are organized, not completely, but within a short time this leather workers' union will be self-sustaining, then the International will have in the next two years, a surplus, because it wouldn't have to spend for the leather workers as it did in the past." Let us examine the facts.

Where did we get the \$70,000 or more for the leather workers? At the last convention in 1939 we were very frank in our discussion and we informed the delegates that if they decided in favor of the merger, it was quite possible that we would have to come to the membership to help us carry through the activities in the leather. And that was no secret. The locals were informed about it, and there is no doubt in my mind that in the course of the past three years, you would have to come to the membership for a dollar or two dollars, an assessment for the leather workers, and that our membership would willingly pay the two dollars. Every fur worker would be happy to pay two dollars and with his two dollars, to help build up a new union in the leather industry. But we didn't come to you. We didn't ask for this assessment. Why? Examine the facts.

The past two years or more, the International Union was not in a position to undertake the important organizational activities in Canada. The dressers and dyers in Montreal are not organized yet; the dressers and dyers in Toronto are not organized yet. After one year's struggle of the fur workers in Winnipeg, during the year of 1936 and 1937, that organization still doesn't function, and the employers still operate open shops. The struggle against Federman, that racketeer, is still on. Why didn't we go into Canada and carry through this organizational work? On account of the war. It was impossible. Before the war broke out there was this fine, "liberal" official in the province of Quebec, that padlocked unions. We postponed the activities and then the war came. The progressive trade union leaders advised us not to start. Some of them are in concentration camps.

We expect to go into Canada now, because the political situation is entirely different. Roy will tell you how many times he postponed the

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dressers and dyers campaign—and don't forget that the Hollanders have a factory in Montreal and that is a serious job. The work will have to be done in Quebec where the Catholic syndicates are active in undermining the labor movement. The money you saved you saved by postponing the work in Winnipeg, you were in a position to give to the leather workers.

I ask you, do you want to continue that? If the report showed these weaknesses in Canada, and if you adopted correctly that recommendation of the Committee on Organization, that this work must be done, then delegates, you will have to provide the funds for that.

On the Pacific Coast, these locals belonged to our International Union for a number of years. They paid their per capita, but they never saw any representative of our International Union. There were no funds. Only in 1937, for the first time, the International sent a representative to the Coast, and in 1939 we had a convention of the C.I.O. in San Francisco. That was the second time, and then also Burt was sent to San Francisco to help in the negotiations for an agreement. But for the past two years, the Coast constantly asked the International to send them an organizer. Don't forget that we lost a strike in Seattle, Washington, because of the sharp struggle there was at that time between the A. F. of L., and the C.I.O., and our good friend Dave Beck did a job on us, and the workers in Seattle Washington, asked for organization.

You heard the delegates of the Pacific Coast. They asked for leadership and guidance and assistance, financial assistance and an organizer. I don't know whether it will be necessary to have a steady organizer or only for a few months every year, but funds are needed in order to help the Pacific Coast, and Delegate Potash told you correctly that this chain is as strong as its weakest link.

Year after year we postpone our assistance to the Pacific Coast locals. We sent some money to the Los Angeles local. We sent some, a little bit, to San Francisco. But that is not enough. It is not a question of giving a sick man medicine in a teaspoon. This is an organization. You have to go in and do the job, and it may cost five or it may cost ten thousand dollars.

You remember strikes in New York that cost a million. Can you stop because of these few thousand dollars? You kept on parading and demonstrating and you expressed your pride about the accomplishments of the International Union in the course of reading and then discussing the report. Can your own International Union afford to neglect the Pacific Coast on account of the few thousand dollars? It certainly cannot.

Next, you must continue the subsidies to the small locals that are a *contribution* to our International Union, and you must have heard in

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the report of Delegate Katherine Hartmann, the splendid work of the small Milwaukee Local of the furriers in helping organize the leather, the splendid work in their struggle against fascism, particularly the German workers, who, because they belong to the Union, understand the role of the labor movement and the danger of fascism and they have organized as a compact unit. You must continue subsidizing these locals. Can you stop that because of lack of funds? Of course not.

And you heard the recommendations of your Committee on organization, to organize the workers in Buffalo. We made an effort several times, but you have to carry it through. And in Baltimore there aren't many furriers, maybe a few hundred all told, but they have to be organized.

And what is the assurance that the leather workers will not need your support to a much higher degree than you anticipate? You can't tell.

So, you saved the money and you did not have a deficit because you did not complete your work; and this convention cannot adjourn without a decision to provide the necessary funds to complete the job. It is not only the death benefit fund—that is not the only reason. I think there is a great deal of truth in that, but it is a little bit sugar-coated. It is the death benefit fund; it is what Delegate Karass pointed out. Yes, it is something for the dead, but it is primarily for those who are still alive and intend to go on living and fighting.

You have to make your International sound under all circumstances. An International that exists for about 25 or 30 years and was never financially sound—we have to learn some things of the other unions. There may be some things that we can teach them, but there are some things we may learn.

It seems to be the conception of some of these progressive leaders and progressive union members that the question of finances is of lesser importance, it is a necessary evil, that it is even below the dignity and contrary to the conceptions of a real progressive to come to the workers and point out the importance of finances in the Union.

Well, Delegates, this is not a financial problem. It is an organizational problem, and first of all, you have to make your International sound. The other unions that do not claim even to be progressive, conservative unions, began to build from the top down. First they made their Internataional sound, and then came the locals.

I don't know whether it is correct or not, but we started to build from the bottom, and we made all our locals sound, with the exception of the small locals, which is a job, and I will talk about it in a minute. All of the locals are financially sound. The Joint Council was never in a

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healthy financial situation. For a period of 25 or 30 years, the financial problem was their sole problem, and at every Joint Council meeting and every local meeting, that problem was discussed time and again. Every time they had to come to the members for an assessment and every time they accumulated a hundred or two hundred thousand dollars, they had to renew a contract, and they had a strike and they were busted.

Finally, we had the courage, like real progressives, not these “progressives” with these wrong ideas, to come to the members and point out the weaknesses, and the increase in dues was from thirty-five, if I am not mistaken, then to forty, then to fifty and now to fifty and sixty, because you decided that about a year and a half ago that all those whose minimum scale is fifty dollars—in about 66 per cent of your membership, the minimum scale is now fifty dollars—pay 60 cents dues. You fooled them. You increased their scale from forty to fifty and they have to pay 60 cents now. Keep it up.

What did the workers say when we came to them? Let me tell you something, and I hope that progressive leaders take a lesson from members. For about six months we kept on discussing how to bring this problem to the workers, and because of the experience of times past that whenever the question of dues is brought to the workers there are scandals, meetings are broken up and so on, we were somewhat shaky in taking up this problem in the proper manner.

Finally we came to the members of the Joint Council and lo and behold, the members said, “What are you fussing around about it?” and by unanimous decision, our financial problem was solved in the Joint Council. You paid your ninety or one hundred thousand dollars debt to the lawyers, you paid out about a hundred thousand dollars or more to the sick and needy, you took a bigger building, you bought that building, you paid some money on the mortgage, and you still have \$400,000 in the treasury. (Applause)

Well, Local 2 may not be sound financially. A local of about 800 workers—I don’t know whether it has \$200,000 or it has already a quarter of a million dollars. If you haven’t got it you will have it in a short time. That local is financially sound.

Local 3—never had so much money. However, Feigelman, how much? Coradi, how much?

DELEGATE CORADI (Local 3): You mean without kibitzing?

PRESIDENT GOLD: The truth.

DELEGATE CORADI: \$185,000. (Applause)

PRESIDENT GOLD: A local of about a thousand. Don’t we take

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pride in this—a new organization. Local 88 has existed maybe about since our unity. How much, Lyndon Henry?

DELEGATE HENRY: \$140,000.

PRESIDENT GOLD: \$140,000.

DELEGATE REVKIN: The Treasurer says \$160,000.

PRESIDENT GOLD: I can go on and ennumerate some more locals. However, we finally gathered enough courage and faced this financial problem and there is no more problem of such major importance.

But what about the International? This you forget. Say that your International may accumulate a surplus. So what? Don't worry, it won't. But suppose it will. Don't you want the International to have a surplus so that in case of necessity your International will be sound, just as you made your locals financially sound? That is an organizational problem of major importance.

Now, what about the small locals? I am not brushing aside the question of honor. I know the pride of the smaller locals, that they want to pay the per capita and be in good standing. I understand that. But if you would really be practical and approach the question from the practical point of view and not from this empty honor, you would go on record to increase the per capita to fifteen and not to twelve and one-half. Because the Joint Council and the Joint Board and 2 and 3, don't need our financial support. They need our guidance, our help. It is the Internataional brain trust that helps a little bit, although they have sufficient, but they need still more.

They have some money, and we take this money and we send it to the smaller locals. What kind of an honor is that? What kind of an expression is charity of the International? Do you think I inherited that money or it is the dowry of my wife? It is the money of the Union members, it is your money. That kind of an approach is a healthy approach. It is your money.

Yes, if the locals will need and you need, you will be in a position to receive much more than you got until today. The Pacific Coast might need an organizer to visit them more often. The same thing is true in the Mid-West and the same thing in St. Paul.

There is a very interesting thing about St. Paul. The per capita that St. Paul paid in for a year, just about covered the railroad fare that it cost the International. We spent that much on the railroad fare. And for the past two or three or four years, they had several increases because we were in a position to spend time and money there, and Minneapolis was able to send Klig you remember, to organize a union. There was no

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union. So, suppose you weren't able to pay? But that is not the problem of the small locals. Why don't you practically decide on fifteen cents and let the bigger locals pay and you will benefit by that? They will benefit by it too, because the stronger you are the less competition they have.

Now, what are the arguments? The 2½ cents is not going to solve the problem, but it is going to help. On this basis, you don't wait for a deficit. You will never have a deficit. You will have a deficit in the organization. Don't expect a surplus because we will spend it and the surplus you had is because of the extraordinary situation—war and so on—and we couldn't spend it, therefore we gave it to the leather for a good purpose. And if we will have to give some more, you will be happy. I hope you won't have to. And the smaller locals will gain by that. Above all, you will make your death benefit fund sound, you will make your publication sound, you will enable the organization to carry on the educational work as you demanded and decided by unanimous vote, you will enable the organization to issue some pamphlets, to establish the welfare departments that you demand from the International to do, to go on and coordinate the work, and don't forget it will require funds on the part of the International to send out people in order to mobilize our membership to help the war efforts. Don't forget that. That is the basic task of this Convention and of our Union. And finally, after thirty years, just as you face different situations in the locals, make your locals financially sound, put your International on a sound basis so that you can carry out the work that was not yet accomplished, so you can come to the next Convention and have a complete picture of a thorough and complete and final organized International that functions in accordance with your wishes and desires. (Applause)

The first motion is that the provision in the Constitution that provides for a \$2.00 yearly tax to remain as heretofore. All in favor of this motion signify by raising your hands. Down. Opposed? Carried. (1 contrary vote)

All in favor of the proposition that the per capita be increased from ten to 12½ cents, signify by raising your hands. Down. Opposed? Carried. (1 contrary vote)

How is the third proposition of this arrangement? I think that you can empower your incoming General Executive Board to work out that proposition about the death benefit fund to meet the specific problem of the Joint Council members.

DELEGATE KRAMER: I move to that effect.

DELEGATE FEIGELMAN: I second the motion.

PRESIDENT GOLD: All in favor of this motion to empower the incoming General Executive Board to work out the payment of the death

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benefit fund, signify by raising your hands. Down. Opposed? Carried unanimously.

. . . President Gold then introduced the National Director of Organization of the Congress of Industrial Organizations, Brother Allan S. Haywood. The audience arose and there was prolonged cheering and applause . . .

BROTHER ALLAN S. HAYWOOD: President Gold, Officers and members of the Fur and Leather Workers' International Union: It is about three years ago since I attended your last convention, I think it was in Atlantic City, and many changes have taken place since that time, both in the affairs of your Union, the Congress of Industrial Organization, the C.I.O. and the A. F. of L., in the affairs of our nation, and of the world. . . .

I met with President Murray yesterday—he returned to Washington yesterday morning to deal with the steel case now before the War Labor Board—and I told him I was coming out to this convention, and he asked me specially to tell you that he appreciates from the bottom of his heart, the fine expression of confidence that the Union has placed in him, and so expressed themselves. (Applause) . . .

Five years ago, every old-timer in the hall here asked himself a big question—can they organize steel? In the coming steelworkers convention, My Friends, they will have represented a delegation speaking for 700 and some thousand steel workers. (Applause)

Their per capita tax payments—and they have an exoneration clause and priorities have effected them—their per capita tax payments to our office exceeds more than a half a million. That job couldn't be done. At least so said those who proclaimed the perpetuity of craft unionism.

Your Union played a real part in the creation of the Committee to do the job. The Fur Workers' Union contributed money to the committee for industrial organizations, and I haven't heard of Brother Lucchi asking for it back yet. (Laughter) . . .

You are meeting at a time, My Friends, when the world is at the cross-roads, when civilization is in the balance, when free men are dying, and women and children, to resist the forces at large in the world that would drive civilization back for many, many centuries, a force that wants to establish on this world a condition of slave labor, a condition of racial superiority, a condition of domination in which all the people will serve the masters of this so-called new philosophy. That is as old as the hills itself.

It took the nations of the world a long time to awaken to the issues involved, and the democracies, in their usual easy way, believed it was the other fellow's job, that we were too far removed. It can't happen here.

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When Czechoslovakia was sacrificed—well, we are going to have peace in our time, and the beast said that he had no further desire for territorial gains in Europe, and he signed a document accordingly.

Lo and behold, right after that, the heads of the Czech government were called in and told to sign on the dotted line. Then Poland was told what to do, and he went on and on. There were those in Great Britain too, who felt that this guy would wear himself out. They were dilly-dallying along until the labor movement of Great Britain arose and demanded a militant policy of fight against this enemy of humanity, and all that he stands for.

And then they disposed of peace in our time. Mr. Churchill came into power. The labor unions were called in to serve, and Bevins was made Minister of Production, Attlee in charge of the navy and so on and so forth. Labor became a real participant in prosecuting the war.

When labor leaders for the union got the proper recognition, labor itself began to have confidence in the outcome. Why did labor take this position? They saw what happened to the labor leaders of Germany. One of the first men shot in Germany before a firing squad was the President of the Miner's Union, a man whom I had the honor to meet here in Chicago a number of years back.

Who was the first to be taken and shot in Norway? The leaders of the labor movement of Norway. Who are being shot now? Every man with a progressive thought is in an internment camp in Germany, in France, in Holland, in Belgium, in Norway, in Poland, in Czechoslovakia, and in Greece.

And take the march of fascism in Italy? Whom did they attack first? The labor unions and labor leaders of Italy. And so the British labor leaders and the British workers recognized that if they were going to escape that fate, their government had to fight, and there musn't be any surrendering, and no appeasement. It must go on.

We still went on here. We still believed we could follow an isolationist policy. "Oh, they won't attack here. They can't cross the ocean to do those things." Well, ask Joe Kerwin's men in the Seamen's Union whether they can cross the ocean and do those things or not. Those men are going down to the sea in ships. Some of them are being rescued after days and weeks of torture on the high seas.

Do you think that if they had first completed their job in Pearl Harbor, that they wouldn't have been moving on to San Francisco and Seattle and other places now? Don't fool yourselves. Distance doesn't mean anything. We are flying bombers hourly almost to Europe today *from here*.

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So, Pearl Harbor came along, and then America awakened, but not the labor movement of America. The labor movement of America had awakened long before this. I was on Labor's Advisory Board to O.P.M., and almost twenty months ago, the C.I.O. submitted programs for increasing defense activities, increasing production, proposed the Murray Plan, President Murray's Plan for Joint Committees and joint methods, joint boards for strategy and so forth, proposed the Reuther Plan. We suggested to the O.P.M. twenty months ago, that they cease making new models of automobiles, and put the skilled men to work then, making new tools from which to make guns, tanks, planes and bombs with, only to be met with the cry, "We can't do that," from the employers, arguing "Business-as-usual."

When Pearl Harbor hit us, yes, we found ourselves somewhat on the way, but not as much as we would have been on the way, had they listened to labor's voice twenty months ago.

And how right has the voice proven to be? Today they are not making any automobiles. Today we are striving to train men—should have been done twenty months ago. Today we are accepting and promoting joint production committees, exactly as recommended by President Philip Murray twenty months ago. It shows that labor was awake.

Our unions today, along with the American Federation of Labor unions, have pledged themselves to the Commander-in-Chief of our nation, to all the people of our nation, to the people of all other United Nations, to the people who are languishing in internment camps or who are risking being arrested any hour, any night, any day and placed before firing squads, now living in the Axis countries and those occupied by the Axis.

Labor in America is the real force behind the President of the United States to fight this war until there is a complete victory with no compromise. (Applause)

And in the C.I.O. it is your brothers and sisters who are producing still; in the automobile plants today, it is your brothers and sisters who are producing tanks, jeeps, and all that goes to make warfare. I mean the aviation plants too. If it you, in your industry, who are producing the things that will make it possible for our troops and the United Nations' troops to join with the Russian troops (applause) in any other winter campaign that may come alone. (Applause)

You don't read of any one of our unions being indicted for dealing with the enemy, withholding patents from their own government, and agreeing not to provide Britain and Russia with these patents, when they knew the same force would be ready to attack us. But we do read how some very respectable corporations that proclaimed for "Business as

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usual" so long and so often—Standard Oil, Aluminum Corporation, several steel companies, Bausch & Lomb Optical Works—all these respectable gentlemen, in the interest of the profits, seemingly, were willing to strengthen those forces, the enemies of humanity, as against the democracies. You can't point to one of our unions that hasn't given its all, and is now giving its all to this great, historical, gigantic struggle.

While these things have been going on, we have had in Congress, certain fascist-minded people. Oh, they proclaim to be believers in our institutions of government. Why the best defense for any scoundrel is to wrap the flag around him. These gentlemen have been crying in Washington for legislation to hamstring labor and take away from labor the things that are dear to it and the things that it must have in the future, the things that it paid such a price for in the past to attain.

They say that we have to have a forty-hour week bill. Why you would imagine that the steel workers and the auto workers and other workers were stopping as soon as the whistle went at the end of forty hours in a week. Our workers are willing to work seven days a week. They have no mind for forty hours. They are willing to work as long as their energy will let them work, if the employers will work their plants. We gave up the time and a half for Saturday and double time for Sunday. We said that we would go on the sixth and seventh day no matter what days they are, and that we would work five straight days. That was in reply to an appeal by Donald Nelson. Yet the Smith's and Hoffman's weren't satisfied with that. All they were concerned about was destroying anything that labor gained. And keep in mind on the sixth and seventh days that labor gave up, the money went to one place—the employers who were then making fabulous profits.

The copper concerns increased their profits in 1941 over 1939, 1,700 per cent, and yet they said to the copper workers, "If you work the sixth day or the seventh day, you should only get straight time." Let these patriots put it in their pocket.

The copper workers have said to the nation, "We will work seven days a week; we will work three shifts in the mines. We will do everything our nation demands us to do."

On top of all these things, let me say this to you: That Great Britain has found out, in their industries, when they tried to work the workers seven days a week, you will bring about more accidents, destroy efficiency. The British workers have declared for the machines to work seven days a week, but the human sometimes must rest. Even the soldier must rest. He can't keep in the campaign all the time and you can't treat human beings just like you can machines.

Then they attacked the union shops. They say that we shouldn't

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have union security. When labor has given up its most effective weapon—you men and women know that to be true—when we said to our government, “We will surrender the right to strike, voluntarily during this war. We want no legislation to that effect. We will do it voluntarily.”

I was asked on the air one night, what had labor given. When I mentioned that we had given up the right to strike—what else have we to give—all that we have. What else has anyone to give—all that they have? What do you want us to give? No answer.

So labor in America realizes that this is labor’s war, and we are out to organize our forces with one main objective—an all-out war effort, so that the skies of the Reich, Tokyo, will be darkened with planes made in union factories in the United States of America. (Applause)

These same reactionaries say that we should give up organizing during the war. My friends, I leave you to answer for yourself. How could you fur workers serve as well as you are serving your nation, if you weren’t organized? You couldn’t have your committees doing this. You couldn’t have the clarion call of your President, of your International Executive Board and your union committees getting your membership stirred up and desponding to that if you weren’t organized.

I maintain that the best guarantee to our nation is that there be a 1,000 per cent all-out effort on the part of labor, for a 1,000 per cent organization of the workers in America. (Applause and cheers) . . .

Since I last met with you, two of the biggest jobs have been done in the way of organization in this country. We have a union shop contract with check-off at every Ford plant in this nation and Canada. (Applause) The wage scale has as a minimum in every department, what his competitor pays as a maximum. I honestly believe, President Gold, that we have changed the thinking of Henry Ford. (Applause)

Right now in Willow Run, right out at Detroit, one of the greatest monuments for human freedom will soon be in operation, and there will be 95,000 workers in there, and they will all belong to the United Automobile workers of America, and they will turn out at least a big bomber every hour of the day. (Applause)

We wanted to make sure that from the steel mills, we would get a damn good union bomb to drop on Hitler, out of one of these bombers. (Laughter and applause)

So that we could make sure of that, we started a campaign to organize that special, privileged character called Bethlehem Steel—where one of our brass-hat generals got a good job, where they always got the government contracts for them—and where the record in the last war, speaking in the words of the Federal judges, was a dastardly racket of robbing

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this nation when it was at war last time, when they controlled all their towns. We had over eighteen elections in the Bethlehem mills and we won them all. (Applause)

All that is left now for the auto workers and all that is left for the steel workers now is to mop up. That is the only job left for them in the two industries. The Auto Workers' Union went up to its peak a few years ago, two years ago or a little better, and it paid on 300 and some thousand men into the C.I.O. Last November it paid on 640,000 dues-paying members to the C.I.O. Then priorities came along and threw 250,000 auto workers out of work—150,000 in Chicago. But they went out into aviation, and not counting the aviation plants that are owned by the big operating companies, not including them, they are receiving tax today on over 80,000 aviation workers in the Auto Workers' Union. And with priorities, now 150,000 of their members out of work, their last month's per capita tax check was on 552,000 to the C.I.O. (Applause)

You boys tackled this leather division. Why they had about 5,000 struggling members when you took hold of them. Oh yes, I was a bit disturbed about their convention. I had heard rumors. I can't imagine men pulling away from Santa Claus. (Laughter) I can't understand that. And particularly when Santa Claus has brought home the bacon, and you built that fine group into an organization of yours to 30,000, from 5,000. That is not a mean job in a scattered industry where you don't find 95,000 workers in one plant, where the cost per member to organize is much higher than what it is in organizing Henry Ford, or organizing the Bethlehem Steel Plant. Why, the Retail Clerks have taken just about all the department stores in New York City, and then they weren't satisfied. They came here to Chicago and they licked Marshall Field and the Fair and Montgomery Ward. They went to Detroit and did likewise with the big department stores.

They have one big job to do yet in Chicago. Their convention starts here Monday, and I am going to demand that they finish that job, and that is to organize the one big one left in the retail field, Sears and Roebuck, right here in Chicago. That union is going to do that job. And our communications union—while we are at war, another big giant in our nation that molds the thinking of employers, was Western Union. And our little, struggling union, the American Communications Associations, gave Western Union one hell of a licking in New York City, and carried that great nerve center of communications in elections held recently here. . . .

This is your job and I am commanding you now to go out and finish organizing the rest of your industry. You will need it when this war ends. All of us will need it. Our liberties will be securer, because remember, we have some fascists here in America. We have a newspaper

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in town here called the Chicago Tribune (hisses) that is the world's "Finest" newspaper. I have seen it put the flag on the front page, but I have seen it do the thing that means division in this country. . . .

I have never lived under the kind of a government Russia has. I have always lived under a kind of government that I know men can be wrong, where they can express themselves. But I know in this war they have a higher morale than they had in the last war. And there is no man who is for America coming out victorious, and there is no newspaper that can be for America coming out victorious, that tries to show that division among these United Nations and these people.

You watch them when they wave the flags and try to get to working. Don't heed them. The working men and women of China, those gallant people who have struggled all these years against the Jap ruthlessness, the working men and women of Great Britain, Australia, New Zealand, Canada, those who are putting up with the bombings in Malta, those gallant souls, those free French, those people in Holland, Belgium, who are constantly going before the firing squads, those gallant people in Norway, will pray to their God that we don't have divisions among the United Nations, and I am praying to you here and now, so far as labor in America is concerned, by God, we are not going to have divisions. (Applause)

We are practicing constructive unity with the American Federation of Labor. We have our divisions, our differences of opinion, the craft unions are not prepared yet. I know they are not, to adopt the industrial form of organization. They will tell you that frankly. But with this Joint Committee at work, and it is not working a thousand per cent on these questions, but I say this to you: They are being reduced as the divisions that cause one to strike against the other, 95 per cent. And I can call on Mr. Green today and his office can call our office and say, "Benny, we have a controversy here. Our Union is in there. What about the organized or the affiliated unions coming in court and causing disturbances now." Well, we used to see the thing vanish. We call up our people, and where the American Federation of Labor hasn't got a proper contract, we tell our people to keep out of there. We want to practice this thing.

This crucial hour demands of labor that it actually practice cooperation, that it work together where it can, and where it can't work together, that it do not disturb the nation's war effort, that it keep things rolling. . . .

I want to say this to the fur workers. We have a number of unions that need our help, that are still struggling. I want to say for your Inter-

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national Executive Board and officers and its membership, that this is one of the unions that has never had to have a single dime from the C. I. O. It has been one of those that built their union to be unselfish and serve others, and it recognized long ago that your own security demanded that other workers with a calling be organized around you or you were in danger.

Just as in this world crisis, democracy cannot stand still, democracy has to cover the earth—either democracy or fascism has to prevail. They can't both endure. Your union couldn't endure long if we hadn't all these other workers organized, keeping their employers recognizing the principle of collective bargaining so that they couldn't form a solid industrial fascist front to attack labor unions.

I am calling upon the employers in this country today to quit resisting unionization of your industries, accept unionization wholesomely, not like they do a case of measles, hoping to get rid of it, and labor will more than measure up to its responsibilities. Labor will serve the industries, it will serve the nation. It has broadened its concept of employer-employee relationship. It recognizes that there is a national well-being, a national equity in everything that we do. It is recognizing that its duty, its responsibility, doesn't end when the contract is signed or in the administration of the contract, but there is a broader concept of a program to take care of unemployment and the unemployed, a program to give to youth the opportunity of education, a program to take care of the old soldiers of industry.

Labor has a bigger, broader program than it ever had before. Labor is developing statesmanship in industry and in the nation; and I say this to you now, and if the man was here, he wouldn't like me saying it: I look upon President Murray as the outstanding labor union statesman in America. (Applause) Where would our steel industry be today, where would the Conference be, if we didn't have thousands of shop stewards, thousands of them, settling grievances daily, hourly, that never get into the public press, and without one minute's stoppage of work? It is the same in the automobile industry. Thousands of grievances are settled every day, and if they didn't have a union they might cause stoppage of work, and undoubtedly would, because the record of the last war shows that there were more strikes by workers who were organized than there were by those who were not organized. It is because these workers in these gigantic plants developed this industrial statesmanship, they have representatives to deal with every minute problem—seniority, promotion on jobs, rates on jobs, health conditions, sanitary conditions, abuses, daily dealing with these things, and they are settling them, and the nation's production goes on.

I just ask you to visualize what might happen if they didn't have that

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kind of institution serving these workers and serving this nation in this, its darkest hour. . . .

We say to our Commander-in-Chief, that we are prepared to make every contribution that we can make in this crucial hour. We say to President Murray that we are going to support him to the end of the road. We say, "Your policies are sound, they are right." We say to our members, "Stop your quibbling." I say to all of you, "Go out, organize the unorganized. Let's build a real, powerful, democratic labor movement in America, one that will make America and the world safe and happier and will secure victory for struggling humanity."

I thank you. (The audience arose and applauded)

PRESIDENT GOLD: Thank you, Brother Haywood for your eloquent, instructive, inspiring and invigorating address. Now, you know better than anybody else of the loyalty of this organization to the CIO. We are always happy in having the opportunity of being part of this great organization.

Our faith in this organization was always burning; we never doubted. We are particularly happy today in this great American institution, as it faces its task in such an honorable manner.

Let me assure you on behalf of this Convention, on behalf of our entire membership, and please convey this message to our CIO President, Philip Murray, that we shall always remain a loyal, devoted, and active supporter of the principles and program of the CIO, as you outlined it briefly here at this Convention, because it is a privilege and an honor to go with all the CIO unions, to continue this struggle against all the wreckers, all those who make an effort to divide our ranks, and we are confident under your leadership, under the leadership of Philip Murray, and of the other able, tested men at the head of the CIO and under the leadership of our Commander-in-Chief, President Roosevelt, and the leaders of Great Britain, China, and Soviet Russia, we will carry out the task and annihilate and destroy fascism and build a true, happy world where mankind will live like human beings and enjoy life. (Applause)

On behalf of this Convention, I invite both Scotchmen, Brother Fulton and Brother Haywood, to our banquet tomorrow night, and we insist upon their being there. It is free. (Applause, cheers and laughter)

Delegates, at this time, I will entertain a motion to thank the Finance Committee that worked so hard and finally produced such good results.

DELEGATE COHEN: We are not finished yet.

PRESIDENT GOLD: We thank you anyhow.

Saturday Morning Session

DELEGATE RUBIN: I move that this Convention send a telegram to the opening of the Steel Workers' Convention which is going to open in Cleveland the 19th of next week. (Applause)

PRESIDENT GOLD: Who wants to second the motion?

DELEGATE GARDINI: I second the motion.

DELEGATE BREECHER: I suggest another telegram be sent to the Retail, Wholesale and Department Store Employees.

PRESIDENT GOLD: All right, that will be another telegram. All in favor say "aye"; any opposition. Unanimously carried.

Is there anything else? If not, we will have a motion to adjourn.

DELEGATE FEINGLASS: I so move.

. . . The motion was duly seconded. . . .

PRESIDENT GOLD: Tomorrow is the last day of the Convention. You still have the Resolutions Committee and the Constitution Committee. I ask you to be on time—ten o'clock sharp. All in favor of the motion to adjourn say, "aye"; those opposed. The meeting is adjourned.

. . . The meeting is adjourned at eight-fifteen o'clock. . . .

SATURDAY MORNING SESSION

MAY 16, 1942

The meeting convened at ten-thirty o'clock, President Gold presiding.

PRESIDENT GOLD: Will the delegates please come to order. We will proceed.

DELEGATE POTASH: According to our rules, the first point on the order of business this morning is the election of officers, and the General Executive Board. In view of the fact that the business is unfinished, I move that the rules be suspended, that we finish with the business at this morning's session, and that we have elections during the afternoon session.

DELEGATE BORDEN: I second the motion.

PRESIDENT GOLD: All in favor of this motion, signify by saying "aye"; all opposed, say "no." Carried.

Saturday Morning Session

The Secretary of the Committee on Finance, Maurice Cohen, proceeded with the report.

DELEGATE COHEN: Your Committee received resolutions and requests from a number of local unions for liquidation of past indebtedness to the International: Cleveland Local 86—the sum of \$2,053.00; Machinists Local 150 of New York—\$4,717.81; Pittsburgh Local 69—\$817.70; Gloversville Local 25—\$1,441.11; Long Branch Local 130—\$255.40. The last Convention decided that requests of this nature should be considered only if the particular local Union has demonstrated that it will meet its per capita and assessments to the International regularly for the current period. Your Committee recommends that the requests of these local Unions be referred to the incoming General Executive Board with full authority to act upon each request in accordance with the compliance of the particular local Union to the decision of the last Convention.

I move the adoption of this.

DELEGATE BRADOW: I second the motion.

DELEGATE COHEN: In order to make ourselves clear on this question, I will explain what we mean. At the last Convention the resolution was adopted that any local that is in arrears, any local that owes per capita to the International, if they will from that time on continue to pay their per capita and be in good standing at the next Convention, then the Convention should be able to rule on that.

We were not in a position to decide exactly whether these locals complied with the decisions of the last Convention. However, we know that the Secretary-Treasurer and the G.E.B. know which locals complied with the decisions of the last Convention. Therefore we came to that conclusion, that the best way to decide this matter is to refer it to the incoming G.E.B. in compliance with the decision made by the last Convention.

I also want to state this: We considered particularly—I know that in some instances, the amount of the indebtedness of the local may stagger some of the delegates. Take for example the Machinists Local 150—\$4,717.81. This particular local happened to go through a very bad situation. One of their officers was imprisoned, they had a lot of court expenses, and therefore, that is the reason why an amount of that kind of indebtedness has been incurred by that local. There are also a number of other locals that we mentioned before, such as Cleveland, where there were hardships in organization and so forth. That is the reason why we came to that conclusion and we are leaving it to the incoming General Executive Board to handle these matters.

I move the adoption of this.

Saturday Morning Session

PRESIDENT GOLD: In fairness to Local 150, the Chair wants to call the attention of the Convention to the fact that last year the local was in a much healthier position, and if I am not mistaken, they paid something like \$2,000 per capita. Is that correct, Feingold?

DELEGATE FEINGOLD: Yes.

PRESIDENT GOLD: Any remarks? All in favor of this motion signify by saying "aye"; opposed, say "no." Carried.

DELEGATE COHEN: Your Committee also received an appeal from Detroit Local 38 for liquidation of indebtedness to the International in the sum of \$2,745.77. Your Committee takes note of the many organizational and financial difficulties encountered by Local 38 in the course of organizing and building up the Union in Detroit. Your Committee recommends that the principle established by the last Convention be adhered to in this instance and recommends that the request be referred to the incoming General Executive Board with instructions to review the request at the end of the coming year, and with full power to act favorably if the local maintains itself in good standing during the coming year.

I move the adoption of this.

DELEGATE WEKSLER: I second the motion.

PRESIDENT GOLD: All in favor of this motion signify by saying "aye"; opposed, say "no." Carried.

DELEGATE COHEN: A request for subsidy and liquidation of past indebtedness was received by your Committee from the Toronto Joint Board, Locals 35, 40, 65 and 100. In view of the resolutions submitted to the Committee on Organization and in view of the recommendations contained in the Report of the General Executive Board, and taking cognizance of the fact that the Committee on Organization has placed recommendations before this Convention, your Committee recommends that this request be referred to the incoming General Executive Board for consideration.

I move the adoption.

DELEGATE DORDICK: I second the motion.

PRESIDENT GOLD: Any remarks? All in favor of this motion, signify by saying "aye"; opposed say "no." Carried.

DELEGATE COHEN: A question was raised with your Committee concerning the arrangement practiced during the past 33 months whereby taking into consideration the relatively low earnings and low dues payments of members of Local 125, a sum equal to one-half the per

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capita tax was refunded monthly to Local 125. Your Committee appreciates the valuable contributions of the membership of Local 125 to our Union, and their exemplary activities in support of our government for victory over fascism.

Your Committee feels that it is the sincere desire of this Convention that Local 125 be strengthened and be assisted in continuing and extending its splendid activities.

However, your Committee believes that it is in the best interests of the entire organization to avoid the practice of refunding a portion of the per capita, and that every effort be made to establish Local 125 on a sufficiently sound financial footing to enable it to meet its per capita obligations to the International in full. Therefore, your Committee recommends that this entire question be referred to the incoming General Executive Board for consideration.

I move the adoption.

DELEGATE JACOB ROVNER (Local 115): I second the motion.

PRESIDENT GOLD: All in favor of this motion, signify by saying "aye"; opposed, say "no." Carried.

DELEGATE COHEN: Your Committee carefully considered a number of appeals from tuberculosis sanatoriums for financial assistance in maintaining their institutions. These institutions have rendered an invaluable service to afflicted workers of many industries. They have at all times made available hospitalization for fur workers who unfortunately were stricken with the dread disease of tuberculosis. Your Committee recommends this Convention to go on record urging that all local Unions give full support to these institutions and recommends that this Convention give immediate contributions of \$500.00 to the Los Angeles Sanatorium, \$500.00 to Denver Sanatorium; \$500.00 to Deborah Sanatorium, and \$250.00 to the Denver Ex-Patients' Tubercular Home. We also recommend a contribution to be given to the HIAS of \$250.00, and a contribution to the ORT for \$250.00.

I move the adoption of this report.

DELEGATE FRANK MAGNANI (Local 3): I second the motion.

PRESIDENT GOLD: Any discussion? Any remarks? Any questions? What is the total amount of contributions proposed by the Committee?

DELEGATE COHEN: \$2,250.

PRESIDENT GOLD: Are you ready to vote? All in favor of this motion signify by saying "aye"; opposed, say "no." Carried.

Saturday Morning Session

PRESIDENT GOLD: In fairness to Local 150, the Chair wants to call the attention of the Convention to the fact that last year the local was in a much healthier position, and if I am not mistaken, they paid something like \$2,000 per capita. Is that correct, Feingold?

DELEGATE FEINGOLD: Yes.

PRESIDENT GOLD: Any remarks? All in favor of this motion signify by saying "aye"; opposed, say "no." Carried.

DELEGATE COHEN: Your Committee also received an appeal from Detroit Local 38 for liquidation of indebtedness to the International in the sum of \$2,745.77. Your Committee takes note of the many organizational and financial difficulties encountered by Local 38 in the course of organizing and building up the Union in Detroit. Your Committee recommends that the principle established by the last Convention be adhered to in this instance and recommends that the request be referred to the incoming General Executive Board with instructions to review the request at the end of the coming year, and with full power to act favorably if the local maintains itself in good standing during the coming year.

I move the adoption of this.

DELEGATE WEKSLER: I second the motion.

PRESIDENT GOLD: All in favor of this motion signify by saying "aye"; opposed, say "no." Carried.

DELEGATE COHEN: A request for subsidy and liquidation of past indebtedness was received by your Committee from the Toronto Joint Board, Locals 35, 40, 65 and 100. In view of the resolutions submitted to the Committee on Organization and in view of the recommendations contained in the Report of the General Executive Board, and taking cognizance of the fact that the Committee on Organization has placed recommendations before this Convention, your Committee recommends that this request be referred to the incoming General Executive Board for consideration.

I move the adoption.

DELEGATE DORDICK: I second the motion.

PRESIDENT GOLD: Any remarks? All in favor of this motion, signify by saying "aye"; opposed say "no." Carried.

DELEGATE COHEN: A question was raised with your Committee concerning the arrangement practiced during the past 33 months where by taking into consideration the relatively low earnings and low dues payments of members of Local 125, a sum equal to one-half the per

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capita tax was refunded monthly to Local 125. Your Committee appreciates the valuable contributions of the membership of Local 125 to our Union, and their exemplary activities in support of our government for victory over fascism.

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I move the adoption.

DELEGATE JACOB ROVNER (Local 115): I second the motion.

PRESIDENT GOLD: All in favor of this motion, signify by saying "aye"; opposed, say "no." Carried.

DELEGATE COHEN: Your Committee carefully considered a number of appeals from tuberculosis sanatoriums for financial assistance in maintaining their institutions. These institutions have rendered an invaluable service to afflicted workers of many industries. They have at all times made available hospitalization for fur workers who unfortunately were stricken with the dread disease of tuberculosis. Your Committee recommends this Convention to go on record urging that all local Unions give full support to these institutions and recommends that this Convention give immediate contributions of \$500.00 to the Los Angeles Sanatorium, \$500.00 to Denver Sanatorium; \$500.00 to Deborah Sanatorium, and \$250.00 to the Denver Ex-Patients' Tubercular Home. We also recommend a contribution to be given to the HIAS of \$250.00, and a contribution to the ORT for \$250.00.

I move the adoption of this report.

DELEGATE FRANK MAGNANI (Local 3): I second the motion.

PRESIDENT GOLD: Any discussion? Any remarks? Any questions? What is the total amount of contributions proposed by the Committee?

DELEGATE COHEN: \$2,250.

PRESIDENT GOLD: Are you ready to vote? All in favor of this motion signify by saying "aye"; opposed, say "no." Carried.

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vention indicates that the policy of equality of opportunity in industry and union activities is a reality in our International.

The high standard of wages of women fur workers is exceeded nowhere in the country; and equality of pay for women doing the same work as men is an established fact in the major part of our industry. These are two accomplishments of which we can justly be proud, and the latter is one in which the fur workers have taken the lead.

The progressive policy of encouraging our women members to participate in the activities of their local Unions, as practiced by our International, has been very effective. The women of our International have played a great role in the organizational, educational, and welfare activities of our Union.

The Committee thanks the Women's Auxiliary of Local 45 for the luncheon extended to the women delegates and guests of this Convention and commends them for their excellent work and contributions to the war effort through their knitting, sewing and money raising activities, and also pays tribute to the auxiliaries in New York and other localities.

The Committee commends and accepts the recommendation of the General Executive Board that all our locals organize Women's Auxiliaries, and presents to this Convention a concrete plan of action.

Women have made great strides toward freedom within the last decade by breaking away from the old tradition of woman's role, solely in the home. It is to protect and extend this freedom under our democracy that the women of our country are mobilizing and actively participating in this war against fascism and fascist brutality which would again enslave them intellectually, culturally, and economically by imposing upon them the Nazi concept of woman's place in society: the kitchen, the children, and church.

We call upon all our women members, and wives, daughters, sisters and sweethearts of our members to mobilize and organize for full participation in the war program as outlined by our country and our International by instituting campaigns for day nurseries; raising funds for medical instruments and supplies, and for Allied War Relief; collecting clothing for the victims of fascism in the European countries; participating in Red Cross and Civilian Defense activities; and assisting in the drive to increase the sale of War Bonds and Stamps.

We urge the formation of Army Welfare Committees in every Local and Auxiliary for the welfare of our men in the armed forces.

Therefore, the Women's Committee recommends to this Convention here assembled, the adoption of the following resolutions:

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"Resolution on Women's Auxiliaries"

"Whereas, the women of the world have recognized that under the iron heel of fascism they would be reduced to the status of kitchen slaves and their sons and husbands to cannon-fodder, and

"Whereas, as a result of this recognition, they have come forward as a decisive army in the fight against Hitler in the shops, in the fields, in the homes and on the fields of battle, and

"Whereas, the women of our Union have understood the necessity for giving of their time, their energies and their sons and husbands in this fight against the Rome-Berlin-Tokyo Axis, be it therefore

"Resolved: That we pay tribute to the selfless devotion of our women members and auxiliary members, and be it further

"RESOLVED: That we give assistance and help to the women for continued contributions to civilian defense, USO, Red Cross and all the relief agencies of the United Nations; and be it further

"RESOLVED: That we urge them to assist in the execution of the President's seven-point economic program by cooperating with the Price Control and Rationing Boards of the Office of Price Administration; and be it further

"RESOLVED: That the Committee recommends and urges the incoming General Executive Board to establish a special division to study the problems of auxiliaries, and engage an organizer to set up and direct the work of auxiliaries in all locals of our great International; and be it further

"RESOLVED: That these auxiliaries be granted charters and become integrated in the organization of our International Union; and be it finally

"RESOLVED: That for the purpose of bringing about greater coordination of activities nationally within the CIO that the International Fur & Leather Local Auxiliaries affiliate themselves with the National CIO Auxiliaries immediately upon being established."

Brother Chairman, the Women's Committee moves the adoption of this resolution.

DELEGATE STEPANSKY: I second the motion.

PRESIDENT GOLD: Any remarks? All in favor of this resolution signify by saying "aye"; opposed. Carried.

DELEGATE HARTMANN: Resolution on Maternity and Health Problems of Women:

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"Whereas, today women are playing an ever greater part in the innumerable activities necessary to winning the war, both in industry and in civilian defense, and

"Whereas, in the very near future two million more women will be drawn into industry to replace men, and

"Whereas, this drafting of women into industry and war activities will cause an incalculable dislocation of our family unity such as was experienced in England, and

"Whereas, we wish to avoid such dislocation of family and home life which results not only in the impairment of the health of the individual members of the family, but also has the effect of increasing the health hazards and burdens of motherhood; therefore be it

"RESOLVED: That contact be made with every social, civic, and health organization to use their offices' influence and resources to establish health centers and clinics to deal with the special physiological problems of women in industry; and be it further

"RESOLVED: That there be strict supervision of sanitary conditions under which women work to safeguard the health of the women workers; and be it further

"RESOLVED: That when a woman takes a maternity leave she be given two weeks' pay and have the right to return to her job any time within six months; and be it finally

"RESOLVED: That we organize and carry on a national campaign for the establishment of day nurseries for pre-school-age children and recreational centers and hot meals at schools for school-age children, in order that mothers may be free to participate in and devote their time and energy to the war effort."

The Committee moves the adoption of this resolution.

DELEGATE STEPHENSON: I second the motion.

PRESIDENT GOLD: Any remarks? All in favor of this resolution, signify by saying "aye"; all opposed say "no." Carried.

DELEGATE HARTMANN: Resolution on Activizing Women in Our Union:

"Whereas, a large part of our membership is composed of women, and

"Whereas, there has never been a proportionate number of rank and file women participants and leaders, and

Saturday Morning Session

"Whereas, many of our active members and young leaders have entered the armed service of our country, and many more will be leaving in the future; therefore be it.

"RESOLVED: That women be drawn into greater activity in our Union, and be given all possible encouragement, help and guidance to teach them to become fully active in every phase of trade union activity, and that this help, guidance and teaching be given with the intent and purpose of bringing more of our women members forward into leadership."

The Committee moves for the adoption.

DELEGATE BRADOW: I second the motion.

PRESIDENT GOLD: Any discussion? All in favor of this motion signify by saying "aye"; opposed say "no." Carried.

DELEGATE HARTMANN: Resolution on Equal Pay for Equal Work for Women:

"Whereas, women, when they were forced into industry by economic necessity, became one of the most exploited groups of workers because of their supposed inferiority as producers; and

"Whereas, women are today being drawn into branches of industry in which they have never before worked; and

"Whereas, management in business and industry is already exploiting women by paying them lower wages for the same kind of work than they are paying men; and

"Whereas, this unjust exploitation will grow and management will endeavor to make it a standard practice which will lower the standards of all workers; therefore be it

"RESOLVED: That women receive equal pay for equal work in those locals where this does not exist."

The Committee moves for its adoption.

DELEGATE SAMUEL KANE (Local 75): I second the motion.

PRESIDENT GOLD: Any discussion? All in favor of this motion signify by saying "aye"; opposed say "no." Carried.

DELEGATE HARTMANN: Another resolution on pay for women:

"Whereas, in some localities there are only women finishers and women operators; and

"Whereas, the wage standards of these women's crafts are much lower than the wage standards of men's crafts; now therefore be it

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“RESOLVED: That the wage levels of these women’s crafts be raised and the large wage differentiation between the women’s crafts and men’s crafts be lessened.”

May I have the privilege of an explanation. On the resolution of equal pay for equal work, you will notice we said “in some locals.” In New York it is true they have equality of pay. Now, in the Middle West we have a situation where certain crafts have only women, and that is the finishers and in many cases the operators. In some sections we have no men operators. Now these crafts which are women’s crafts, where no men have been participating in these crafts or are hired for this work, the wage level has been kept down. It is unfortunate. Probably if we had called a few men in to do some finishing in Milwaukee and St. Paul and Minneapolis, through the higher wage levels of men, we would have been able to bring up our own. But we have no such standards. We have no higher wages of men. Therefore, these wages have been kept down. There is a tremendous difference between the wages of finishers and operators in the Middle West, in the smaller localities, and it is probably also true in the West, between the wages that you receive in the East. This is what we want to overcome. We want to bring up the wage levels of the finishers and operators which here are primarily women’s crafts. (Applause)

I move the adoption.

DELEGATE WESTBURG: Brother Gold and Delegates: I want to add to Sister Hartmann’s report that I know in St. Paul that the difference between the first class cutter and the first class operator amounts to between fifteen and eighteen dollars, and I feel that when a woman does first class work, that her pay should be raised to a more equal basis with a man. (Applause)

DELEGATE JAMES DEL CIOPPO (Local 80): I second the motion.

PRESIDENT GOLD: All in favor of this motion signify by saying “aye;” opposed. Carried.

DELEGATE HARTMANN: Resolution on a Women’s Section in the *Fur & Leather Worker* and a Pamphlet on Women’s Activities in the Union:

“Whereas, the women of our Union are courageously coming forward to take their places side by side with their husbands, sweethearts, and sons in this war to defeat and destroy fascism and to save and extend democracy, and

“Whereas, women play a major role on the front through their civilian defense and war relief activities, and

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"Whereas, they are valiantly replacing men who are called to the front, in industry and in the labor unions, and are being drawn into the leadership of the trade unions, and

"Whereas, new domestic, economic, and political problems have arisen which affect women; therefore be it.

"RESOLVED: That in order to educate, and in order to publicize the activities and accomplishments of the thousands of women in our Unions and in the homes of our members, a women's section be published as a regular part of the *Fur & Leather Worker*; and be it further

"RESOLVED: That this convention go on record instructing the Education Department to publish a pamphlet dealing with the women's problems, and their role in industry, trade unions and the war, copies of which shall be sent to all members of our Union."

The Committee moves for its adoption.

DELEGATE THAL: I second the motion.

PRESIDENT GOLD: Any remarks? All in favor of adopting this resolution signify by saying "aye"; opposed say "no." Adopted.

DELEGATE HARTMANN: Resolution on Women's Conference:

"WHEREAS, Today women are called upon to play a decisive role in the struggle to defeat Hitlerism; and

"WHEREAS, Women are already taking their place in Civilian Defense and important war production industries; and

"WHEREAS, It is important that the role of our women in this war against Fascism be extended; and

"WHEREAS, It is desirable that women work out a complete and concrete program for 100 per cent participation in the war endeavor and every phase of our Union activities; therefore be it

"RESOLVED, That a Conference of the women members and auxiliary members of our Union be called to take up the specific problems of women; and to work out a complete and concrete program for participation in the war endeavor and in every phase of our Union's activities; and be it further

"RESOLVED, That this Conference be called in the very near future, prior to the Conference of the National C.I.O. Auxiliaries which is at present in the process of being organized."

The Committee moves for its adoption.

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DELEGATE MELITO FUENTES (Local 88): I second the motion.

PRESIDENT GOLD: Any discussion?

DELEGATE MOYER: I rise at this time to briefly discuss the resolution that is before the delegates. I served as a member of the women's Committee. I don't think that we can emphasize enough the importance of the organization of Women's Committees in the Auxiliary, I mean the International Union.

I think all of us realize that a lot of the younger men in our Unions are being drafted into the armed forces. Somebody has to take our place to carry on the work of our Union. The women will have to do that job. They will have to be called on; they have to be given a chance; and it is of utmost importance therefore, that something is done, and done within the very near future, in bringing all the women of our Union and the wives and members of our Union, and getting them into active service in our Organization.

I think that this will tremendously help the war program that we have adopted in bringing the war to a speedy conclusion in 1942. (Applause)

PRESIDENT GOLD: Any further remarks? All in favor of this motion signify by saying, "aye"; all opposed say, "no." Carried.

DELEGATE HARTMANN: The Committee moves the adoption of this report as a whole. The members of the Committee were:

Ida Langer, Local 115, Chairlady

Katherine Hartmann, Local 99, Secretary

Anna Venturi, Local 80

Hannah Bock, Local 80

Mary Bowers, Local 25

Bella Metz, Local 115

Ida Thal, Local 115

Dora Mailman, Local 115

Henry Bloom, Local 115

Emerande Brien, Local 67

Murray Brown, Local 110

Joseph Winogradsky, Local 115

Jack Ostrower, Local 80

Ernest Moyer, Local 48

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Sam Kane, Local 75

Esther Westburg, Local 57

DELEGATE WEKSLER: I second the motion.

PRESIDENT GOLD: It has been regularly moved and seconded to approve the report of the Women's Committee.

DELEGATE VAFIADES: Mr. Chairman, I think that the report of the Women's Committee would not be considered complete if the Women's Committee and the Convention did not send greeting to the valiant and heroic women fighters of Great Britain, China and the Soviet Union. (Applause)

DELEGATE HARTMANN: I would like to speak for the Committee. I am sure that the rest of them feel as I do, and we would be very pleased to send such a greeting, because we feel that they are so far ahead of us. They are in the midst of it. We are just beginning. And they are setting a marvelous example for us to follow. So I would move that we send such greetings. (Applause)

PRESIDENT GOLD: You were a little too late, Delegate Vafiades. There is a motion before the House. Then we will entertain the other one. The first motion is to adopt the report of the Women's Committee as a whole. All in favor of this motion signify by saying, "aye"; all opposed, say "no." Carried.

The next motion is that the Convention send greetings to the heroic women of Great Britain, China and Soviet Russia, for their excellent assistance to the fighting armies and the population.

DELEGATE BOCK: I second the motion.

PRESIDENT GOLD: Any remarks? Any discussion? All in favor of this motion signify by saying, "aye"; all opposed say, "no." Carried. The Secretary is instructed to send such telegram of greetings to the women of the United Nations.

It will be a pleasure for the Chair to entertain a motion to express the thanks of the convention to the Women's Committee for their splendid resolutions and their good work.

DELEGATE DORDICK: I move to that effect.

DELEGATE EDWARD CARROLL (Local 35): I second the motion.

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PRESIDENT GOLD: All in favor of this motion say, "aye"; all opposed say, "no." Carried. Thanks, Delegate Katherine and the Committee. (Applause) This Committee is honorably discharged.

Is the Secretary of the Committee on Resolutions ready to report? Secretary, Samuel Burt; Chairman, Lew Goldstein. Delegates, I just got a report that Earl Browder is free.

. . . There was a great ovation and demonstration by the delegates. They applauded and cheered; they marched around the room with banners, singing and shouting; and for fifteen minutes, the President tried to obtain order without success. Finally they sang "The Star-Spangled Banner," and came to order . . .

PRESIDENT GOLD: Be seated. I will recognize all motions. Be seated first.

DELEGATE HENRY: That Earl Browder is free proves conclusively to us that the old lady, Democracy, is not yet dead; and therefore, I make a motion that in the name of this convention, we send telegrams of congratulations to Earl Browder on his release.

. . . The motion was seconded by every delegate at the convention, who arose and applauded, shouting, "Second" . . .

PRESIDENT GOLD: All in favor of this motion signify by saying, "aye"; all opposed say, "no." Carried.

DELEGATE POTASH: I would like to make a motion at this time that this convention send greetings and congratulations to President Roosevelt for the courage he has displayed and for this action which means the strengthening of national unity in the fight, with enthusiasm for the destruction of Hitlerism and victory for the United Nations.

. . . The motion was seconded by every delegate at the convention, who arose and applauded, shouting "Second" . . .

PRESIDENT GOLD: Any remarks?

. . . The audience arose and applauded and cheered as R. J. Thomas of the Automobile Workers entered the Convention Hall . . .

PRESIDENT GOLD: I will give you the floor, Delegate Straus, on one condition, that you make it as brief as you can, because if you start, others will follow, and we will be through with the session.

DELEGATE STRAUS: I just want to say this: That during this last year in the mobilization of our effort in support of our great battle, there may have been some misgivings and some fears in the hearts of some. But the great leader of our nation has come to the fore as one of the great

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men of all history, and now there can be no division, no feeling, no fear whatsoever that our President, President Roosevelt, the great leader of our nation, receives that support that comes not just from our minds, but from our hearts. To that extent, I think, with the greatest feeling we have, must go that resolution to President Roosevelt. (Applause)

PRESIDENT GOLD: We supported our government and our Commander-in-Chief unconditionally, and it was always with the utmost sincerity and in the best remarks and the best speech delivered by Delegate Lyndon Henry, that this great act on the part of the President, proves that democracy is not dead, and the people of the United States are on guard. And as long they will fight vigilantly for democracy, we can rest assured that democracy will stay in this country.

It is a blow to Dies, to Coughlin, and the rest of the fascist agents in this country, and it will be the greatest inspiration to all the people in this great bloody contest.

Let's not spend more time on that. We still have opportunities to discuss at your local meetings. Let's proceed with the convention. There is a motion to send a telegram of greetings to President Roosevelt, expressing our heartfelt thanks for his courageous act in releasing that great anti-fascist champion fighter, Earl Browder. The motion has been regularly moved and seconded. All in favor of this motion signify by saying, "aye"; all opposed say, "no." Carried.

DELEGATE KRAMER: I want to also move that a telegram of congratulations and greetings be sent to Warren K. Billings, Chairman, and Elizabeth Gurley Flynn, Secretary of the Citizens' Committee to Free Earl Browder.

. . . The motion was duly seconded . . .

PRESIDENT GOLD: All in favor of this motion, say "aye"; opposed say, "no." Carried.

Delegates, yesterday a few of the members of the National Committee of the Leather Division of our Union arrived to be present at our convention. At this time I was informed that all members of the Committee are present. May I ask the members of the National Committee of Leather Division to come up to the front on the platform.

. . . The audience arose and applauded as they complied with the President's request . . .

President Gold introduced the President of the United Automobile Workers of America, Brother R. J. Thomas. . . .

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BROTHER R. J. THOMAS: Mr. Chairman, Delegates to this great Convention: Both by what your Chairman has said and by your applause, I hope I can humbly live up to the expectations of the Fur Workers.

At this moment, I should like to bring to you, your great Convention, the greetings of the largest labor organization in this country. I should like to assure you that that organization of which I happen to have the good fortune to be President, as long as all of us can go along together in the C.I.O., that organization, like any organization in the C.I.O., can depend at this time on that organization.

As your Chairman said, the Automobile Workers have had a very difficult time years gone by in fighting some of the largest industrialists in this country, in fighting stool pigeons and anti-laborites within their own ranks. That organization learned by hard experience, that democracy is a thing that the workers in industry must fight to keep. (Applause) . . .

The United Mine Workers of America, the workers in that industry, are a fine group of people. There is no better labor group in the country in my opinion, than they are. (Applause) But because the rest of the C.I.O. will not go along with the policy of dictatorship as it is set up in that organization, that man is tired and wants to go home.

In my opinion it will only give greater aid to the Congress of Industrial Organizations, because it will demonstrate to those millions of workers who have recently come into organized labor, that they have to watch every move, not only in the national field, but in the International field, to defend democracy in this country, as well as to fight nazism and fascism abroad.

It would be a very easy thing for you to check to see in that great organization, how many districts have their own autonomy, how many rights the rank and file have in that organization. I am quite sure, as President of the United Automobile Workers, if I tried to do that, I would have hundreds of thousands of rank and filers knocking on my door and asking me why I was taking their democratic rights away from them.

I certainly would not be President of the Automobile Workers any longer, and I think the Automobile Workers would be right. (Applause)

I think we in the C.I.O., have a President who is the greatest labor leader in this country, if not in the world, a man who in this great International struggle we are in, has supported 100 per cent the Commander-in-Chief of our armies and our country. That is what the workers, it seems to me, in this country are interested today—winning this war, de-

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feating those forces which have tried to take our democratic rights away from us, not alone abroad, but at home.

Philip Murray is not an appeaser. I wish all of you had the opportunity to talk to him, as I have. I wish every working man and woman in America had an opportunity, as I have had, of being on the War Labor Cabinet, and talking to our Commander-in-Chief once every two weeks. I am quite sure that labor in America would react in the same way that we are reacting, to realize that we do have a man who is a leader of our country, who recognizes the part that labor has played in the present struggle, and recognizes the part that labor will play. . . .

We are living today perhaps in the most critical period in the history of our country. I have often made statements from platforms stating repeatedly that my Union came first. I have since had to revise that a little bit and say that my country comes first. (Applause)

Why did I change that motto of mine? Because I have come to the realization, Fellow Delegates, that unless we are able to continue a democratic government in this country, unions cannot live.

What happened in Germany? It has only been a few years ago when the labor movement in that country was perhaps the strongest labor movement in the world. What happened? Tens of thousands of labor leaders placed against stone walls and shot, hundreds of thousands of union members put in concentration camps.

Many of us who think that would be impossible to happen here, I say to you that that is not impossible, that labor has to be ever on the alert against nazi and fascist tendencies, or they themselves must die.

I believe in honest criticisms. I don't believe that for selfish reasons, individuals should harass our government. But as I say, constructive opinions never hurt anyone. . . .

In my opinion, the War Labor Board should set up panels in the key cities over this country to take up or to go into day to day grievances arising under contracts. Practically the only thing we are handling today in Washington is the renewal of contracts.

Many unions in the C.I.O. have in those contracts no procedure for umpires or arbitration, the result being that there are some manufacturers in America today who are taking advantage of the present war emergency and refusing in many cases to bargain collectively. I have been urging the War Labor Board to set up these panels so that those grievances could be settled.

As a whole, in my opinion, the manufacturers of this country are patriotic. They also want to win the war. But we have our minorities

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there who, as I said before, tried to use the present emergency to break down organized labor.

I have read in speeches made by the leader of the National Association of Manufacturers, by the leader of the Chamber of Commerce and other organizations of this country, who keep stating repeatedly that during the present emergency we shouldn't think about union shop or union security. I certainly can't agree with those individuals. A little over a year ago, when I happened to be on the negotiating committee of the workers of the General Motors Corporation, we appeared before the Mediation Board at that time. The Chairman made a statement that Mr. Davis said at that time that in his opinion, the Mediation Board, to work properly, should give anything to a union that that union could get by its economic strength in normal times.

I happen to be one of those who agreed with that philosophy. If, as the President of the Chamber of Commerce states, the present National Association of Manufacturers, if their policy was to be carried out, then I say to you that that rule would not hold true, because we are back again now with the General Motors case before the National War Labor Board, and I say to you fellow delegates, that I would like to see one man, either Mr. Rethrel or Mr. Hart, stand up and say that under normal circumstances, with no war on, that it would be impossible for the workers in General Motors to get a union shop.

In the past year, the Ford Motor Company has signed a union shop with our organization. The General Motors workers wonder why they too, after having a union for so many years longer, why they too were not entitled to the same thing. And we have 95 per cent of the workers in the General Motors Corporation in our organization.

I say then, if the policy of Mr. Rethrel or Mr. Hart was carried out, the National War Labor Board would actually be a Board that would be used against labor.

I agree that all cases should be considered individually by the War Labor Board. That is the policy of the Board today. But labor has in this war, in my opinion, been sacrificing, sacrificing perhaps more than any other group in this country. It is a surprise and a shock to me, I must say, when I look upon the record that labor has made.

If someone would have told me six months ago that the American Federation of Labor and the C.I.O. made a commitment to this country that there would be no strikes, being the President of the United Auto Workers, I would have said that was impossible. But I have found in going out to the workers and asking them in my union, and the same thing has happened in all the other C.I.O. and A. F. of L. unions, that labor has honestly and definitely given up the right to strike during

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the present emergency, regardless of what certain Congressmen say, there are no strikes today. . . .

We have those among us who say, "Well, why should labor sacrifice everything?" when we read in the newspapers about for instance some high officials in General Motors, who took something like four million dollars out of that corporation, and the courts of this country made them return it to the stockholders. We read about the deals made by Standard Oil, General Electric and others like them. Individuals say, "Well, why should labor have to do all the sacrificing?"

I say to you, Brothers and Sisters, due to the very fact that there are individuals who have tried to sabotage the present effort, there is only one answer, and that is that organized labor has a double load to carry. (Applause)

I was called in the last issue of District 50's paper the other day, a fascist. I don't mind that. I don't mind that at all. It doesn't matter what a man is called or a woman either. What does matter is what you have down in your heart. That is what matters. Are we for the winning of this war; are we for America remaining a democracy; are we against fascism; are we against nazism? I say to you that the answers to those questions are "Yes." That is the thing that matters. That is the important thing.

There are individuals who would like to confuse the minds of the people of America. When Hitler's power came into being in Germany, what did they call it? National socialism. We have to be very clear from now on in our thinking. Don't attach too much importance to words. Attach the importance to the thing that the man thinks and what he believes in. You have to analyze those problems.

If fascism means that we should give everything we possibly can to help Great Britain, Russia and China, then I plead guilty to being a fascist. If fascism means the opening up of a new front (applause) then I plead guilty. I am not interested in what I am called. All I want is when the present war is over, that there shall be no more wars to be fought against the dictators of this world who have tried to sell the people of this world fascism and nazism, so that there will be no question even of that in our own country. That is the thing I am interested in. That is the thing that the very cross-section of organized labor believes in.

But as good a job as President Roosevelt has done on these International problems, I become a little skeptical when I hear men who call themselves labor leaders trying to tell the people of America or trying rather to have the people of America do everything possible to have them lose confidence in their government. That is what happened in

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France. The people lost confidence in their government. We of America, have got to keep that confidence. We of America, and especially organized labor, have got to keep on thinking the same as we did in the past, the same as that phrase that was often heard, that you and I learned when we were little kids in school, when Patrick Henry said, and this has been coming closer and closer to me every day, "Give me liberty or give me death." (Applause)

That didn't mean much to me when I was a boy in school. I hadn't analyzed it. But this saying, "Give me liberty or give me death," is coming home to us today, and I believe that the vast cross-section of organized labor in this country, both in the C.I.O. and the American Federation of Labor, if they can't have liberty, they will welcome death. That is how serious our problem is.

We have to keep this great wall built—allow no one to tear it down—that we have built against the fascist and nazi hords. If our unions are beaten, if our unions are torn asunder, then I say there is a hole rent in that wall.

(The audience arose and applauded)

. . . The audience arose and applauded . . .

PRESIDENT GOLD: President Thomas, please accept our thanks for honoring our convention with your appearance and your splendid address delivered to us. Please convey to your great membership our warm, fraternal feelings and solidarity. (Applause)

The struggle of your great membership and the great gains recorded by them under your leadership, was a source of great inspiration to us. We are confident that this great organization you have the honor to represent, will continue marching from victory to victory under your splendid and constructive union leadership.

Thank you, Brother Thomas. (Applause)

. . . The audience arose and applauded as Brother Thomas left the Convention Hall . . .

PRESIDENT GOLD: Yesterday I introduced two or three members of the National Committee of the Leather Division. Permit me to introduce to you some more of our friends in the leadership of that organization. Brother Joseph Bruno, Wilmington. (Applause) Stephen Coyle, Camden. (Applause) George Grigsby, Cincinnati. (Applause) Clarence Carr, Gloversville. (Applause) Bernard Douglas, WilliamSPORT. (Applause) Brother Oberther, Mount Jewett. (Applause) Stephen Mosni, Newark. (Applause) John Rossi, Worcester. (Applause)

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Michael Costen, Lynn. (Applause) Well, you met that Irishman O'Keefe yesterday.

I shall call at this time upon the Secretary of the Resolutions Committee to report, Delegate Samuel Burt. (Applause)

DELEGATE BURT: One of the first resolutions that has already been accomplished, was adopted at our Committee this morning. Brother President, on behalf of the Committee on Resolutions, it gives me the greatest pleasure and joy to tear up the resolution for the release of Earl Browder.

. . . The audience arose and applauded and cheered . . .

PRESIDENT GOLD: The President of the United States seconded that resolution. (Applause and laughter)

DELEGATE BURT: I feel that it is timely to present to you, this Resolution For Release of Jack Schneider:

"WHEREAS, Jack Schneider, one of the most outstanding and most beloved leaders of the Furriers Joint Council and one who has contributed immeasurably to the gains and achievements of the fur workers and to the establishing of decent wage and hour standards, is now languishing in prison for no other crime than his splendid activity on behalf of the fur workers; and

"WHEREAS, His unimpeachable honesty, integrity and devotion to labor and his militant relentless fight against fascist reactionary forces are well known to all; and

"WHEREAS, Particularly at this time, our great leader Jack Schneider is needed to help mobilize and activate the fur workers for the all-out decisive struggle of our nation and of all humanity against barbarous fascism; therefore be it

"RESOLVED, That this Convention goes on record expressing its warmest and wholehearted solidarity with our courageous leader Jack Schneider and pledge to do everything in our power to win his freedom; and be it further

"RESOLVED, That this Convention goes on record urging the immediate release of Brother Jack Schneider and that copies of this resolution be forwarded to the proper Government officials." (Applause)

Brother President, I move the adoption of this resolution.

DELEGATE GALLO: I second the motion.

PRESIDENT GOLD: It has been regularly moved and seconded to

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adopt this resolution. All in favor of the motion signify by saying, "aye"; all opposed say, "no." Carried.

DELEGATE BURT: I also believe it is appropriate at this time to introduce this Resolution For Release of Canadian Anti-Fascists:

"WHEREAS, A movement is developing in Canada for labor's greater participation in the war effort and for industrial councils composed of employers, employees, union and government, in order to increase production, eliminate waste and speedily provide the army with the necessary implements of war; therefore be it

"RESOLVED, That our Union align itself with this great movement to make possible labor's contribution of all its effort for total war, and be it further

"RESOLVED, That to achieve the above-mentioned aims it is necessary to solicit the support of all fascist-hating people and where many trade union leaders, known anti-fascists, as well as other labor leaders who have a long record of fighting against fascism from its inception are still interned, a fact which does not help the war effort but hampers it; be it therefore further

"RESOLVED, That this Convention goes on record asking the Canadian Government to release all anti-fascists so that they can do their part towards fighting our fascist enemies."

Mr. President, I move the adoption of this resolution.

DELEGATE BELLOTTI: I second the motion.

PRESIDENT GOLD: Any discussion? All in favor of this motion to adopt the resolution as proposed by the Committee, signify by saying, "aye"; opposed say, "no." Adopted.

DELEGATE BURT: Resolution on Discrimination Against Negroes and National Minorities:

"WHEREAS, The Negro people and other national minorities are among the staunchest defenders of democracy, both as producers in the arsenals, and as soldiers on the battlefields, and have demonstrated their loyalty to the nation through countless acts of heroism, courage and sacrifice; and

"WHEREAS, Discrimination against Negroes and other national minorities disrupts our national unity and hinders the full mobilization of all our people, our manpower and our productive capacity, thereby endangering our war effort; and

"WHEREAS, Such discriminatory practices are typical of Nazi-Fascist

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reaction and are used by Hitler and his agents to confuse, divide and undermine the peoples of the democracies; and

“WHEREAS, Our Government has repeatedly condemned discrimination against Negroes and national minorities as contrary to our principles and subversive of our war efforts and of the interest of our people; therefore be it

“RESOLVED, That this Convention goes on record condemning all discrimination against Negroes and national or racial minorities; that we urge the government to abolish completely all remnants of discrimination in the Army, Navy, Air Force and Marines, opening the door to full participation of Negroes and all national racial minorities in the armed forces; that we commend our government for its anti-discrimination policies in war production and call upon the government to implement these policies with drastic punishment for violators; that our government take adequate measures to bring to the bar of justice the foul lynchers guilty of the murder of Cleo Wright and all other victims of lynching; that our government take proper steps to protect the rights and liberties of Negroes in all walks of life, including their right to decent housing, health measures and other essentials of our democratic way of life; that we condemn the discriminatory and insulting segregation of blood volunteered by Negroes to the Red Cross, a practice contrary to all scientific, democratic and moral principles; and be it further

“RESOLVED, That the incoming General Executive Board be instructed to designate a National Anti-Discrimination Committee to carry out the policies of this resolution and the program of our International Union against all forms of racial discrimination; and be it further

“RESOLVED, That copies of this resolution be sent to the appropriate governmental and civil bodies.”

Mr. Chair, I move the adoption of this resolution.

DELEGATE GARDINI: I second the motion.

PRESIDENT GOLD: Any discussion?

DELEGATE BLAND: President Gold, I desire to make known my support, and the support of my delegation in favor of this motion. As we all know, the International has contributed a great deal in this struggle for the rights of the Negro people. We have such outstanding examples of this work that has been carried through and the struggle that has been carried on, on the part of the International, of Lyndon Henry, Tom Jasper, and a number of other rank and file people in our Union.

I would like to bring forth at this time that I think also, our International, while within our own Union we do not have any discrimination,

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I think, however, within our industry itself, there does exist a subtle form of discrimination to the extent that Negroes within our particular trade are not able to advance.

Therefore, in conjunction with this, I would like to urge that our Union be more vigilant even than before on this question of advancement for Negroes in our industry.

I fail to see how in this day of struggle, in this day of struggle when the people of the world are faced with the question of life and death, with the question of liberty, how any person who considers himself one who is really fighting for democracy, can deny any people and particularly Negro people their just place and their just participation in this war.

In addition, I fail also to see how such people can speak of democracy, when such people, as represented through the actions of this hotel, the Stevens Hotel, denies the right to Negro people to be housed in this hotel. I think it is contrary to the principles and the things for which we are fighting today, and I think that we must make known in our resolution and our deliberations here today, that we condemn such action. We condemn it of course. It weakens the whole structure of our defense today. It weakens the whole war effort. And we say that we will not stand for anybody to weaken our war effort. We are out for the destruction of Hitler, we are out to win democracy, not only for a section of the people or a part of the people. We are out to win freedom for the 13 millions of Negroes in America, and we are out to win freedom for all people throughout the world.

I think this International has in the past, and must continue in the future to be the shining example that it has been, because it is the entire movement and peoples of the world, who are looking on the labor movement of this country, and particularly the actions of the progressive unions like our own.

Therefore, Brother Chairman, I wholeheartedly endorse and support the passage of this resolution. (Applause)

PRESIDENT GOLD: Thank, you, Delegate Bland, for your splendid remarks on the subject matter before us. (Applause)

DELEGATE REVKIN: Brother Delegates, I would like to rise in support of this resolution on national minorities. We, the delegates of Local 88, feel the question of national minorities almost more than any other local of our International, for if you look at who the delegates of Local 88 are, you will find that there are two Italians, one Negro, a Jew, a German and a Spanish delegate. (Applause) This is symbolic of the whole construction of Local 88. I think every nationality exists there. There are 70 per cent or maybe more, Italians members of our local.

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And at a time when the Italian people were fighting the Negro people of Ethiopia, we saw the outstanding ability of the Negro leader, Lyndon Henry, and we elected him, and since then, he has been re-elected in every election with the highest vote of any member. (Applause)

Not only that, but besides Lyndon Henry, there are many other Negro representatives in our local. Not only that, but the Italian people recognize ability and re-elect other people to their Executive Board in the local — Jewish people. There is no discrimination, even at a time when it is practiced in Italy, even before the war. I was always elected and re-elected in the local.

We also have done a great deal on the question of discrimination against Negroes. In our trade, when the local we first organized, Negroes were often given the worst jobs, as in all the industries in our country, unfortunately. Well, we have proved to our employers that Negroes have the same ability and better ability, because they fear Lyndon Henry when he comes in the shop to take up a complaint, and we find in the highest skilled craft in our local, these Negro workers. (Applause)

They have proved that Negroes as well as others can organize, and it gives me a great pleasure to speak in favor, and I hope you will all vote in favor of this resolution unanimously.

PRESIDENT GOLD: Are you ready for a vote? All in favor of this motion to adopt the resolution as read by the Committee, please rise. (Everyone arose) Be seated. All opposed. (None) Carried.

DELEGATE KRAMER: I have a motion that I want to make.

PRESIDENT GOLD: On what?

DELEGATE KRAMER: On procedures of various conventions to be held in places—

PRESIDENT GOLD: There is nothing before the house.

. . . President Gold introduced the representative of the Federal Security Board, Mr. C. John Russell, who delivered a message of greetings from Mr. Paul V. McNutt, Chairman of the War Manpower Commission. The audience applauded . . .

PRESIDENT GOLD: Secretary Burt, proceed.

DELEGATE BURT: Resolution on Poll Tax:

“WHEREAS, The majority of the citizens of the southern states are denied the power to vote due to various types of poll taxes; and

WHEREAS, The battle for the destruction of Hitlerism imposes upon Congress the duty of instituting safeguards for democracy in our

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country and of removing the voting restrictions placed upon the Negro and poor white population of the South, therefore, be it

“RESOLVED, That this Convention of the International Fur and Leather Workers Union of the United States and Canada, C.I.O., do all in its power to secure the immediate passage of the Pepper Anti-Poll Tax Bill and that copies of this resolution be sent to all Congressmen.”

I move the adoption of the resolution.

DELEGATE FRIMMERMAN: I second the motion.

PRESIDENT GOLD: All in favor of this resolution signify by saying, “aye”; all opposed say “no.” Carried.

DELEGATE BURT: “BE IT RESOLVED, That this Convention goes on record expressing its condemnation of the disruptive, divisive and raiding policies and tactics introduced into labor’s ranks in recent months by John L. Lewis, President of the U.M.W.A. At this time, when the whole labor movement is demonstrating greater unity in support of our nation’s war effort, and is gradually healing the rifts in its ranks; when the C.I.O. particularly is engaged in all-out production efforts to provide our armed forces with war materials vital for victory over Hitlerism, and Japanese militarism; at this time particularly it is a grave and deplorable disservice to labor and the nation to involve the labor movement in internal struggles and to promote disunity among the ranks of the people. Such policies and tactics lead in but one direction: They give aid and comfort to the internal and external enemies of labor, of the nation, and all humanity. Organized labor, including the mine workers who have written brilliant chapters in labor history in the struggle against fascism in all countries, have a right to expect from their leaders unqualified support for the nation’s efforts to win the war and save our country and the world from fascist slavery. They have a right to demand from their leaders support to the efforts of Brother Philip Murray, President of the C.I.O., to promote unity in the ranks of labor for victory over Hitlerism.

“BE IT FURTHER RESOLVED, That this Convention goes on record to give wholehearted support to the leadership and progressive policies of President Philip Murray of the C.I.O. and congratulates him for his steadfastness in promoting and advancing the well-being of the working men and women of America and for his brilliant leadership in support of our government’s war effort.”

I move for its adoption, Brother President.

DELEGATE DE PRISCO: I second the motion.

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PRESIDENT GOLD: All in favor of this resolution signify by saying, "aye"; opposed say, "no." Carried.

DELEGATE BURT: Resolution on Anti-Semitism:

"WHEREAS, Anti-Semitism and race hatred have been used by the Rome-Berlin-Tokyo Axis to pit sections of the American people against each other; and

"WHEREAS, Those defeatist and appeaser agents of the Axis in our own country, Coughlin, Pelley, Winrod, Gerald L. K. Smith, etc., have always made use of anti-Semitism in their drive against the war effort of the American people; and

"WHEREAS, The morale and national unity of our country are seriously endangered by the activities of these despicable Axis agents; and

"WHEREAS, The production of materials for victory over fascist aggression is seriously hampered by the discrimination which is visited upon our Jewish and Negro brothers, therefore, be it

"RESOLVED, That we condemn wholeheartedly and without reservation the nefarious activities of the anti-Semites and race-haters; and be it further

"RESOLVED, That we endorse the action of our government in barring from the mails Social Justice, Publicity, and other publications of racism and intolerance; and be it further

"RESOLVED, That we call upon our government to take similar action against all other anti-Semitic and defeatist publications and to actively prosecute those elements such as Father Coughlin, who seek to hinder the American war effort; and be it further

"RESOLVED, That we endorse all legislation which forbids discrimination because of race or color, specifically the Schwartzwald bills recently passed in the Jersey State Legislature and the Cacchione bill now before the City Council of New York."

I move the adoption of this resolution.

DELEGATE WEKSLER: I second the motion.

PRESIDENT GOLD: All in favor of adopting this resolution signify by saying, "aye"; all opposed say, "no." Adopted.

DELEGATE BURT: Resolution on Dies Committee:

"WHEREAS, The Dies Committee, from its inception, has been an instrument through which the labor movement has been subjected to constant attack and villification and a means through which reactionary

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labor-baiting employers attempted to undermine and destroy trade unions; and

“WHEREAS, The Dies Committee today is carrying on activities which are aimed at dividing, confusing and demoralizing the American people; and

“WHEREAS, The continued existence of the Dies Committee is a menace to our national security equal in the words of Vice-President Wallace, to thousands of Nazi troopers; and

“WHEREAS, The vicious attacks by Martin Dies upon our President and progressive and trade union leaders in our nation are acts of treason which openly aid our enemies, and are utilized by the Axis in regular fascist propoganda short-wave broadcasts; therefore be it

“RESOLVED, That the International Fur and Leather Workers Union, now in Convention assembled, go on record strongly urging the immediate abolition of the Dies Committee and the impeachment of Martin Dies as a traitor to our Nation.”

I move the adoption of this resolution. (Applause and cheers)

DELEGATE FRIMMERMAN: I second the motion.

PRESIDENT GOLD: All in favor of this resolution signify by saying, “aye”; opposed. Adopted.

DELEGATE BURT: Resolution on Hamilton Fish: (Hisses)

“WHEREAS, America is today engaged in an all-out struggle to win the war and preserve the American way of life, and the primary purpose of all organized labor in America is to aid in this fight; and

“WHEREAS, It is imperative that in this day of our nation’s peril, our governmental bodies be composed only of those people who have shown by their actions in the past that they are foes of fascism and will fight for the full prosecution of the war effort, and who stand for the unity of the whole country behind the war effort; and

“WHEREAS, Hamilton Fish, who is seeking re-election to Congress from the 26th Congressional District of New York, by his persistent attacks and slander against the trade union movement has acted only in the interests of those people who would like to disrupt the national unity of our country; and

“WHEREAS, Hamilton has consistently sponsored anti-labor measures, and has attacked the standard of living of American labor; and

“WHEREAS, Evidence produced in court during the trial of Sylvester Vierick proved that Nazi Agent Vierick used Fish’s secretary to get in-

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sertions in the Congressional Record; to get low-cost reprinting; to get hundreds of thousands of pieces of mail distributed free under postal franking privileges; and

“WHEREAS, He was a friend and employer of George Hill now in jail for denying his contact with a registered Nazi agent; therefore be it

“RESOLVED, That this body here assembled, composed of representatives from locals within the International Fur & Leather Workers Union, including representatives from Local 135, Middletown Fur Dressers & Dyers Union, who represent a membership that votes in the district from which Hamilton Fish is elected, go on record as strongly as possible urging that no responsible political party accept Hamilton Fish as a candidate for Congress; and be it further

“RESOLVED, That should Hamilton Fish run as a candidate for Congress on any ticket whatsoever, he be soundly defeated by the voters at the polls; and be it finally

“RESOLVED, That Local 135 urge the Convention of the International Fur & Leather Workers Union to give financial assistance in the campaign so that we may be assured of the defeat of America’s most reactionary fascist Congressman—Hamilton Fish.”

I move for its adoption.

DELEGATE BUNTING: I second the motion.

PRESIDENT GOLD: All in favor of this resolution, signify by saying, “aye”; opposed say, “no.” Carried.

DELEGATE BURT: Resolution on Thurman Arnold:

“WHEREAS, Thurman Arnold, present head of the Anti-Trust Division of the United States Department of Justice, has proved himself an avowed enemy of labor having instituted anti-trust prosecutions against many trade unions, and having taken every opportunity publicly and before Congressional Committees to attack labor and the trade union movement, and

“WHEREAS, The Supreme Court of the United States has overruled the self-pronounced interpretations of the Sherman Act by Thurman Arnold, and the United States Attorney General Francis X. Biddle has recently declared that the anti-labor statements of Thurman Arnold do not represent the policies and position of the United States Department of Justice, and

“WHEREAS, The conduct of Thurman Arnold in his capacity of head of the Anti-Trust Division is injurious to national unity and the

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I think, however, within our industry itself, there does exist a subtle form of discrimination to the extent that Negroes within our particular trade are not able to advance.

Therefore, in conjunction with this, I would like to urge that our Union be more vigilant even than before on this question of advancement for Negroes in our industry.

I fail to see how in this day of struggle, in this day of struggle when the people of the world are faced with the question of life and death, with the question of liberty, how any person who considers himself one who is really fighting for democracy, can deny any people and particularly Negro people their just place and their just participation in this war.

In addition, I fail also to see how such people can speak of democracy, when such people, as represented through the actions of this hotel, the Stevens Hotel, denies the right to Negro people to be housed in this hotel. I think it is contrary to the principles and the things for which we are fighting today, and I think that we must make known in our resolution and our deliberations here today, that we condemn such action. We condemn it of course. It weakens the whole structure of our defense today. It weakens the whole war effort. And we say that we will not stand for anybody to weaken our war effort. We are out for the destruction of Hitler, we are out to win democracy, not only for a section of the people or a part of the people. We are out to win freedom for the 13 millions of Negroes in America, and we are out to win freedom for all people throughout the world.

I think this International has in the past, and must continue in the future to be the shining example that it has been, because it is the entire movement and peoples of the world, who are looking on the labor movement of this country, and particularly the actions of the progressive unions like our own.

Therefore, Brother Chairman, I wholeheartedly endorse and support the passage of this resolution. (Applause)

PRESIDENT GOLD: Thank, you, Delegate Bland, for your splendid remarks on the subject matter before us. (Applause)

DELEGATE REVKIN: Brother Delegates, I would like to rise in support of this resolution on national minorities. We, the delegates of Local 88, feel the question of national minorities almost more than any other local of our International, for if you look at who the delegates of Local 88 are, you will find that there are two Italians, one Negro, a Jew, a German and a Spanish delegate. (Applause) This is symbolic of the whole construction of Local 88. I think every nationality exists there. There are 70 per cent or maybe more, Italians members of our local.

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And at a time when the Italian people were fighting the Negro people of Ethiopia, we saw the outstanding ability of the Negro leader, Lyndon Henry, and we elected him, and since then, he has been re-elected in every election with the highest vote of any member. (Applause)

Not only that, but besides Lyndon Henry, there are many other Negro representatives in our local. Not only that, but the Italian people recognize ability and re-elect other people to their Executive Board in the local – Jewish people. There is no discrimination, even at a time when it is practiced in Italy, even before the war. I was always elected and re-elected in the local.

We also have done a great deal on the question of discrimination against Negroes. In our trade, when the local we first organized, Negroes were often given the worst jobs, as in all the industries in our country, unfortunately. Well, we have proved to our employers that Negroes have the same ability and better ability, because they fear Lyndon Henry when he comes in the shop to take up a complaint, and we find in the highest skilled craft in our local, these Negro workers. (Applause)

They have proved that Negroes as well as others can organize, and it gives me a great pleasure to speak in favor, and I hope you will all vote in favor of this resolution unanimously.

PRESIDENT GOLD: Are you ready for a vote? All in favor of this motion to adopt the resolution as read by the Committee, please rise. (Everyone arose) Be seated. All opposed. (None) Carried.

DELEGATE KRAMER: I have a motion that I want to make.

PRESIDENT GOLD: On what?

DELEGATE KRAMER: On procedures of various conventions to be held in places—

PRESIDENT GOLD: There is nothing before the house.

. . . President Gold introduced the representative of the Federal Security Board, Mr. C. John Russell, who delivered a message of greetings from Mr. Paul V. McNutt, Chairman of the War Manpower Commission. The audience applauded . . .

PRESIDENT GOLD: Secretary Burt, proceed.

DELEGATE BURT: Resolution on Poll Tax:

“WHEREAS, The majority of the citizens of the southern states are denied the power to vote due to various types of poll taxes; and

WHEREAS, The battle for the destruction of Hitlerism imposes upon Congress the duty of instituting safeguards for democracy in our

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“WHEREAS, in the past a high degree of cooperation has existed between Local 135, Middletown Fur Dressers & Dyers Union, located in Orange County, New York State, and the farmers in the vicinity, which has resulted in gains for both farmer and labor in the territory; and

“WHEREAS, The disruptive activities of John L. Lewis, who is invading the farm area with District 50, have already been seized upon by vigilante organizations of rich farmers, who, under the pretext of protecting the farmers from District 50, are using this opportunity to attempt to divide farmer and labor, and to attack the bona fide farmers’ organization, the Farmers’ Union of the New York milkshed; therefore be it

“RESOLVED, That this body here assembled, composed of representatives from locals within the International Fur & Leather Workers Union, including representatives from Local 135, Middletown Fur Dressers & Dyers Union, who represent a membership that has always had close ties with the farmers, go on record, supporting the Farmers’ Union of the New York milkshed morally, organizationally, and any other way possible, and condemns the actions of John L. Lewis as harmful to farmer, labor, and to the war effort.”

I move its adoption.

. . . The motion was regularly seconded . . .

PRESIDENT GOLD: All in favor of the resolution say, “aye”; all opposed say, “no.” Carried. Proceed.

Delegates, I am ready to adjourn this session now on one condition, that we reconvene at two-thirty sharp. We have a batch of resolutions yet. We have a report of the Constitution Committee and the Union Label Committee. I think that you intend to elect your incoming General Executive Board and officers. I know that you want to begin now to caucus on the question of elections. It is a legitimate procedure at conventions.

. . . Announcements . . .

PRESIDENT GOLD: Motion to adjourn is in order.

DELEGATE REVKIN: I so move.

DELEGATE RUBIN: I second the motion.

PRESIDENT GOLD: All in favor of the motion say, “aye”; all opposed say, “no.” The meeting is adjourned.

. . . The meeting adjourned at one o’clock . . .

SATURDAY AFTERNOON SESSION

MAY 16, 1942

The meeting convened at two-fifty-five o'clock, President Gold presiding.

PRESIDENT GOLD: The delegates will be seated. We will proceed with the order of business. The Secretary of the Resolutions Committee, Brother Burt, will proceed with the reading of the resolutions.

DELEGATE BURT: Resolution on Protection of Health in the Fur Industry:

"Whereas, workers in the fur industry are daily exposed to health hazards due to dust, dyes, chemicals formaldehyde, and other injurious substances, contact with which affects the nose, throat, lungs, eyes and skin and frequently causes bronchial asthma, dermatitis, tuberculosis, and other serious diseases, and

"Whereas, these health hazards could be substantially reduced by the inauguration of protective devices such as positive exhaust ventilation and the use of respiratory filters, protective sensitive gloves and aprons, and by the substitution of non-harmful chemical substances for the dangerous ones now in use, and

"Whereas, today, the prime necessity on the home front in the war effort is the proper conservation of manpower and its most effective utilization—methods which are now impeded by occupational sicknesses and diseases in our industry; therefore be it

"RESOLVED: that the International Fur and Leather Workers Union recommend the adoption by the various states of legislation ordering (a) the labeling of the contents of all industrial substances; (b) periodic inspections (every three or six months) of shops where dangerous substances are used; (c) the use of non-harmful substances for dangerous chemicals now employed; and be it further

"RESOLVED: that the International Fur and Leather Workers Union endorse the Murray Bill (S. 193) which provides compensation

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benefits to workers suffering from disability due to dust diseases; and be it further

“RESOLVED: that the International instruct all organizers, executive boards, and other functionaries of the various locals, Joint Councils and Joint Boards to seek the assistance, wherever necessary, of the various State Industrial Hygiene departments for the installation in shops and plants of ventilating systems and protective devices for the workers.”

I move the adoption of this resolution.

PRESIDENT GOLD: If there is no objection, the Chair will declare this resolution adopted. Proceed.

DELEGATE BURT: Resolution on Elderly Workers:

“Whereas, our Union has consistently fought for the security of the elderly workers in the fur trade; therefore, be it

“RESOLVED: that this 14th Convention of the Fur Division goes on record directing the incoming General Executive Board and general officers to assist the Furriers Joint Council to obtain a provision to assure that every fur shop employing ten or more workers shall employ at least one elderly worker and that conferences be initiated with the Manufacturers Association for the establishment of a pension system for old-age fur workers who are no longer able to work.”

I move the adoption of this resolution.

PRESIDENT GOLD: All in favor of this motion, signify by saying, “aye”; opposed, say “no.” Adopted.

DELEGATE BURT: Job Security of New York Workers:

“Whereas, fur workers of New York City waged a long struggle for job security and against the arbitrary power of the employer to fire a competent and conscientious worker, and

“Whereas, although the fur workers of New York, through the power of their Union, have already obtained job security for a period of nine months during the year, the abuses of the employers’ arbitrary power to discharge, during the remainder of the year, are nevertheless still accumulating; therefore, be it

“RESOLVED: that this Convention instruct the incoming General Executive Board to give all possible assistance to the Furriers Joint Council to obtain complete abolition of the right of the employer to discharge workers and to establish complete job security for the fur workers in New York.”

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I move the adoption of the resolution.

. . . The motion was regularly seconded . . .

PRESIDENT GOLD: All in favor, say "aye"; opposed, say "no." Carried.

DELEGATE BURT: Resolution on Defense Contracts:

"Whereas, contracts for the manufacture of fur garments for the armed forces of our country have been awarded to firms on the Pacific Coast who operate their shops under sub-standard conditions, such as the Arctic Fur Company of Seattle under A. F. of L. contract, and Willard George of Los Angeles; and

"Whereas, no contracts have been awarded either in Los Angeles or San Francisco to shops operating under fair labor standards and under contract with the C.I.O.; be it

"RESOLVED: that this Convention instruct its leaders to investigate this matter; and be it further

"RESOLVED: that the International take up this question with the proper authorities to assure the proper distribution of such contracts."

I move its adoption.

PRESIDENT GOLD: All in favor of this resolution, signify by saying, "aye"; opposed, say "no." Carried.

DELEGATE BURT: Resolution on Government Orders:

"Whereas, the fur industry is greatly desirous of contributing its production towards the equipment of our fighting forces in every way possible, and

"Whereas, the fur industry is fully prepared with equipment, technique and a large body of highly skilled workers for such production; therefore, be it

"RESOLVED: that the incoming General Executive Board make every effort to obtain the placement of Government orders in the fur industry for aviator suits and fur-lined jerkins and other garments needed in the Army, Navy, Air Corps, Coast Guard, and Marine personnel."

I move its adoption.

. . . The motion was regularly seconded . . .

PRESIDENT GOLD: All in favor of this resolution, say "aye"; all opposed, say "no." Adopted.

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DELEGATE BURT: Resolution on Vacation with Pay and Sick Insurance:

“Whereas, conditions of work in the fur industry, including contact with poisonous dyes, chemicals and materials and work in dust-laden shops under speed-up conditions tend to deteriorate the health of the fur workers, and

“Whereas, the elimination of speed-up practices, the improvement of sanitary working conditions and the institution of a system of sick insurance and vacation with pay are needed in order to preserve the health and well being of our members and their ability to produce and provide a living for their families; therefore, be it

“RESOLVED: that this Convention goes on record instructing every local and joint body of the International to make every effort to obtain provisions in their agreements calling for two weeks vacation with pay and for the establishment of a sick insurance fund to be paid out of funds contributed jointly by the employers and the workers; and be it further

“RESOLVED: that a special health survey be made of the fur industry to eliminate the use of poisonous dyes and chemicals and to abolish injurious speed-up practices.”

I move its adoption.

. . . The motion was regularly seconded . . .

PRESIDENT GOLD: All in favor of this motion, raise your hand. Down. Opposed, raise your hand. The motion is unanimously carried.

DELEGATE BURT: Resolution on Children's Activities:

“Whereas, experience has proven that even our children can be involved in strengthening our Union and in winning the war, and

“Whereas, splendid achievements and accomplishments have been recorded by those locals who have encouraged children's activities, and.

“Whereas, the morale and education of the children of fur workers affects the majority of our membership, and

“Whereas, the well being, training and practical experiences which we provide for our children today will help mold and prepare them for activity as union-conscious adults of tomorrow; therefore, be it

“RESOLVED: that all locals be urged to seriously promote and encourage the growth of Junior Unions for the benefit of our children, our Union, and Nation.”

I move its adoption.

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. . . The motion was regularly seconded . . .

PRESIDENT GOLD: All in favor of this motion, say "aye"; opposed, say "no." Carried.

DELEGATE BURT: Resolution on Housing:

"Whereas, the winning of this war over fascist aggression requires all the energy and strength of the workers of the Nation, and

"Whereas, the morale and physical well-being of our Nation, particularly those workers engaged in war production, are dependent upon adequate housing facilities, and

"Whereas, such housing at present is not adequate for the millions of soldiers of production, who with their families are streaming into the production centers, and

"Whereas, particularly the Negro people suffer from this shortage of good housing facilities, and

"Whereas, the trade unions are today in the best position to know the extent and necessity for housing; be it, therefore

"RESOLVED: that this Convention calls upon the Federal Housing Administration to recognize the acuteness of this problem by the immediate establishment of such housing projects in the congested war production communities; and be it further

"RESOLVED: that we commend the action of the War Housing Administration for opening the Sojourner Truth Housing Project for Negroes as a step in the right direction; and be it further

"RESOLVED: that this Convention urges the War Housing Administration to recognize the necessity for adequate labor representation in all local housing boards and authorities."

Mr. President, I move the adoption of the resolution.

. . . The motion was regularly seconded . . .

PRESIDENT GOLD: All in favor of this motion, say "aye"; all opposed, say "no." Carried.

DELEGATE BURT: Resolution on Retraining of Fur Workers:

"Whereas, reduced consumer production and shortages of fur skins, needles, nails, chemicals and other materials may cause curtailment in production in the fur industry, and

"Whereas, an ever-increasing number of workers will be needed for production in war industries; therefore, be it

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“RESOLVED: that the incoming General Executive Board be directed to make every possible effort in cooperation with the proper Government bodies to establish a system of retraining of fur workers for work in war industries.”

I move the adoption of this resolution.

PRESIDENT GOLD: If there is no objection, the Chair will declare this resolution adopted. Proceed.

DELEGATE BURT: Resolution on Workmen’s Compensation.

“Whereas, many workers employed in fur factories are compelled to work under unsanitary conditions, using dangerous, poisonous chemicals and other materials, and operating hazardous machinery, and

“Whereas, the health, security, and productive capacity of many fur workers is undermined each year by occupational diseases and accidents, and

“Whereas, the existing State Workmen’s Compensation laws are inadequate and, in some cases, not properly enforced; therefore, be it

“RESOLVED: that this Convention urges that proper steps be taken by our Union in all states where our workers are employed, to effect revision and extension of the Workmen’s Compensation laws and secure the strict enforcement of these laws, to provide:

“1. Extension to cover all injuries or diseases resulting from unemployment.

“2. Extension of coverage to include all employers of one or more employees.

“3. Double compensation for injuries sustained by women and children employed under conditions which violate the law.

“4. Award by the Board of discretionary costs where there has been unwarranted resistance to a claim.

“5. Authorization by the Board of dentists to treat injured workers having a compensation claim.”

I move its adoption, Brother President.

. . . The motion was regularly seconded . . .

PRESIDENT GOLD: All in favor of this motion, say “aye”; all opposed, say “no.” Adopted.

DELEGATE BURT: Resolution on Group Insurance.

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"Whereas, no national health program has been developed to compensate workers for loss of wages during illness, and

"Whereas, death and illness occur among workers' families who are without adequate protection, and

"Whereas, resulting loss of income leaves families destitute; therefore be it

"RESOLVED: that this Convention gives full power to the incoming General Executive Board to set up a committee for the purpose of studying and, if deemed advisable, instituting some form of group life, accident, and health insurance for all members of the International Fur and Leather Workers Union."

I move its adoption.

. . . The motion was regularly seconded . . .

PRESIDENT GOLD: All in favor of this resolution, say "aye"; opposed, say "no." Carried.

DELEGATE BURT: A number of resolutions have been submitted by the locals, and delegates representing the locals of the Joint Council. These resolutions embody a number of points to be added to their agreements and to fight for. The Committee felt that we should embody all these resolutions into one statement and present it here.

Resolution Supporting Demands of Furriers Joint Council.

"Whereas, the Fur Manufacturing Workers of New York, whose militant and progressive activities have been the bulwark and keystone of our International, are still confronted with the evils of incomplete job security and many harmful practices of employers which tend to encroach upon and undermine the union standards achieved in the course of decades of struggle, and

"Whereas, the local unions of the Furriers Joint Council, Locals 101, 105, 110, 115, and 70, have presented to this Convention a number of resolutions adopted by their respective membership as essential for the protection and betterment of the working and living conditions of the fur workers and their families; therefore, be it

"RESOLVED: that this Convention goes on record assuring the Furriers Joint Council and its membership that our International and all its branches in every locality wholeheartedly support the just demands of the membership of the Joint Council locals and that we will do everything in our power to help the New York fur manufacturing workers realize these demands; and be it further

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"RESOLVED: that the incoming General Executive Board is instructed to extend full cooperation and adopt all measures necessary to secure the following demands for the Joint Council membership:

"A. Cutters Local.

"1. That assorting be classified as work to be performed by fur cutters only.

"2. That all marking shall be performed by squarers.

"3. That every fur shop shall employ at least one fur cutter.

"B. Operators Local.

"1. That the minimum wage scale of the so-called second class work shall be raised to first class.

"2. That, in the meantime, closers on second class work shall be paid wages of first class operators.

"3. That plate makers shall be paid the same wages and work under the same terms as all other workers.

"4. That all workers employed on pieces shall receive the standard wage scale.

"C. Nailers Local.

"1. That every shop shall employ at least one nailer.

"2. That all marking on boards and all steaming shall be performed by nailers.

"3. That special consideration shall be given to obtain higher wages for ironers, clippers, and staplers on flat-work.

"D. Finishers Local.

"1. That all machine finishers shall be paid as first class operators.

"2. That rabbit feller-hands shall receive the same scale as other finishers.

"3. That finishers shall perform every kind of staying work and all other work connected with finishing.

"4. That finishing foremen shall be prohibited from all productive work except cutting linings and examining.

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"5. That a special rest room for women be established in every fur shop.

"6. That two weeks' maternity pay for expectant mothers shall be paid by the employer.

"7. That the right to the job be retained by women finishers away on maternity leave until a period of not less than three months after child-birth."

To conform these proposals with the resolution submitted by the Women's Committee, we change the three months to six months. (Applause)

There is one more statement in connection with the nailers, and that is the question raised of processing. The nailers know what I am referring to. That involves some jurisdictional question, and we recommend that this matter be given over to the incoming General Executive Board for investigation and action.

The Committee moves that these proposals be adopted.

. . . The motion was regularly seconded . . .

PRESIDENT GOLD: These are the detailed demands of the Council. The motion is that the incoming Executive Board be instructed to make a thorough study of all these proposals of the Joint Council, and on the basis of their study, together with the Council representatives, to take the proper steps to realize them.

All in favor of this motion, signify by saying "aye"; opposed, say "no." Adopted.

DELEGATE BURT: Standardization of Agreements:

"Whereas, the entire fancy fur dressing and dyeing industry is now organized, and

"Whereas, the workers in the Hollander shops in Newark, Middletown and Mt. Vernon engaged in this work have received repeated increases in wages and improvement of working conditions since those shops were organized and their unionization must be recognized as one of the great accomplishments of our International Union, and

"Whereas, it is necessary that for the maintenance of the wages and conditions that the workers of Locals 2 and 3 now enjoy that all shall be equally compensated for doing the same type of work throughout the industry; therefore, be it

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“RESOLVED: that the delegates assembled at this Fourteenth Biennial Convention go on record to recommend that at the expiration of the present contract with the Hollander firm every effort shall be made to bring up the wages, working conditions, and reduce the hours on a par with Locals 2 and 3, thus putting an end to the competition that now exists between the various locals and establish a higher wage scale and proper working conditions uniformly for all the workers engaged in this industry.”

Brother President, I move the adoption of this resolution.

. . . The motion was regularly seconded . . .

PRESIDENT GOLD: All in favor of this resolution, signify by saying “aye”; opposed, say “no.” Carried.

I want to call to your attention that if there were some delegates who were under the impression that the discussion on the Officers’ Report was too long, took too long a time and too many delegates participated—I wish to point out now that you saved that much time. Otherwise you would have discussed each and every resolution, particularly trade resolutions. You exhausted the discussion on the Officers’ Report dealing with these problems that are now embodied in the resolutions. So there is no need, really, to repeat the discussion.

DELEGATE BURT: Three resolutions have been submitted by the delegates of Local 122 concerning some intricate problems of minor jurisdictional disputes, very minor. After discussing these resolutions with the delegates of Local 22, it has been agreed by the delegates and the Committee that these resolutions be referred to the incoming General Executive Board and to the incoming Department of the Dressing and Dyeing industry. And I so move, Brother Chairman.

PRESIDENT GOLD: I think that this means that there is already a jurisdictional dispute on the floor of this Convention. These matters properly belong to the Grievance and Appeals Committee. Delegates Mencher and Albert Roy, you should protest, because there is a jurisdictional dispute. However, if you straighten it out, there is no objection. There is this understanding and agreement between the locals that have a jurisdictional battle. How serious is it? If it isn’t serious, proceed.

DELEGATE BURT: Resolution on Dues and Taxes Concerning Soldiers. The Committee to Win-the-War dealt extensively with the problem embodied in this resolution. It is concerning the treatment of the soldiers who are members of our union. The locals have already taken necessary steps. We feel, therefore, that we don’t want to deprive the delegate who submitted this resolution of the privilege of bringing

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this resolution to the floor of the Convention, and we refer this to the incoming General Executive Board.

PRESIDENT GOLD: It is decided by this Convention that a special committee be organized by the locals and also the General Executive Board to deal with all of the problems regarding the war. Proceed.

DELEGATE BURT: Another resolution submitted by a delegate concerning wounded members of our union, or our members in the armed forces who may be wounded in the future. The question of rehabilitation, in itself, is quite a big job. It involves the government. Again, it was dealt with in the Win-the-War Committee's report, and these problems of welfare are being taken care of daily in the local unions. However, again, not to deprive the delegate who submitted this resolution of the privilege of bringing it to the floor, we refer this, too, to the incoming General Executive Board.

PRESIDENT GOLD: We can very well assume that the C.I.O. Executive Board will not neglect this problem, which is of major importance to our Nation. By referring it to your incoming Executive Board it also means that the union will act in accordance with the C.I.O. decisions on this and other important matters.

DELEGATE BURT: Resolution on the *Fur & Leather Worker*:

"Whereas, the *Fur & Leather Worker* has developed into one of the outstanding labor papers in the entire country, and clearly reflects the activities and needs of our union, and

"Whereas, the *Fur & Leather Worker*, in its brilliant coverage of the activities of our locals in the war effort, their recruiting into the armed forces, Army Welfare and Civilian Defense work, has aided our nation and the entire labor movement in mobilizing a supreme war effort; therefore, be it

"RESOLVED: that the International Fur and Leather Workers Union, now in Convention assembled, go on record expressing appreciation to the staff of the *Fur & Leather Worker* and to its able Editor, George Kleinman." (Applause)

PRESIDENT GOLD: Brother Kleinman, will you enter into a gentleman's agreement with me that I will give you the floor just for a brief remark? George Kleinman. (Applause)

BROTHER KLEINMAN: I rise neither in support of the resolution nor in opposition. I just want to make this brief remark.

Our Union paper is not a one-man job—it is a collective product. Our Union paper would be impossible if we did not have the cooperation of the local unions, the local correspondents, particularly the local re-

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porters. I think that this Convention, in expressing its opinion about the *Fur & Leather Worker*, should include recognition not only of the staff but of the local reporters and all those whose combined work made the *Fur & Leather Worker* possible.

In addition, I want to express the appreciation of the staff of the *Fur & Leather Worker* for the cooperation that we have received from the local officers and from the general organizers and our International officers. Without this help we could not reflect the activities, the splendid activities, carried on by every section of our Union.

While it is true that the *Fur & Leather Worker* tries to, and to some extent does, help to mold and guide the opinion of the membership of our Union, it is equally true that the activities of our members and the accomplishments of our Union are the sources that mold and guide the kind of newspaper we have.

A lot of good remarks have been made about our paper. I think it would be false modesty if I did not agree that there has been substantial improvement in the past three years. At the same time, I don't think we should exaggerate. There is a great deal of room for improvement, and through our combined efforts I think that we will continue to improve it.

One more word, in closing. That is that I feel that it is opportune at this moment to express my appreciation, and that of the staff, especially to our President Ben Gold. He has been our sharpest critic, our most constructive and most valuable critic, and we welcome the criticism not only of our leading officers but we welcome the criticisms and suggestions that come from the rank and file and the officers and organizers of our Union.

Thank you. (Applause)

DELEGATE SAM RUBIN: I want to make a motion. I move that the next General Executive Board should see to it that part of the *Fur & Leather Worker* should be printed in Jewish.

PRESIDENT GOLD: I want to inform you that this matter was discussed by the General Executive Board, and that we had a decision of that kind, but you did not come across with the contributions for such a paper. Now there may be a possibility that we can carry it through. We did issue some Jewish articles. We included some Italian and French articles. We are making every effort to carry it through. I suppose your incoming General Executive Board will bear that in mind.

Let me say a word or two about this *Fur & Leather Worker*. I think that it is really a great satisfaction that a comparatively speaking small

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union like ours, with very little funds, was able to build up such a splendid publication. It reflects all the struggles and all the activities of our Union. It speaks for the Union. It was the dream of many fur workers to have a spokesman of that kind for the Union. And you delegates have no idea how much work is required on the part of the staff to get that paper out regularly. It requires three times as many workers as there are on the staff of the publication. And don't forget that the editing staff works not only on the paper. There are many other things that the editing staff does in the Union. Now you have decided to have pamphlets—war pamphlets and the pamphlet on the problem of the women—again piling work on the editing staff.

- The proceedings of the convention again mean work for the staff. This staff edited an excellent War Relief Journal for the Council. I think that some of you had copies of that Journal. We certainly have every reason to be proud of this accomplishment of the Union, our publication, which is recognized in the movement as one of the best trade union papers.

I will entertain a motion to adopt this resolution, on one condition—that we also adopt some measure, at least an injunction, that the Editor stop nagging me every day for my article, when it will be ready.

BROTHER KLEINMAN: When will it be ready? (Laughter)

PRESIDENT GOLD: The Convention is not even over, and he already wants an article. (Laughter)

All in favor of this resolution, signify by saying "aye"; all opposed, say "no." Carried.

Please, Delegates, when you return to your localities, assist the Editor and the staff. Write on time, and make it your business to write. If you disagree with the policy of the paper, the Union policy, write. We will be happy to print it, and a reply. Proceed.

DELEGATE BURT: Resolution on the *C.I.O. News*.

"Whereas, the *C.I.O. News*, official organ of the Congress of Industrial Organization, has been of great value to the organized labor movement by its presentation of labor news from all over the country, which serves to cement bonds of solidarity within the C.I.O., and

"Whereas, the *C.I.O. News* has been instrumental in the organizing of new thousands of C.I.O. members; therefore, be it

"RESOLVED: that we endorse and recommend the *C.I.O. News*; that we urge our local unions to subscribe to the *C.I.O. News* for all local officers and organizers."

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I move the adoption of this resolution.

. . . The motion was regularly seconded . . .

PRESIDENT GOLD: Delegates, the President of the C.I.O., Phil Murray, sent a personal representative to make a few remarks—that is, to speak, but we have an agreement with him not to make a long speech, just a few remarks about the *C.I.O. News*. We got a letter to that effect, asking us that his representative speak for this resolution. With your permission, I have the pleasure of introducing Brother Gantt of the *C.I.O. News*. (Applause)

BROTHER HARRY GANTT: Mr. President and Delegates: This has been a terrible day for me, in a way. I feel like an anti-climax. I have been sitting back here listening in on the meeting about two hours every day for the last couple of days, waiting to come on and say my few words, which to me, of course, are most important.

I wondered how could I possibly sell the *C.I.O. News* here after hearing you praise your own publication. I couldn't get up here and say the *C.I.O. News* is the greatest labor paper in the country. I can only get up and say that next to the *Fur & Leather Worker*, the *C.I.O. News* is a good labor paper. (Applause)

Our wish is to help win the war, to help fight some enemies within and without the labor movement, the C.I.O. particularly. We have got to get better readership of the national official organ of the C.I.O., the *C.I.O. News*. I will read this letter from Mr. Murray, and then obey your Chairman's admonition that I hurry this through.

“Dear Sir and Brother:

“I am writing to announce the launching of a special circulation drive for the national weekly organ of the Congress of Industrial Organizations, the *C.I.O. News*, and to enlist your cooperation in making this drive successful.

“The *C.I.O. News* performs a function for our whole labor movement which no other publication can perform. It is the chief means of communication between the National C.I.O. and our unions, representatives, and members, besides being the main outlet for getting our message before labor and the public.

“It is an invaluable aid in building morale and national unity for winning the war, publicizing our plans and efforts for more war production and showing how labor's constructive aims can promote victory.

“The *C.I.O. News* is our only medium for unified national campaigning on organizational and legislative issues affecting all of our unions.

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It promotes greater unity and mutual understanding among C.I.O. unions, publicizing the achievements of each union to our other affiliated unions and enlisting the support of all for the campaigns and struggles of each.

"In my opinion it is of importance both to your union and to the C.I.O. that the *C.I.O. News* should be read regularly at least by all your officers, organizers, local union officials, shop stewards, educational committeemen and other leading members. Your International Union can cooperate in this circulation drive by placing group subscriptions for as many of your members as possible, by circulating your local unions to subscribe or aid in obtaining subscriptions, and in a number of other ways.

"I wish to request that you give full cooperation to the Editor, Len DeCaux, from whom you will be hearing further, and to the special representative who is talking to you now. Anything that you can do to further the special effort to increase the circulation of the *C.I.O. News* among your officers and members will be sincerely appreciated and I am sure will benefit our whole labor movement."

When I started on this job, I made up my mind I would go to these different meetings and try to get resolutions through, and I hoped I would get some action on it. So I want to get the names of every one of you delegates for subscription to the *C.I.O. News* for all your officers, from your wonderful President on down to your shop stewards, and including George Kleinman. Thank you very much. (Applause)

PRESIDENT GOLD: Thank you. In the name of solidarity, I will give our Editor, George Kleinman, the floor now for a brief remark—solidarity of Editors, you know.

BROTHER KLEINMAN: I just want to say one word about the *C.I.O. News* and its Editor.

This is a very important paper. It is the only national labor paper that we have. It is the only way in which our trade union policies go into every nook and cranny in this country. And it is the one outstanding instrument through which the local unions of all internationals are able to concentrate and mobilize their energies around the central C.I.O. policies.

Incidentally, the Editor of the *C.I.O. News*, Len DeCaux, and the staff, have always been very cooperative with our union, and whenever we have an important problem, an important achievement, or any special difficulty, they always cooperated with us and they made available to the other unions the important information about our problems.

I want to second, if I may, the proposal that every local union sub-

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scribe, for its officials, to the *C.I.O. News*. There is a very low cost. I think it is well worth while, and I believe we will all gain from it. Thank you. (Applause)

PRESIDENT GOLD: I hope that the Committee on Resolutions and the Secretary will not have any objection to including in this resolution an expression of thanks on the part of this Convention to the Editor of the *C.I.O. News*, Len DeCaux, and his staff, and instruct the incoming General Executive Board to take the proper measures to see that this resolution is carried out. No objection? All in favor of this resolution, signify by saying "aye"; all opposed, say "no." Adopted.

DELEGATE BURT: Resolution on Rest and Recreation Home:

"Whereas, a rest and recreation home is needed for the workers of the fur industry to convalesce from periods of sickness, to rest up after the arduous work each season, to enjoy vacations and recreation with proper rest, sunshine and outdoor activities necessary to build up healthy strong bodies, to prevent sickness and to enable them to provide for their families and contribute their utmost to the needs of our country, particularly during this war emergency, and

"Whereas, the last Convention of our International decided to establish such a rest and recreation home for the fur workers and their families at a reasonable rate within the means of every worker, and

"Whereas, the last Convention of our International decided to establish such a rest and recreation home for the fur workers and their families; therefore, be it

"RESOLVED: that this Convention instruct the incoming General Executive Board to make this decision a reality during the coming months by selecting a suitable rest and recreation home to be purchased and maintained jointly by as many locals and joint bodies of the International as possible."

Brother President, the Committee moves the adoption of this resolution. (Applause)

DELEGATE MORRIS LAUBER (Local 105): I second the motion.

DELEGATE POTASH: I rise in support of this resolution. In my opinion, it is one of the important resolutions coming before the Convention, because it deals with the question of preserving the health of our workers. Now such a resolution was adopted before. Our last Convention adopted the same resolution. But because of difficulties confronting the union, we haven't been able to carry out that resolution. So we have another one at this Convention.

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But since the last Convention, the question of the preservation of the health of our members has become even a more important question than it was at that time. I don't know how it is outside of New York City, but I imagine it is about the same as it is in New York. We are having an increasing number of our members sick, suffering from all sorts of occupational diseases; workers who get sick from worrying when they don't work and sick from working when they do work; members of the union getting old; members of the union and their families who have never taken a vacation in their lives—they never had time for a vacation—and who have never left the city to rest and recover some of their lost health.

Thus we feel very keenly about this question in New York City, and we feel it is about time for our International Union, now that the union is solidly established, now that the financial problems of our locals are more or less on a sound foundation—we feel that it is time for our union to provide a rest home for the members of our union, that when they have some time off—and we intend to fight for vacations with pay to give them that time—that those workers be given the opportunity of going to a home, to a rest place of their own union, to recover and to preserve their health.

We feel that it should also be a place for their children, a place for their wives, a place where our workers could go to rest at reasonable prices; and in many cases, where our unions should be able to send workers at the expense of the union.

Now, this resolution, in my opinion, should be carried at this time not only as a matter of sentiment of the convention, but as an imperative duty and as a direction to our union, and the means found immediately here, or a beginning made that this resolution should go into effect immediately after the Convention. But I wish at this moment particularly to make one amendment to this resolution, one additional resolve to this resolution, and that is this:

There is no man or woman in our union who has paid more attention to the health of the workers, who has made a greater contribution as an individual to the health of our workers, who has made more of a contribution in driving us to take care of the health of our workers and to provide in every way possible for them, than the President of our union. (Applause) No one in our union paid more attention to helping the elderly workers and in caring for their problems than the President of our union. The same goes for the children of our workers, the initiating of the program that the children should be sent to camps during the summer.

I therefore feel that it will be the pride of our union, the pride of

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our membership, if this Convention will resolve here that we decide, as a gift to our President, that this rest home should be called the Ben Gold Rest Home of the Fur Workers.

. . . The audience, arose, applauded, and cheered . . .

DELEGATE WINOGRADSKY: I consider it a great privilege to second the additional proposal made by the Manager. And at this time it is not only a question of seconding a motion and again making a speech. I am going to second this with something substantial. At the last six local meetings, five of the Council—Locals 70, 101, 105, 110, 115, and the Floor Boys Local 125—this question was taken up, and the locals made a decision, and instructed the officers that this motion here should be seconded with an initial payment immediately of \$25,000 in order to carry out that decision. (Applause and cheers)

PRESIDENT GOLD: Here is a check for \$25,000. That's no joke. (Laughter)

DELEGATE LYNDON HENRY: I feel reasonably sure that this amendment is going to pass unanimously. In view of the fact that Brother Potash made a very eloquent and strong plea, I can't add to that, make it any bigger or stronger. I will not try to gild the lily. Suffice it to say that every one of us here has expressed our love, our devotion to Brother Ben Gold for the wonderful things he has done for us, for the gains that we have gotten under his leadership. And I don't think that there can be any dissenting voice here when Brother Potash has made the recommendation that this home be called the Ben Gold Rest Home. I think it will be a monument and a tribute and will live forever, to Ben Gold, after he has gone, which we hope will be a long time in the future—but that it will be a home, some monument left there to perpetuate his name, his glory, and his work.

I support that resolution. (Applause)

DELEGATE BURT: I think the contents of the resolution which ask for carrying it out immediately require that there should be sufficient funds to carry it out. Before making our contribution to this, I should like to say that I fully agree with the recommendation of Delegate Potash, and I am sure that the Resolutions Committee will unanimously approve the recommendation for the third resolve. That is in so far as the Resolutions Committee is concerned.

So far as the Joint Board is concerned, its locals and its delegates, though we cannot act as substantially as the Joint Council, yet we feel in our own minds that this is a substantial contribution—a check for \$10,000. (Applause and cheers)

PRESIDENT GOLD: A check for \$10,000.

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DELEGATE BURT: And a good one, too. (Laughter)

PRESIDENT GOLD: Sol Revkin, do you guarantee it?

DELEGATE REVKIN (Local 88): I will vouch for it.

PRESIDENT GOLD: Well, \$35,000—that's a beginning. Anybody else? (Laughter)

Delegates, I know the hour is late, and there isn't much time. But I want to tell you that since I have been a member of this union—and don't ask me how long—

DELEGATE POTASH: We know something about 1912.

PRESIDENT GOLD: Since May, 1912. I couldn't help admitting it; I was caught. Since that time, the problem of a rest home has been discussed by the fur workers. It was a dream, up until 1925, and was just a matter of discussion, of the hope that there would come a day when the furriers would have a rest home.

After 1925, committees used to come to the Joint Board regularly, committees of the old workers who had spent their lives in the industry—broken, tired, sick—and they used to greet us at the Council, the Joint Board at that time. They said, "You youngsters took over. We did our share." And now they had no homes, no one to take care of them—helpless and hopeless. And we resolved time and again to build up a rest home.

Then the internal struggle broke out, unfortunately; and finally came the reunion. Again the furriers began to insist that this decision be carried out. We couldn't carry it out because during the year of 1940-41 we spent at least about \$200,000 or more in court cases, Locals 2 and 3, the International, and the Council. What a beautiful home we would have had for the workers—\$200,000 or more. If the government would have paid back the money to us, we would have had a beautiful home for the fur and leather workers that would be an example for the union.

It seems to me that now this dream is becoming a realization; at least it is on the road. You know as well as I do that there isn't always prosperity in our industry, and not always can you get up on the floor and boast of \$100.00 a week wages or \$150.00, and 40 or 50 weeks' work a year. Hundreds, thousands of the fur workers know what an economic crisis means. Frequently these proud, skillful workers, these independent workers, have been caught in the whirlwind of an economic crisis, with its unemployment and misery—yes, and starvation, lack of sufficient food, lack of proper food, lack of medical help, lack of fresh air. Inside of a short time they have become broken individuals, physically and mentally,

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so that you don't recognize them inside of a few years. The same thing applies to their wives and their children.

Very often they come into the office, and they ask Potash and Wino-gradsky and Begoon and the leaders of the Council, "What can the union do for us?" And you so painfully tell them you can't help them, it is impossible, we haven't got the means.

We 'built up a Welfare Department, with the hope that maybe through the Welfare Department we could help these sick and needy, and all the workers. And every year or every two years, the organization, particularly the members of the Joint Council, contributes huge sums of money to the charitable institutions. Then we come and knock at the doors—"Help our sick; help our needy." But they can't, because they have hundreds of thousands waiting their turn. And by the time we finally get our turn, it is hard to restore the health of that sick and broken furrier.

Can you imagine the situation when such a home is established? And I admit it is a hard job, it is a great task. It requires funds. Can you imagine for one moment when these hundreds of furriers who are tired, even when they work, because of this speed-up, exhausted because of the unemployment crisis that hits them every now and then—when they will come into this rest home and get food, fresh air, rest, for their wives and their children? They will come back and they will be able to resume their daily tasks, to support their families. They will bless us. They will bless your union. They will bless the country that made it possible for them to have a union that can undertake such things.

- We couldn't do it until now. I think we can do it now—one of the biggest things that the Convention can do for your brothers and sisters that you represent.

As for the question of the Ben Gold Home—well, the name is really not important. The home is important. And I don't want to deny there is a great deal of pride and satisfaction, and there could not be any greater satisfaction than the consciousness that it finally was realized under the leadership of the General Executive Board and of these young leaders of the Council and of all the locals that I worked with for the past 15 and 20 years. We realize that under that leadership, it is a great contribution.

I appeal to you, once you start it—you already have \$35,000. I assume that your incoming General Executive Board will also make its contribution. I assume that all the locals will follow suit, and they will carry it through.

Again I want to repeat the remarks of Delegate Karrass, who, when he discussed the union finances, said it was not for the dead, but for those

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who remain here alive. He discussed the conditions, the gains, the improvements that you made for the living. And now you meet this question, that has been on the day's order for the past 30 years of the union—a good job, well done. You will be able to go out of this Convention and meet the union members and say that this Convention met almost every problem of major importance; and when our members come back from the front, they will be able to have help in this rest home.

Delegates, thank you for this job. It is a monument to your union. It is a monument to your own leadership. It is paving the way for other trade unions, and this will also make the industries conscious of the importance of taking care of the sick men and women who contributed their energy, ability, and health to building up these industries that make up our rich country.

Maybe you will have also succeeded in calling the attention of the government to contribute, and together take care of the health of our citizens. A healthy body means a healthy spirit, healthy union members, loyal union members, healthy Americans and loyal Americans. Thanks. (Applause)

All in favor of taking the \$35,000— (Laughter) All in favor of adopting this resolution—

DELEGATE POTASH: With the amendment.

DELEGATE BURT: It is part of the report.

PRESIDENT GOLD: It is part of the report. All in favor of this resolution, please signify by raising your hand. Down. Opposed? (None) It is unanimously carried. (Applause)

DELEGATE BURT: Brother President, at one time during the meeting of your Committee, we faced a very serious problem. I must make this known to the Convention, for it will require your action. We almost had a fist fight. Two delegations appeared before the Committee and made their requests. This Committee was unable to make a decision, and is therefore bringing the question to the floor of the Convention.

The delegation of the West Coast appeared before the Committee and extended their invitation to have our next convention in San Francisco. The delegation of New York appeared and extended their invitation to have the convention in New York. (Applause) Since we were unable to reach a decision, because of the desire to have the meeting in both places, your Committee recommends that the two resolutions be referred to the General Executive Board, and let the General Executive Board make a decision. (Applause)

PRESIDENT GOLD: Why can't we open in San Francisco and finish

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in New York? (Laughter) Why can't you make it in Berlin? (Applause)
A motion to open in Berlin and finish in Rome. (Laughter and applause)

Motion to refer this matter to the incoming General Executive Board.
All in favor, say "eye"; all opposed, "no." Carried.

DELEGATE BURT: You will note that your Committee did not mention either names or organizations who have submitted resolutions, for the very simple reason that numerous delegates and locals submitted resolutions of a similar character. Your Committee therefore took all the resolutions, embodied them into combined resolutions, and submitted them to the Convention.

I therefore make this plea to the delegates, to please forgive the Committee for not mentioning the names of all those who presented resolutions.

Brother President, this concludes the report of your Committee. Fraternally submitted, the Resolutions Committee:

Lew Goldstein, Local 45, Chairman

Sam Burt, Joint Board Dressers & Dyers, Secretary

Isidore Opochnsky, Local 105; Morris Pinchewsky, Local 101;
Moe Peterseil, Local 110; Dora Mailman, Local 115; Michael
Gougousis, Local 70; Max Stepansky, Local 53; Leon Straus,
Local 125; James Sipler, Local 48; Henry Shaefer, Local 88; Jack
Ostrower, Local 80; Miss G. Armstrong, Local 65; Joseph Dordick,
Local 40; Peter DiGiacomo, Local 22; Joe Eisenbach, Local 64;
Nicholas Papaceno, Local 135; Joseph Karrass, Local 2; George
Bradow, Local 99; James Del Cioppo, Local 80; Al Borden, Local
140; Napoleon Morrier, Joint Board, Montreal; Max Roth, Local
86; Melito Fuentes, Local 88.

PRESIDENT GOLD: I think that the Resolutions Committee did a splendid job, and I am sure the delegates share the opinion of the Chair. On behalf of the Convention, I want to express appreciation to the Resolution Committee for its successful efforts and good work, and declare that the Committee on Resolutions of the 14th Biennial Convention stands dissolved. (Applause)

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DELEGATE JOE MORGENSTEIN (Local 105): I move that we enrich the next issue of our *Fur & Leather Worker* by printing the resolutions passed by this Convention.

PRESIDENT GOLD: We will do that.

DELEGATE WILLIAM GREENBERG (Local 105): I rise at this moment to suggest that all the resolutions that were handed in and passed over to the incoming G. E. B. should also, after they are decided on, be printed in the *Fur & Leather Worker*.

PRESIDENT GOLD: It is done. Is the Label Committee ready to report?

DELEGATE HERMAN FEIGELMAN (Local 3): The Chairman of the Committee regrets that he is unable to attend, because for the last few days he has been laid up with a heavy cold.

Your Union Label Committee seriously considered the achievements of the locals of the dressing and dyeing industry and noted with great satisfaction the accomplishments and the continued importance of the label in securing for the dressers and dyers their livelihood.

Your Committee, therefore, recommends that in the future the imprint of the Union Label shall be required on all skins worked upon in the manufacturing industry, and that all local unions in renewing their agreements shall make every effort to secure such clauses. If this is made possible it will help us to further improve the working conditions and living standards of our workers.

Plate-making has become quite widespread in the fur trade in New York City, and it is in this particular branch of work that open-shoppers seek to establish themselves in so-called corporation or family shops which do not employ any cutters and tend to undermine the standards of the cutters generally.

Your Committee, therefore, recommends that all plates, Persian Paws particularly, shall have the Union Label attached thereon when the plate is completed. We urge that only plates bearing the Union Label shall be produced by the workers of the fur manufacturing industry.

We urge this Fourteenth Biennial Convention to direct all local unions and joint bodies affiliated with our International to establish the Union Label on all fur garments and fur trimmings. In this connection we recommend that the Union Label shall only be attached at the factory in which the work is done, thereby eliminating contracting in the fur garment industry.

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We further recommend that the incoming General Executive Board shall be instructed to set up a permanent Union Label Committee consisting of representatives from the dressing, dyeing and manufacturing locals in an endeavor to bring about the recommendations embodied in this report.

Your Committee also received a number of resolutions: one from Local 101, dealing with plates; one from Local 70, also dealing with plates; one from the Pattern Makers Union Local 20 requesting a union label; one from the Fur Merchants Employees Union, Local 64, requesting a union label in the muff bed manufacturing industry; and one from the Fur Dressers & Dyers Union Local 140, requesting a union label in every field of industry of our International Union.

The Committee consisted of the following: Mike Hudyma, Chairman; Herman Feigelman, Secretary; Morris Reiss, Henry Bloom, Max Rosenblatt, Morris Lauber, Jacob Rovner, Lew Goldstein, Oresto Bellotti, Frank DePrisco, Harry Feldman, Edward Kainen, Max Weitzner, Domingo Agular. One delegate, Brother Smith, failed to attend these meetings.

On behalf of the Committee, Brother Chairman, I move the adoption of this report and the resolutions.

DELEGATE PETER GARDINI (Local 2): I second the motion.

PRESIDENT GOLD: All in favor of this motion, signify by saying "aye"; all opposed, say "no." Carried.

Thank you, Brother Feigelman, and the entire Committee. The Committee stands dissolved. (Applause)

I think that is the last committee, other than the Constitution Committee. Is there any other committee besides this one? Secretary, Joseph Winogradsky; Chairman, Lyndon Henry—on the platform. The Constitution Committee.

DELEGATE WINOGRADSKY: Now get your constitutions out, so that you can follow the recommendations that we make.

On page 4, "Pledge," at the end of the first paragraph, where it says, ". . . of my local and of the International Union as a whole," we propose that it should read, ". . . of my local, of the International Union as a whole, and of the entire trade union movement." We are adding the words "and of the entire trade union movement."

On page 6, the first paragraph, where it says "working people of all industries," we propose the addition of the words "and toiling farmers."

Page 9, Section 4-a. It reads, "The office of the Fur Division shall be

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located in Greater New York." We propose the addition of the words "unless otherwise decided by the General Executive Board." In case the General Executive Board, for one reason or another, decides to move, we wanted to add the provision "unless otherwise decided by the General Executive Board."

Page 10, we propose to add a new paragraph, Section 1-a, as follows: "A regular Convention may be postponed for no more than one term on recommendation of the G. E. B. and by a vote of the membership under the supervision of the G. E. B."

Page 12, Section 1, "Representation." At the last General Executive Board meeting, we had a discussion, and we agreed that since the last convention decided to give larger representation to the smaller locals, that at this time the Constitution Committee that was appointed by your President should consider giving larger representation or better representation to the larger locals; and we make the following recommendations:

100 members or less	1 delegate
101 to 200 members	2 delegates

That is as it was before. Here is where the change comes in:

201 to 450 members	3 delegates
451 to 700 members	4 delegates
701 to 1000 members	5 delegates

For every additional 250 members or major portion thereof,
1 additional delegate.

In other words, the change is that instead of 300 as before, it is 250; and then instead of an additional 500 members, it is 250.

Page 17, Section 1. In the middle of the paragraph, where it reads that the President "shall suspend a local union for any violation of the Constitution," etc., it should read: "he may suspend a local union for any violation," etc. Instead of "shall" we propose the word "may."

Page 19, Section 1, Article VII. We propose there, in the middle of the paragraph, where it says that the General Secretary-Treasurer shall "preserve all important documents," we propose that it should say: "all documents, papers, accounts, letters received and copies of all letters," instead of "all important letters." In other words, we propose to take out the word "important."

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Page 21, Section 5. Where it reads, "All communications for the General Executive Board shall be sent through the office of the General Secretary-Treasurer," we add the words "or the General President."

Page 22, the end of Section 10. ". . . but it shall require a referendum vote of the general membership or of a Special Convention to remove him from office." This deals with the question of removing the Secretary-Treasurer, and we are adding the words "or of a Special Convention" so that it can be done by a special convention or by referendum vote.

Page 24, Section 4-a. In the middle of the paragraph, where it reads "International," we propose that it should read "Fur Division." We have Leather Division, too, and that should only refer to the Fur Division.

Page 26, Section 9. We suggest the same thing as before, but now dealing with the General President and the Secretary-Treasurer, that we add the words "or of a Special Convention," so that it would read: "It cannot remove them, however, without a referendum vote of the membership or of a Special Convention voting on the question."

Page 26, Section 9, we propose an addition: "In the event of the removal of the General Secretary-Treasurer or of the General President or of both, the General Executive Board shall have the power to designate one of its members to act as General Secretary-Treasurer or General President until the next Convention."

Page 27, Section 14. We propose a change to conform with the change we made where we spoke about moving the office. This change provides that wherever the office is located, the Vice-Presidents in that section shall constitute the Sub-Committee. So we make this change: ". . . residing in New York and vicinity or in any other city and vicinity of that city where the office of the Fur Division may be located."

Page 28, we add a new Section 18: "The General Executive Board shall meet at least once every six months." At the present time there is no provision in the constitution for that, so we propose once in six months.

Page 30, Section 3. "For failure to pay a fine imposed by the Local Union," and we add the words "Local Executive Board," because there are Local Executive Boards that also try members. "For failure to pay a fine imposed by the Local Union, Local Executive Board, Grievance Board, Joint Board, Joint Council, or G. E. B. or for disobeying or failing to comply with any order or decision of the G. E. B., Joint Board, Joint Council, Local Union, Local Executive Board or Grievance Board within the time provided in such order or decision."

Page 30, Article XI, Offenses. It reads at the present moment, "A member may be fined, suspended, expelled," and we propose also to

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add "or otherwise deprived of any' Union rights for the following reasons:"

Page 35, Section 8. At the end of the paragraph, we propose that it should be tried in 7 days instead of 15. It will read as follows:

"Charges must be submitted in writing to the Secretary of the Local Union, Joint Board, Joint Council, Grievance Board, or G. E. B. as the case may be. The Secretary shall refer such charges to the appropriate trial body and shall give notice in writing of such charges to the accused and accuser, of the time and place of the hearing upon same, which hearing shall be held not less than seven days and within fifteen days after receipt of such charges."

Page 36, Section 12. "The G. E. B. or any Committee or person authorized by it or the General President shall have the power to direct the production," and here we add "or take possession," and then go on: "of all books, records and papers of any subordinate body or any offices thereof in connection with any pending charges, investigation, or for the purpose of auditing, and shall likewise have the power to direct any member to appear before it and give testimony in connection with any pending charge or investigation. Any subordinate body or officer thereof may be fined, suspended, expelled or reorganized for failure to comply with this section."

Page 39, Section 23. It reads: "The accused shall have the privilege of challenging any three members of the Trial Committee," and we add the words: "that is especially elected for such trial." There are local unions that have standing Trial Committees elected by referendum, or a Joint Board, and they are a part of that Committee. But where it is a special election, the individual shall have the right to challenge three members.

Page 40, Section 4. Now, I think the decision with regard to dues was on this. It is not clear in the Constitution. It states that a 10-cent per capita tax stamp should be placed in the book for the payment of the 10-cent per capita tax, and for no other dues. Those who pay percentage have no stamps. Those who do not have weekly dues, do not have the ten-cent stamps. This section shall be worked out by the General Executive Board in accordance with the decision of this Convention.

Page 42, Section 2. "Every local union shall meet at least once a month," we add: "except where there are provisions for other membership meetings."

Page 45, Section 10. It speaks about local unions paying dues "upon demand." We propose to strike out the words "upon demand"—that they have to pay, and not wait until the Secretary-Treasurer sends them a letter.

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Page 45, Section 11. The sentence to end as follows: “. . . duly countersigned by General Officers of the Fur Division.” This is a question of committees, and it said “any officer,” which means any officer of a local union can sign for the admittance of committees. We propose that this shall only be done by the General Officers.

Pages 46 and 47, Section 1. The last sentence to read as follows: “Where such Joint Boards or Joint Councils exist, they shall have the sole power to make collective agreements in the industry over which they have jurisdiction subject to approval by the membership and the G. E. B.” We add here: “subject to approval by the membership and the G. E. B.”

Page 48, Section 7. Again, “subject to approval by the membership and the G. E. B.” should be added to the last sentence. This deals with the question of taxes.

Page 56, Section 8. This refers to conferences for negotiating collective agreements or renewing agreements. We add the following sentence: “The General President and Secretary-Treasurer or anyone designated by them may participate in the negotiations of such agreements.”

Page 60, Section 11. We propose that a member should be not more than 13 weeks in arrears in order to be entitled to all the rights of the Union, with the exception of the Death Benefit Fund, in accordance with the discussion and decision here. In order to run for office or to be entitled to any other union privileges, the member must be not more than 13 weeks in arrears; but for the Death Benefit Fund, instead of 13 weeks, it should be a maximum of 26 weeks, as we discussed that and referred that to the General Executive Board to work it out.

Page 61, Section 13. We propose to change the first sentence to read as follows: “Each member shall be furnished with a dues book on which all dues and assessment stamps or payments for same shall be affixed.”

Page 66, Section 3-a. Again the same thing, on the question of recall. We propose that the incoming General Executive Board shall work out a clarification. It should be very clear in the constitution how we can recall an officer of the Union.

Mr. Chairman, this is all that we propose—these small changes. There aren't any important changes, and the Committee unanimously decided to recommend to the Convention the adoption of these changes.

PRESIDENT GOLD: There are no changes of a fundamental nature. Do you want to deal with each recommendation separately?

. . . Cries of “No, all at once” . . .

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PRESIDENT GOLD: If any delegate objects to any recommendation, then we will deal with that particular section separately. Is there any request to deal with the recommendations separately? Some changes are only in the wording. The motion is to approve the recommendations of the Constitution Committee.

DELEGATE CECIL COHEN (Local 64): I move the adoption of the recommendations.

DELEGATE DORA MAILMAN (Local 115): I second the motion.

PRESIDENT GOLD: Is there any discussion? Any remarks? All in favor of the recommendations of the Committee on Constitution signify by raising your hand. Down. Opposed? Carried.

DELEGATE WINOGRADSKY: I want to read the names of the members of the Committee who submitted the report:

Lyndon Henry, Local 88, Chairman

Joseph Winogradsky, Local 115, Chairman

Hyman Shames, Local 101; Harry Greenberg, Local 105; Sam Rubin, Local 115; John Demelis, Local 70; Morris Reiss, Local 2; Irving Sea, Local 30; John Mudry, Local 85; Francis X. Perron, Local 68; Nathan Tendroch, Local 69; Harry Rosenzweig, Local 100; Louis Romagnoli, Local 145; Esther Westberg, Local 57.

PRESIDENT GOLD: Now, Delegates, you know that this job of the Committee on Constitution has been somewhat tedious. You have to go through every paragraph separately, every word separately. The Chair, therefore, wishes at this time, on behalf of the Convention, to commend the Committee for its good work, and declare the Committee discharged.

DELEGATE POTASH: Mr. Chairman, at the Leather Convention, the Constitution Committee working there on the constitution of the Leather Division adopted a decision to direct their national committee and empower that committee to set up and to participate in a committee of eight, I believe—four of the leather workers, the National Committee; and four, if decided upon here, of our General Executive Board, together with Brother Haywood of the C.I.O., and Mr. Lee Pressman, the Counsel of the C.I.O. That Committee was directed by the Leather Workers' Convention to work out a constitution for the Leather Workers' Division, and also jointly with us to work out a constitution for the International Fur and Leather Workers Union; because we now have two separate constitutions. The Leather Division has a constitution and we have a con-

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situation. But in order to have rules and regulations governing the International body as a whole, governing both divisions, it was decided that that joint committee shall draw up also a constitution for the entire International Union; and that that constitution, both the International as well as the Division constitution, is to be submitted to referendum vote of the membership for approval.

Now as far as we are concerned, I move at this time that this Convention go on record to empower the General Executive Board to set up such a committee; and also to empower the General Executive Board and that Committee to review our constitution to see that it is not in conflict with the constitution of the International as a whole; and also empower that committee to work jointly with the Leather Workers' Committee to draw up a constitution for the International Fur and Leather Workers Union; and also that that constitution shall be submitted to a referendum vote of the fur workers.

PRESIDENT GOLD: Is it clear, Delegates?

DELEGATE ERNEST MOYER (Local 48): I second the motion.

PRESIDENT GOLD: I want to inform you that there was a great deal of suspicion and fear on the part of some of the leather workers that the furriers might in one form or another deprive the Leather Division of their autonomous rights, of their democratic rights. They didn't know us, they didn't know our struggle for years for democracy, and they had a right to be afraid that there would be some difficulties.

The truth of the matter is that it is not just an empty principle about the question of democracy, but it is a practical necessity. No union can function well, no union can grow, no union can defend the conditions of the workers properly, if it doesn't function on a strictly democratic basis.

Finally, at the last convention which was held in Detroit by the Leather Workers Division, I think that it was perfectly clear, at least to the overwhelming majority of the delegates, that the Furriers' Union is deeply concerned with the democratic rights and autonomy of the Leather Division as much as we are concerned with our own democratic rights. If that weren't the case, we wouldn't be affiliated with the C.I.O. We are deeply concerned with the democratic rights of every trade union in the entire labor movement.

Is there any discussion? What is your motion, Delegate Potash? That we approve this arrangement?

DELEGATE POTASH: That we approve this arrangement and give similar direction and power to our General Executive Board.

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PRESIDENT GOLD: All in favor of this motion, signify by raising your hands. Down. Opposed? Carried.

Secretary-Treasurer and Delegate Pietro Lucchi. He has 600 telegrams, and you will wait until he reads them. (Laughter)

SECRETARY-TREASURER LUCCHI: Mr. Chairman and Delegates: We have here several telegrams from our local unions. We have between 500 and 600 telegrams of greetings from shop chairmen of the Joint Council and the Joint Board Fur Dressers and Dyers Local 2 and 3, and all other local unions. (Applause) I want to say that 90 per cent of these telegrams request the release of our leader, Jack Schneider. (Applause) Now if we want to gain time, Mr. Chairman, I would move that all these telegrams be made a part of the minutes.

DELEGATE BRADOW: I second the motion.

PRESIDENT GOLD: All in favor of this motion, say "aye"; opposed, say "no." Carried.

SECRETARY-TREASURER LUCCHI: I wish to offer a correction to the Finance Report submitted to you, I believe it was Tuesday. Delegate Peter DiGiacomo of Local 22 called to the attention of the Convention and of myself that there was an error—that he did not know that any member of his local union had died. And he is correct. I don't know how it got there, but the deceased member was Joseph Sanazola, a member of Local 80. So that the Finance Report should read that Local 80 received \$650.00 instead of \$550.00, and Local 22 did not receive any death benefit.

PRESIDENT GOLD: Delegates, it seems to me that all the activities, work, and tasks of the Convention are completed. Is there any other Committee that did not report? Is there any request on the part of any delegate or any statement to be made? Is there any protest on the part of any delegate against any proceeding of the Convention? I give you the privilege of making that statement and making it part of the minutes.

DELEGATE BURT: I have a motion. I would like to offer a motion to extend thanks to the Arrangements Committee for making all the necessary arrangements for all the delegates.

PRESIDENT GOLD: There is a motion that the Convention go on record to express thanks and appreciation to the Arrangements Committee of Chicago Local 45, and the delegates of the Convention who worked hard to make this Convention a success. This motion also includes that the Convention extends its thanks to all the committees of the Convention.

DELEGATE FEINGLASS: Brother Chairman, I think special mention should be made of Herman Paul, who has done such a splendid job.

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PRESIDENT GOLD: No special mention—everybody in the convention contributed. All in favor of this motion, signify by saying “aye”; all opposed, say “no.” Carried.

We will now proceed to elect the members of the General Executive Board and your officers who will be responsible for the management of the affairs of your International Union. If you promise not to take too much time, I will give you just a few minutes for a rest.

. . . Recess . . .

PRESIDENT GOLD: All right, Delegates; take your seats. Nominations are open for President of the International Union.

DELEGATE POTASH: Friends, I suspect you know whom I am going to nominate. Nevertheless, I never get tired of rising to make that nomination again and again. I have had the pleasure of making that nomination for President for the past two conventions. I think it was a good nomination. (Applause) That nomination was good, not because I made it, but because somebody else made it good.

I rise at this time again to nominate one who has no equal in our International, in the history of our International, in the energy and vigor, intelligence, guidance, and leadership given to the workers. No one more than he, in the history of our union, succeeded in establishing such high standards of morale, discipline, and responsibility among the workers and the leadership of the union. No one more than he has succeeded in establishing such high standards of devotion and loyalty to the union, to the workers not only of our industry but to the workers, working men and working women and their families, throughout this nation, and to all the working and toiling people.

No one has succeeded more than he in molding such unity and friendship and cooperation, solidarity and tolerance of another man's opinion, differences of opinion, regardless whether pleasant or unpleasant. No one has succeeded in building so much tolerance and democratic procedure, which is the life of an organization and without which no labor organization can live and serve the workers. And no one in the history of our International has succeeded in establishing such high standards of wages and conditions for the masses of workers and their families; no one has given more for the economic welfare of the workers of our industry, and no one has given more encouragement as an individual to the progress of labor outside of our own ranks, by the high standards established among our own members.

No one has been more the expression of the feelings, the fears, the sufferings and the hopes and the dreams and the aspirations and the mass will and the mass spirit and the mass determination—no one more

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than he. No one has so completely as he has done, identified his own life and his own career and his own hopes and his own dreams with those of the toiling working men and women of our own industry and the toiling working men and women of the whole country. No one could contribute so much to the welfare of the workers as he has done.

No one but one like he, who has a vision and a desire to go forward and to build a newer and a better life and a free life and a happier life for the whole of humanity, could give so much energy and life as he has given to the men and women of our industry. And no one but one like he, who has such an undying hatred of reaction and fascism and everything that lowers and exploits and besmirches the human dignity could give so much leadership and hope and beauty to our union and to the men and women of our industry.

I could go on forever, because there is so much. His life dates back, at least as far as our union is concerned, back to the days of the sweatshops in 1912, when he was a boy. But already then, the sufferings of the workers were part of him. Already then he was active in the ranks of the fur workers. Already then his life belonged to the fur workers and the future of the fur workers. Already then he was on a picket line, and already then he suffered the pangs of hunger and hardships that go along with struggling workers, with striking workers. And already then the future of our union and the strength of our union was being molded in the mind and the body of him.

He has made a contribution to us that will go down in the history of our workers and in the history of the trade union movement. It gives me tremendous pleasure, as I am sure that it gives you pleasure, to present to you as the nominee for President, for re-election as President of our International, our Ben Gold.

. . . At the mention of President Gold's name, there was a tremendous ovation and demonstration. The delegates cheered and shouted and sang themselves hoarse; they snake-danced around the Convention Hall; they tore up pages of newspapers to be used as confetti; and although President Gold tried to obtain order, they would not be quieted . . .

SECRETARY-TREASURER LUCCHI: The Convention will come to order, please. Is the nomination for President seconded?

. . . All the delegates shouted "Second" . . .

. . . Secretary-Treasurer Lucchi assumed the Chair . . .

CHAIRMAN LUCCHI: Any further nominations?

DELEGATE HERMAN BUCHNER (Local 140): I move that nominations be closed.

. . . The motion was regularly seconded . . .

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CHAIRMAN LUCCHI: All in favor, signify by saying "aye"; contrary? None. The motion is carried.

All those in favor of electing Ben Gold as President for the next term, please signify by standing up. (The audience arose, applauded, and cheered) It is unanimous.

Nominations are now open for General Secretary-Treasurer. Delegate Gold. (Applause)

PRESIDENT GOLD: I have the pleasure to present to the Convention the name of a member of our union who is well known to all of you, to every member of our union, and to the labor movement—one of our ranks, one from the shop, a worker and a son of parents who were workers. He came as a young man to the shores of our country, and never dreamed, never had any idea that it would be his great fortune and his great honor and his great privilege to rise to the highest position that a worker can dream of—a spokesman, a representative, and a leader of his people, of workers, of his class.

He did not have the opportunity to acquire an education. His college was the shop. His university was the struggle of the workers. His knowledge he acquired from the experiences, his own and those of his fellow men, of their hard life, their aspirations, their strivings, their struggling.

He became one of them, joined them, and very quickly, on the basis of his loyalty, gained the confidence, the friendship, the trust of his fellow workers. In the course of the years of his activity in the trade union movement, he was entrusted with a responsible position in a small local union, and then gradually, step by step, was elevated to one of the highest positions in our organization.

He never lost his courage to defend those whom he had the pleasure and the privilege to serve. He never looked for any favors, any praise on the part of his employers against whom he conducted the constant, tireless struggle. Particularly in recent years, as a matured leader, he played an important role in uniting our ranks. He had sufficient courage of his convictions, dictated for the best interests of the workers, to stand up against his own friends who were opposed to the unity.

He disagreed and brushed aside all the warnings and threats that he would be excluded from the high spheres of the individuals who occupy positions in labor who were opposed to the unity. He was convinced that that was the only practical, decent, human road that could lead workers to success. He pledged to our members that he would make this his life's ambition not only to help to bring about unity, but to fight for it.

He carried it out, honorably. He pledged that his own personal am-

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bitions or gains would mean nothing to him, but that he would work for the united, organized strength of our membership. The pledge that he devote everything that he possessed, he carried out. And since then, in every struggle of the furriers, in the greatest or smallest general strikes, in every time of crisis, he stood together with all of us, with the members and the leaders of the International and of the locals, doing everything he could, contributing everything and as much as he could to serve his fellow men.

Since he is out of jail, where he took punishment as a leader and a spokesman, he returned from jail with flying colors, and the workers are proud of his behavior. In the past two years, since he is out, he has shared with the General Executive Board, with the organizers and with me, all the difficulties and the obstacles and the struggles that the organization was confronted with, and he again contributed everything he had to fulfill the tasks and to carry out the decisions of the convention, the desires and the wishes of the membership.

It was a pleasure to work with him. And I am convinced that after a union membership gives one of its members an opportunity to occupy a leading, responsible post in his union and he carries out his task in such an honorable manner, that he deserves the unanimous re-election by its members.

I am glad to place in nomination before the Convention, as Secretary-Treasurer for the next term, our friend and brother, Delegate Pietro Lucchi.

. . . Secretary-Treasurer Lucchi was accorded an ovation, with the members arising, applauding, cheering, and singing for some time . . .

DELEGATE MORRIS LAUBER (Local 105): I second the nomination.

CHAIRMAN LUCCHI: Are there any further nominations?

DELEGATE RUBIN: Does Brother Lucchi accept?

CHAIRMAN LUCCHI: I do. (Applause)

. . . It was moved and regularly seconded that nominations be closed . . .

CHAIRMAN LUCCHI: It has been moved and seconded that nominations for Secretary-Treasurer be closed. All in favor, signify by saying "aye"; contrary-minded? Carried.

All in favor of electing Pietro Lucchi as the Secretary-Treasurer for the next term, please signify by standing up. (The audience arose and applauded) It is unanimous.

We will now have nominations for First Vice-President.

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DELEGATE WINOGRADSKY: I have the honor, for the third time, of making the nomination for the First Vice-President of our International. I hope that I will be in a position to do the same for future conventions to come. (Applause)

I know him and have worked with him since 1935, since we established unity, one union. We have been working together since 1935. At that time some friends of our union expected that the unity would break down in another year, another six months, that an inside struggle would start, and that he would be the man to lead the fight. Those thoughts disappeared as we worked together day after day; and today, at the present time, we work together not only as leaders of one union, as officials of one union, but as good friends.

People who had worked with him for years started to attack him. He became the target for all kinds of assertions, all kinds of misclaims as to why he does not fight again, why he does not try to split the union, why he works in the union for the betterment of each and every member of the Joint Council, for the improvement of the conditions of every member of our International. Since he has been attacked, his prestige with the masses and the representatives of the Joint Council has increased, and at every election he is one of the first ones to lead the slate, because the furriers appreciate it when you work in their behalf or when you work for the improvement of their conditions.

That is why I feel it a great honor and privilege to nominate, for reelection to the office of First Vice-President, Brother Harry Begoon.

. . . The audience, arose, applauded, and cheered . . .

CHAIRMAN LUCCHI: Is the nomination seconded?

DELEGATE RUBIN: I second the nomination.

CHAIRMAN LUCCHI: Are there any other nominations?

. . . It was moved and regularly seconded that nominations be closed . . .

CHAIRMAN LUCCHI: It has been moved and seconded to close nominations for First Vice-President. All in favor, signify by saying "aye"; contrary, "no." Carried.

Brother Begoon, do you accept?

DELEGATE BEGOON: I do. (Applause)

CHAIRMAN LUCCHI: All those in favor of re-electing Harry Begoon as First Vice-President for the next term, please signify by standing up. (The audience arose, applauded, and cheered) It is unanimous.

Nominations are open for Second Vice-President.

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DELEGATE FEINGLASS: I rise to nominate for the office of Second Vice-President a man who needs very little introduction to this Convention and to our union. There isn't a section of our union anywhere in the United States and Canada that does not know of this man's achievements and accomplishments. He is one of our fearless, courageous, determined fighters.

Only a short time ago he came back to our ranks after serving 19 months and 6 days in jail. While in the courts, while in jail, this man conducted himself in a manner that was an inspiration to all of the workers who had an opportunity to observe and to know of his conduct. When he came out of jail, despite the fact that he was ill, he immediately plunged into the work of the union, particularly into the great war effort. He is one of those people that our union has been able to produce, a son of our union whom we have given not alone to the furriers but to the entire labor movement.

He is one of those people who unselfishly has identified himself with the labor movement, and for almost 20 years has served loyally and faithfully the cause of the workers and the cause of democracy. He is an unselfish leader. He is beloved by every one of you and by every one of the workers whom you have the privilege to represent. His conduct at this convention, his leadership at this convention, was exemplary. He was one of the authors of that great Win-the-War document.

It is a real genuine privilege to present to this convention one whom we are proud to call our own—Irving Potash.

. . . The audience arose, applauded, and cheered; the delegates threw confetti, and carried Brother Potash around the hall on their shoulders . . .

CHAIRMAN LUCCHI: Is the nomination seconded?

. . . The nomination was seconded by a number of people in the convention . . .

DELEGATE DE PRISCO (Local 85): I move the nominations be closed.

. . . The motion was regularly seconded . . .

CHAIRMAN LUCCHI: Brother Potash, do you accept?

DELEGATE POTASH: I do. (Applause)

CHAIRMAN LUCCHI: It has been moved and seconded to close nominations for Second Vice-President. All those in favor, signify by saying "aye"; opposed? Carried.

All those in favor of re-electing Brother Irving Potash as Second Vice-President for the next term, please signify by standing. (All the delegates arose and applauded) It is unanimous.

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Nominations are now open for Third Vice-President.

DELEGATE STRAUS (Local 125): Mr. Chairman and Delegates: I would like to place in nomination for the office of Third Vice-President a delegate at this convention and a representative of our union who in stature and ability can match those great leaders of our organization whom we have already elected; someone who has worked with these leaders for many, many years; someone who, with them, forms a team, a combination, a unit; someone who, in his own right, among the negotiators, is among the ablest in the country.

Before coming to this convention, I had the fortune to represent our workers in an all-night conference with our employers, with this representative of our organization. He is one of the ablest negotiators, able to represent the workers in the struggle against the employers in every manner and every detail.

For these reasons, he was forced to suffer a jail sentence, together with other of our leaders. He bore that suffering honorably, and became a bigger and greater man as a result of it. He has proven, by his uncompromising struggle in the interests of these workers, his right to leadership in our great organization. He is among the best of the fighters of our organization for the interests of the underprivileged, for the interests of the women of our organization whom he represents every inch of the way continually, in the interests of young people coming forward in the organization, in the interests of the foreign-born whom he so staunchly defends. What is more important in the development of our organization, our great leadership, than these individual characteristics of our leadership, who, together with our policy and program, make up our great organization?

This worker, whom I have the honor to place in nomination, has these individual characteristics, is a great leader in his own right, and together with the other leaders of our organization, makes up this great, magnificent program and policy that moves our organization forward in the interests of the workers.

I present to you the name of that great leader of our organization, Brother Joseph Winogradsky.

. . . The audience arose, applauded, and cheered . . .

CHAIRMAN LUCCHI: The Convention will come to order.

DELEGATE BUTKOVITZ (Local 30): Mr. Chairman, I rise at this time to second the nomination of this man, whom I have had the pleasure of knowing since 1922; who is a great leader and a great fighter for the workers in our industry. It is a pleasure and a privilege to second the nomination of Joseph Winogradsky. (Applause and cheers)

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CHAIRMAN LUCCHI: Any further nominations?

... It was moved and regularly seconded that nominations be closed ...

CHAIRMAN LUCCHI: It has been moved and seconded that nominations be closed. All in favor, signify by saying "aye"; contrary, "no." Carried.

Delegate Winogradsky, do you accept?

DELEGATE WINOGRADSKY: I do. (Applause)

CHAIRMAN LUCCHI: All those in favor of re-electing Joseph Winogradsky Third Vice-President for the next term, please signify by standing up. (The audience arose and applauded) It is unanimous.

Nominations are now open for Fourth Vice-President.

DELEGATE LYNDON HENRY: I have the honor to present a man for the Fourth Vice-Presidency of our International who has succeeded in welding together all different racial groups into one strong union. If that was all he had accomplished, he would deserve to be nominated for this position. But more than that, he is the one who has brought to the forefront a number of young leaders who today can rank among the finest in our International, such people as Jack Ostrower and Ernest Moyer—green workers who in a short space of time have developed, under him, to be outstanding leaders.

The Joint Board owes a lot of gratitude to the leadership of this man; to his kindness, his tolerance, his forbearance, his patience in developing these green workers. He has been our teacher, our guide; and to him we owe all that we have in the Joint Board. The International can well be proud of having a man of his stature in the Vice-Presidency.

I give you now Delegate and Brother Sam Burt.

... The audience arose, applauded, cheered, and sang, demonstrating their affection for the nominee ...

CHAIRMAN LUCCHI: The Convention will come to order, please. Is the nomination seconded?

... The nomination was seconded by a number of delegates ...

CHAIRMAN LUCCHI: Any further nominations?

... It was moved and regularly seconded that nominations be closed ...

CHAIRMAN LUCCHI: It has been moved and seconded that nominations be closed. Delegate Burt, do you accept?

DELEGATE BURT: Yes. (Applause and cheers)

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CHAIRMAN LUCCHI: All in favor of the motion to close nominations, signify by saying "aye"; contrary? Carried.

All in favor of re-electing Delegate Samuel Burt as Fourth Vice-President for the next term, please signify by standing up. (The audience arose and applauded) It is unanimous.

Nominations are now open for Fifth Vice-President.

DELEGATE BURT: I rise now to place before you, in nomination for the Fifth Vice-President, a delegate to this convention, a leader of our union who is known to all the localities of our International, who has contributed a great deal to the growth and to the well-being of our union; a man who helped with his contributions at a conference held in Chicago last year, the midwestern conference; a leader of our union who greatly helped with his contributions to the many conferences of our Canadian organizations; one who helped our local unions in New York. He is a man who comes from the dressing and dyeing industry and who has the privilege of representing one of the best-paid sections of our International Union. A fletcher by trade, he belongs to it not only by his own rights but also by inheritance in this industry and in this organization.

Since 1935, the man whom I will place in nomination for the Fifth Vice-Presidency has worked with all of us, and contributed a great deal. He has defended the policies of the International, and is responsible for bringing much good to the members of our union.

Delegates, it is indeed a pleasure to place before you, in nomination for the Fifth Vice-President, Brother and Delegate Samuel Mindel.

. . . The delegates again demonstrated their regard for the nominee by applauding, cheering, singing, and throwing confetti . . .

CHAIRMAN LUCCHI: Is the nomination seconded?

DELEGATE BUCHNER (Local 140): I second the nomination.

CHAIRMAN LUCCHI: Any further nominations?

DELEGATE BUCHNER: I move nominations be closed.

. . . The motion was regularly seconded . . .

CHAIRMAN LUCCHI: All in favor, signify by saying "aye"; opposed? Carried. Delegate Mindel, do you accept?

DELEGATE MINDEL: I do. (Applause)

CHAIRMAN LUCCHI: All in favor of re-electing Delegate Mindel the Fifth Vice-President for the next term, please signify by standing up. (The delegates arose and applauded) It is unanimous.

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Nominations are now open for Sixth Vice-President.

DELEGATE BEGOON: Bother Chairman, it gives me pleasure to place in nomination a member of our union who has been active in the ranks of organized labor for over 20 years. I have worked with this man closely for the last six or seven years, during which he has served as Vice-President. During the short time that I have known him more intimately and worked with him on the General Executive Board and in the union, I have learned that he is one of the most able workers in our International Union. Wherever he went, as an officer of our union, to perform the function of helping the local unions in obtaining better working conditions and higher wages, in every case, he achieved his goals.

Since our union was merged with the leather workers, he has devoted a great deal of his time to helping in the organization of the leather workers. I have made it my business to find out—not only from him, and not from his personal friends—how the people in the various localities of our country received him and how pleased they were with his work. All the answers that I received in response to my questions were that this gentleman doesn't boast, he doesn't ask for great honors, but that in a quiet, modest way he performs his function to the best of his ability.

He never complained that the President of our union, whom all of us had the pleasure and the honor to re-elect for the next term, abused him. This man happens to be a paid functionary of our International, an organizer, and I know that there was more than one occasion when, after this organizer came from a condition that he had fulfilled to the great satisfaction of the local union, the President didn't give him a chance to take a rest for a day or two, but told him that there is a conference in Philadelphia or in another locality, or there is a hearing before the National Labor Relations Board, or there is an election conducted by the National Labor Board.

It is a privilege for me to nominate, and I believe it will be a privilege for you to accept and re-elect this man whom I am about to nominate. I imagine that most of you know whom I have in mind. I present to you my friend, Brother Myer Klig. (The audience arose, applauded, and cheered)

PRESIDENT GOLD: Now, Delegates, I know that Myer will not feel grieved that I stopped the demonstrations, simply because I want to inform you that we haven't got a rest home yet. (Laughter) When you finish these demonstrations, you will really need a rest home.

Now there is a limit. Suppose we enter into an agreement that all these demonstrations that were meant for those that you elected, also go for the next ones that you elect. (Applause)

CHAIRMAN LUCCHI: Is that nomination seconded?

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DELEGATE EDWARD CARROLL (Local 35): I second the nomination.

CHAIRMAN LUCCHI: Myer Klig, do you accept the nomination?

DELEGATE KLIG: I do. (Applause and cheers)

CHAIRMAN LUCCHI: Are there any further nominations?

... It was moved and regularly seconded that nominations be closed ...

CHAIRMAN LUCCHI: It has been moved and seconded that nominations be closed. All in favor of this motion, signify by saying "aye"; opposed, say "no." Carried.

All in favor of re-electing Myer Klig as the Sixth Vice-President of the International, signify by saying "aye"; opposed, say "no." Elected unanimously. (Applause)

Nominations are now open for Seventh Vice-President.

DELEGATE LEW GOLDSTEIN: I am going to ask that you disregard the last remarks of the President. I know that when the sages write the history of our International Union, I am certain that a glorious chapter will be devoted to the delegate that I am going to nominate as the Seventh Vice-President.

This worker has devoted his entire youth and dedicated his life to the services of the labor movement as well as to humanity the world over. With days away from his wife and family, the parties and the good times and the dances that are enjoyed by youngsters have been given up, sacrificed for the improvement of the conditions of the workers of our country.

This delegate is young in years, but old and wise in experience. That can be testified by the hundreds of workers who come to him with their personal problems, for advice, for help, for guidance, and who have never been turned away.

I, who have been associated with him for a number of years, have marvelled at the energy, the tireless energy expended while working for the International Union—tireless, because I am certain that he had in front of him a picture of the sufferings of the working people, and long ago dedicated his life to add what little he could to make matters so that the working people of America could have a finer life.

This brother has been chiefly responsible for bringing higher wages and better working conditions, bringing a happier life to the families of the workers in the fur and leather industry throughout the midwest. I am certain that the International will be strengthened by the addition of this Vice-President. I don't like to say this, but I think in devotion and in energy and in efforts, and in his contribution to the International

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Union to help make it that great organization that it is today, he takes second place to none.

Believe me, it is a genuine pleasure for me, particularly because I have watched him grow with respect and with admiration, to place before this great convention of ours the name of a great labor leader, the Director of our midwestern organization, a Vice-President of the International Union and the Manager of the Chicago Local 45—my friend and colleague, Brother Abe Feinglass.

. . . The audience again demonstrated, cheering and applauding and singing . . .

CHAIRMAN LUCCHI: Will the Convention come to order? Is the nomination seconded?

DELEGATE PRIFREL: I second the nomination.

CHAIRMAN LUCCHI: Any further nominations?

. . . It was moved and regularly seconded that nominations be closed . . .

CHAIRMAN LUCCHI: It has been moved and seconded that nominations be closed. All in favor, signify by saying "aye"; contrary? Carried. Delegate Feinglass, do you accept?

DELEGATE FEINGLASS: Yes. (Applause)

CHAIRMAN LUCCHI: All those in favor of re-electing Delegate Abe Feinglass as the Seventh Vice-President for the next term, please signify by saying "aye"; opposed? None. The election is unanimous. (Applause and cheers)

Nominations are now open for Eighth Vice-President.

DELEGATE MAGNANI (Local 3): I am not here to make a long speech or a long announcement. I simply want to nominate for the office of Eighth Vice-President a man who has been working in the labor movement for the last 25 years, a man who has been active in this organization and in its activities for the last 20 years.

I wish to place in nomination for the office of Eighth Vice-President, Delegate Herman Feigelman.

. . . There was another demonstration, with the delegates applauding and cheering . . .

CHAIRMAN LUCCHI: Is the nomination seconded?

. . . The nomination was seconded by a number of delegates . . .

CHAIRMAN LUCCHI: Any further nominations?

. . . It was moved and regularly seconded that nominations be closed . . .

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CHAIRMAN LUCCHI: It has been moved and seconded that nominations be closed. All in favor, signify by saying "aye"; contrary? Carried. Brother Feigelman, do you accept?

DELEGATE FEIGELMAN: I do. (Applause)

CHAIRMAN LUCCHI: All those in favor of re-electing Delegate Feigelman as Eighth Vice-President for the next term, please signify by saying "aye"; opposed? Unanimously carried. (Applause)

Nominations are open for Ninth Vice-President.

DELEGATE SAM MENCHER: Brother President, Brother Secretary-Treasurer, and Delegates: It is really a pleasure for me to nominate a man whom I have known for a long time.

I am not going to tell you about his activities, his splendid work in his organization and his local, the conditions that he brought to these workers, or the contribution that he has given daily to the labor movement in this vicinity. I just want to remind you of one thing. I was one of those who represented the New York locals in 1935 to help end the disunity. This brother was one of those who was designated by the Convention in Toronto. His contribution to the unity of our organization is responsible for having these splendid conditions that we have today.

It is really a pleasure and a privilege for me to nominate, as Ninth Vice-President, Brother Samuel Butkovitz.

. . . The delegates again demonstrated, applauding and cheering . . .

CHAIRMAN LUCCHI: Is the nomination seconded?

DELEGATE MORGANSTEIN: I second the nomination.

CHAIRMAN LUCCHI: Are there further nominations?

. . . A motion was made and regularly seconded that nominations be closed . . .

CHAIRMAN LUCCHI: It has been moved and seconded that nominations be closed. All those in favor, say "aye"; opposed? Carried. Brother Butkovitz, do you accept?

DELEGATE BUTKOVITZ: I do. (Applause)

CHAIRMAN LUCCHI: All in favor of the re-election of Samuel Butkovitz as Ninth Vice-President for the next term, please signify by saying "aye"; against? It is unanimously carried. Brother Butkovitz, please come to the platform. (Applause)

Nominations are now open for Tenth Vice-President.

DELEGATE HARRY FELDMAN (Local 66): At this time I would like to propose to you a man who has been in the active leadership of

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our local union in Montreal for the past 25 years. He represents our International in Canada, and especially in the Province of Quebec, where international trade unions always face tremendous difficulties of organization, differences of language, race, religion, and the activities of the anti-union press and sometimes reactionary governments. Yet, in spite of these difficulties, he has always remained constant and true to the policies and program of our International.

During the past 25 years he has seen our local union rise and fall, but he continued the struggle, and is with us today to see our International once again a most aggressive and dynamic force in the trade union movement in America.

Fellow Delegates, I have the honor and sincere privilege to propose to you the fearless French-Canadian representative of our International, Brother Albert Roy, as Tenth Vice-President.

. . . The delegates again demonstrated, cheering and applauding . . .

CHAIRMAN LUCCHI: The Convention will come to order, please. Is the nomination seconded?

DELEGATE EMERANDE BRIEN (Local 67): I second the nomination.

CHAIRMAN LUCCHI: Are there further nominations?

DELEGATE MAURICE H. COHEN (Local 105): I move the nominations be closed.

. . . The motion was regularly seconded . . .

CHAIRMAN LUCCHI: All in favor, signify by saying "aye"; against? Carried. Brother Roy, do you accept?

DELEGATE ROY: I do. (Applause)

CHAIRMAN LUCCHI: All in favor of re-electing Brother Roy as the Tenth Vice-President for the next term, please signify by saying "aye"; against? Carried, and so ordered. Brother Roy, please come to the platform. (The audience arose, applauded, and cheered)

Nominations are now open for Eleventh Vice-President.

DELEGATE MUDRY (Local 85): I wish to propose to this delegation for Eleventh Vice-President of the International the name of a man who is a tested and loyal leader of his fellow workers.

It is hard to convey to this delegation the tremendous vigor which this man has brought to our organization. He has vehemently fought bigotry of races, and discrimination wherever it has been shown. When he took leadership of Local 85, he found a defunct and financially de-

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ficient local. He applied his executive leadership and talents untiringly, and succeeded in building a union which is sound and militant. He was alert to all the problems of his local, and fought unceasingly, year after year, to guard the gains that the workers have made.

I do not wish to eulogize this man further. This man does not like praise. He served his previous terms honorably and efficiently. He proved to be a real asset to the General Executive Board, and lent his talents, his time, and his unlimited energy for the best interests of the International to labor and mankind throughout the country.

It is with great pleasure that I present to you our Mike Hudyma, for Eleventh Vice-President of the International.

... There was another demonstration, for Brother Hudyma ...

CHAIRMAN LUCCHI: The Convention will come to order, please. Is the nomination seconded?

... The nomination was seconded by a number of delegates ...

CHAIRMAN LUCCHI: Are there any further nominations?

... It was moved and regularly seconded that nominations be closed ...

CHAIRMAN LUCCHI: It has been moved and seconded that nominations be closed. All in favor, say "aye"; against? Carried. I want to call to the attention of the Convention that Delegate Mike Hudyma has been sick for the last two or three days, but I am informed by Vice-President Samuel Burt that he does accept the nomination. (Applause)

All in favor of re-electing Delegate Mike Hudyma as the Eleventh Vice-President for the next term, please signify by saying "aye"; against? Carried, and so ordered.

Nominations are now open for the Twelfth Vice-President.

DELEGATE HOWARD BUNTING: I rise to place in nomination one whom we know and love and respect; an individual whose ancestry dates back to Biblical days, who has that fighting quality of his race that is an honor in ancient history.

This brother has in past years brought the people whom he represents in the City of New York from the degradation of the ghettos about which we hear today in the foreign countries of Europe. His people worked under some of the most horrible conditions that were imaginable. This individual, with the spirit that never says die, has given everything that any individual could give for the people that he represents.

It is an honor to me, the greatest honor of my life, to nominate this individual. He has sacrificed a great many things. One of those things

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which we hold dear in life, is health, and on this convention floor we said that we would give everything that we possessed. This brother I believe has given everything that he possesses, but the spark of life that beats in a heart that is pure and true to the people that he represents and to the labor movement of this country.

This individual is one of the greatest contributions to our organization. He was taken away from this organization a few months ago, and languished in the dungeons of this country. He was tormented; he was taken from his loved ones, and endured the most horrible things that an individual can imagine. But his spirit was not broken. There they tortured this brother. They even took their hacksaws and their meat cleavers and went to work on him. But still, with that spark of life, remained the determination that if he had to give up his life, he would give it up willingly for those that he loved and those that he toiled and sweated for.

Today he is among us. He sits in this very room, at this Convention. He was taken off the train in South Bend in agony that practically no human system could stand. He languished there for a week. We visited him in that hospital. But that spirit, that fighting quality that will win everything for the masses of the workers of this country, remained.

Brothers and Sisters, I want to say from the bottom of my heart that this is the greatest honor that I ever enjoyed in my life, to place before this Convention a brother who has gone through a hell on earth in the last 18 months. I recommend to you that you unanimously return this brother to your General Executive Board.

I want to place before this Convention the name of one whom I admire and respect, and whom I will admire until my dying day—Brother John Vafiades.

... There was a demonstration for Brother Vafiades ...

CHAIRMAN LUCCHI: Is the nomination seconded?

DELEGATE MICHAEL GOUGOUSIS (Local 70): I second the nomination.

... It was moved and regularly seconded that nominations be closed ...

CHAIRMAN LUCCHI: It has been moved and seconded that nominations be closed. All in favor, signify by saying "aye"; against? Carried. John Vafiades, do you accept?

DELEGATE VAFIADES: Yes. (Applause)

CHAIRMAN LUCCHI: All in favor of re-electing Delegate John Vafiades as the Twelfth Vice-President for the next term, please signify

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by saying "aye"; against? Carried and so ordered. Delegate Vafiades will please come to the platform. (Applause)

Nominations are now open for 13th Vice-President.

DELEGATE ERNEST MOYER: I rise at this time to place in nomination for the 13th Vice-President of our great International a man whom I think all of us can be proud of, and a man whom I think all of us admire. He has the admiration of the entire working class of people in his locality, and he deserves every bit of it. In the shop where he is employed, he is a fighter, and when I say a fighter, I mean he is a real fighter. Our President says he is a farmer. Boy! what a farmer!

This man has developed in a very short period of time into one of the most outstanding progressive labor leaders in the country. He is a real contribution to our Union.

You heard in the last few days the marvelous success and progress that was made by the Hollander locals. This man that I am about to nominate is in a large measure responsible for that great progress that was made in the Hollander organization. He is not only respected by every member of that organization and by every member of our organization, but he is respected by many thousands of trade unionists in his community.

I think that this man has proven himself in his first term as a Vice-President, and I think that the part he played in the achievements that our International has made speaks for itself. He is likewise President of the Hollander Joint Board, which is another great contribution to our International.

At the same time, he is doing a great deal to bring about victory for us in 1942. He is Chairman of the Joint Committee for Victory, of the A. F. of L. and C.I.O. in the town of Middletown, New York.

This man whom I am about to present to you was a leading factor in the last three years in the great progress that our International made. He is not only a contribution to our Union, but he is one of those loved brothers who is always out there in the front line fighting for the progressive ideals that our union stands for.

I give you our beloved Brother, Howard Bunting.

... There was a demonstration for Brother Bunting, with applause and cheers ...

CHAIRMAN LUCCHI: Is the nomination seconded?

... The nomination was seconded by a number of delegates ...

CHAIRMAN LUCCHI: Any further nominations?

... It was moved and seconded that nominations be closed ...

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CHAIRMAN LUCCHI: It has been moved and seconded that nominations be closed. All in favor, signify by saying "aye"; against? Carried. Delegate Bunting, do you accept?

DELEGATE BUNTING: I do. (Applause)

CHAIRMAN LUCCHI: All those in favor of re-electing Delegate Bunting as the 13th Vice-President for the next term, please signify by saying "aye"; against? Carried. Howard Bunting, please come to the platform. (Applause and cheers)

I will ask the next few who are going to make nominating speeches to please be as brief as possible—not that I want to deprive anyone of any privileges, but it is getting late. You know that we have a banquet tonight, and we want to get out of here as quickly as possible.

Nominations are now open for 14th Vice-President.

DELEGATE SAMUEL MINDEL: The Chairman has stated that it is advisable that we curtail our nominating speeches. In a way I am satisfied, because it becomes difficult, after listening to the glowing expressions of appreciation that have been extended, to find additional words of praise properly to introduce the man whom I am about to nominate.

He is a man whom you all know and admire; a man who comes from an oppressed people. Throughout the course of this Convention we have passed resolution after resolution condemning discrimination, pleading for tolerance—not within our own ranks. Tolerance is evidenced by the appearance here of the delegates of every race, creed, and color.

I nominate him not only because he comes from an oppressed people, not only because he is a gentleman of the colored race, but because of the services he had rendered in behalf of his fellow workmen. He has performed his responsibilities prudently, with zeal and integrity. I have found it a pleasure to deal with him, and I say that most sincerely, and I am sure you will concur with me.

So aside from the fact that we wish to demonstrate to the world at large that, not typical of other unions that talk of tolerance and don't practice it, we preach it and we practice it; his record of achievement speaks for him.

I therefore appeal to you and urge you to suspend the provisions of the Convention applying to eligibility to election as a Vice-President. This gentleman comes from Local 88, and since we already have a gentleman and a leader from 88, that man has voluntarily agreed to relinquish his membership in 88 and transfer himself to Local 80. I refer to Manager Sam Burt. I therefore ask this Convention to unanimously make an ex-

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ception to the Constitution, and elect to the office of the 14th Vice-President, a gentleman, a scholar, and a true American—our good friend, Lyndon Henry.

... There was another demonstration, with the delegates applauding and cheering ...

CHAIRMAN LUCCHI: Now, we have before us two motions—one to make an exception to the Constitution, and the other to elect Delegate Lyndon Henry. I will entertain first a motion to make an exception to the Constitutional provision.

DELEGATE BRADOW: I so move.

DELEGATE BREECHER: I second the motion.

CHAIRMAN LUCCHI: All those in favor of that motion, please signify by saying "aye"; against? Carried.

Are there any further nominations?

DELEGATE MOYER: I move the nominations be closed.

CHAIRMAN LUCCHI: Is the nomination seconded?

DELEGATE OSTROWER (Local 80): I second the nomination.

CHAIRMAN LUCCHI: Are there any further nominations?

DELEGATE LOUIS COHEN (Local 110): I move the nominations be closed.

DELEGATE HYMAN SHAMES (Local 101): I second the motion.

CHAIRMAN LUCCHI: All those in favor of the motion, signify by saying, "aye"; against? Carried.

All those in favor of electing Lyndon Henry as the 14th Vice-President, please signify by saying "aye"; against? So ordered. (Applause and cheers) Vice-President Henry will please come to the platform. (Applause and cheers)

Nominations are now open for 15th Vice-President.

DELEGATE MURRAY BROWN (Local 110): I rise to nominate as candidate for 15th Vice-President a brother member of my local, Local 110, the Nailers Local. This man is a nailer who started his union activity 10 years ago. He started his activity at a time when the union started the historic dogskin workers' strike, the beginning of the victorious furriers' union at that time, of which this union is the outgrowth.

Ever since he got into activity, this man has shown so much devotion, so much loyalty, that a year after his becoming active he was elected

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to the office of Business Agent. By the way, that was at a time when being a business agent meant actual starvation. That was the year of 1934. Ever since then this man has been able to get the admiration of all members of the Furriers Joint Council.

In the course of a short ten years, he has been able to grow to almost the top leadership of the Joint Council. He has been rewarded for his good work by the members of my local union with the highest position the local can give—and that is by placing him as manager of Local 110.

Brothers and Sisters, it gives me great pleasure to nominate Brother Gus Hopman as 15th Vice-President.

... There was a demonstration for Brother Hopman ...

CHAIRMAN LUCCHI: Is the nomination seconded?

DELEGATE LOUIS COHEN: I second the nomination.

CHAIRMAN LUCCHI: Any further nominations?

... It was moved and seconded that nominations be closed ...

CHAIRMAN LUCCHI: All in favor, signify by saying "aye"; against? Carried. Gus Hopman, do you accept?

DELEGATE HOPMAN: Honored to accept, Mr. Chairman. (Applause)

CHAIRMAN LUCCHI: All those in favor of electing Delegate Gus Hopman to the 15th Vice-Presidency for the next term, please signify by saying "aye"; against? Carried and so ordered. Gus Hopman, please come to the platform. (Applause)

Nominations are now open for 16th Vice-President.

DELEGATE THOMAS JASPER: It is an honor for me to have the privilege of presenting for your election one who I believe is a unique product of the policies and principles of our International—a young man who, in following the guidance and carrying out those policies and principles, has built a local from a very small one to one that is today I believe about the fifth largest in our whole International; a local of young workers who come into the fur market untrained in the principles of trade unionism, and out of the ranks of which have come some of the leaders not only in the trade union movement but in the youth movement of this country.

I believe that when we consider electing to this most honored and responsible office of Vice-President, that we not only carry out the wishes of the members of our local and of the delegates gathered here, but of

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the many young people all over the country who know him as a representative coming from our Union, coming from the International, and whose guidance helped to develop a militant youth movement that we now have in this country today.

There is one other point I would like to make. I think that he deserves special tribute to the manner in which he has worked, especially with the Negro workers in our industry. He has raised them to the stature that they so well deserve, given them the opportunity to take leadership in our union in many different capacities.

I want to conclude by repeating that I have the honor and privilege to place before the delegates here the Manager of Local 125, Leon Straus.

. . . There was a demonstration for Brother Straus . . .

CHAIRMAN LUCCHI: Is the nomination seconded?

DELEGATE MAX COHEN (Local 105): I second the nomination.

CHAIRMAN LUCCHI: Are there further nominations?

. . . It was moved and seconded that nominations be closed . . .

CHAIRMAN LUCCHI: It has been moved and seconded to close nominations for the 16th Vice-President. All in favor, signify by saying "aye"; against? Carried. Delegate Leon Straus, do you accept?

DELEGATE STRAUS: Yes. (Applause)

CHAIRMAN LUCCHI: All those in favor of electing Delegate Leon Straus as the 16th Vice-President for the next term, please signify by saying "aye"; against? Carried, and so ordered.

On the question of the 17th Vice-President, all of the delegates during the week heard reports from Canada that organization work is going on both in Toronto and in Montreal. It is our recommendation that the position of 17th Vice-President should be left open for Canada to be designated at a future date. Do I hear a motion?

DELEGATE CHARLES WEKSLER (Local 45): I so move.

DELEGATE ROSENZWEIG (Local 100): I second the motion.

CHAIRMAN LUCCHI: It has been moved and seconded. Any remarks? All in favor, signify by saying "aye"; against? Carried.

. . . President Gold resumed the Chair . . .

PRESIDENT GOLD: Will all the delegates please find seats? Vice-President Butkovitz wants to make an announcement.

. . . Announcements . . .

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PRESIDENT GOLD: Delegates, there won't be too many speeches before we adjourn. At the last Convention, almost everyone who was elected, made a speech. This time I just want to ask the re-elected Secretary-Treasurer, Pietro Lucchi, for a brief remark.

SECRETARY-TREASURER LUCCHI: We have adopted a number of resolutions here, and made plans for the future. In this organization, the International Fur and Leather Workers Union, we are accustomed not only to adopting resolutions but to putting them to work, putting them into practice.

There is no doubt in my mind that every one of you, from coast to coast, when you get back to your localities, will do everything in your power, first to maintain and strengthen the position of your local unions, and second to do even more and more for the war effort.

This organization prides itself in the fact that if we undertake anything, we don't retreat. This organization has the name in the labor movement of being in the vanguard of the labor movement, and we want to keep that name. And we will be able to do so if all of you will cooperate, which I know you will. Then when we come to the next convention, all of us will be able to record even greater achievements than we had at this convention; although what we brought to this convention cannot be minimized.

The biggest job in front of us now is the war, and we will have to do everything that is humanly possible to smash once and for all the Nazis and Fascists, and do everything we can to liberate not only the workers of this country but the workers throughout the world.

I thank you. (Applause)

PRESIDENT GOLD: Delegates, before I say a few words of installation of the General Executive Board, I just want to make a few remarks.

I will tell you a secret, but don't hold it against me and don't make it public. The first time I was elected to paid office was in May, 1925. It was a time when there was a very critical situation in our Union. We can now talk about it in good spirit. The Manager of the Union at that time was forced to submit his resignation. Use your imagination why. There was a split in the leadership, and a very shady element was about to take over the Union, make a racket of it. I was afraid to accept that responsibility. I was young. I agreed with my friends at that time that inside of six months I would be released or if necessary I would just serve the term. On that condition, I accepted the office.

Since then it has been one long chain of very important incidents and episodes, and I forgot about that understanding that I had with my friends. Since 1925, struggles came in continuous waves. Before we ended

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one struggle, we entered into another one. You can very vividly recall, right after the elections, the strike with the contractors, the excellent strike of the Greek fur workers, who slaved under miserable conditions for starvation wages—about 1500 Greeks. And there were about 200 or 300 open shops, shops that were under the supervision of the racketeering element. And before we settled that strike, the agreement expired.

We had a general strike in 1926. Then came the expulsion. That wasn't the first time I was expelled, of course. By the way, it is a long time since I have been expelled. I am beginnig to feel lonesome.

Then the '27 strike, and the '29 strike. During that time, other things happened. There was the struggle of the labor movement to save Sacco and Vanzetti, and other struggles in the labor movement. And without a stop, we kept on fighting. There was no time even to think about being released. It would have been treason. Then came the unity.

I want to tell you, I never knew until the day that I was elected that there was such an inexhaustible reservoir of energy, enthusiasm, loyalty, stubborn resistance, and of real genuine joy in the ranks of the workers. If it weren't for that, none of us would be able to continue. The leaders are as strong, as powerful, and as courageous as the masses are.

One must be inhuman, dead, or incurable not to be imbued with that great courage and the human feeling and devotion and love of the masses. I never knew that you could find in the ranks of the workers such human gems—that you could take out an individual, train him, educate him, and prepare him for the task. The workers have to take out people of their own ranks, without proper schooling, and give them all the responsibility, great responsibilities. They have to meet the hired brains, the great lawyers who know the tricks and the schemes, know the ropes of the game—specialists in betraying, selling out, and knifing and defeating and outmaneuvering workers. I never knew that in the ranks of the workers there were so many able, capable, and energetic, loyal servants of the workers.

I was one of the most fortunate trade union leaders, to be surrounded by such friends from the very moment I came into office. I can't at this time go into details explaining the great qualities and virtues of each and every one of our leaders. Some day that may be possible. But you don't know what a great joy, what a pleasure it is to work with Potash. You just work with him a few days at the convention. You don't know how much courage and strength one gets from the knowledge that one is working with Potash.

Delegates, you don't know what a powerful leader Jack Schneider is

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—simple, flesh and bone of the workers, flesh and bone of the masses. He loves them; they love him. It is mutual. Workers feel so certain with Jack. They are so much encouraged and so much strengthened when Jack is with them, that they can defeat all kinds of hardships and difficulties.

Delegates, you don't know what a joy it is to work with Jack Schneider. It is 18 or 20 years that I have worked with Jack. And so, all along the line, I could go on and enumerate them—Burt and Joe Winogradsky and every one of them. That is some fortune.

Where do they come from? The ranks of the workers. The employers know it, our enemies know it, and the workers know it. And because of that great enthusiasm and loyalty and confidence and trust, and because of this collective leadership and this warm friendship of these fellows, it was possible for us to build up the organization that we have, that they crushed time and again.

Why do you think that they concentrate all their efforts and all their forces to eliminate all these fellows from the organization? They know who they are. Why do you think the workers make such a stubborn struggle to get them back in the ranks? The workers know who they are.

I think that I can speak for the entire General Executive Board in reaffirming our pledge to you that we will stand on guard and continue our service to you, to the thousands of men and women in our industry, to the entire labor movement.

This Convention is a remarkable gathering. It distinguished itself because of its sincerity, and such a high enthusiasm and morale that reflects the morale and the enthusiasm and the feelings of our entire membership.

You, too, come from the ranks. You know that. Of outstanding importance is that tremendous demonstration of unity and mutual respect. An organization that possesses such qualifications, so much enthusiasm, cannot be defeated. And still, we are part of the Nation, Americans—a Nation that has so many millions of workers who have that kind of enthusiasm that we have, cannot be defeated.

It will take long, nobody can predict how long; a great many sacrifices—a lot of blood, the blood of our brothers, the blood of our sisters. But democratic nations are not going to be defeated. Fascism will be destroyed. That is the guarantee—the guarantee of the labor unions, the organized forces of the Nation, that possess this kind of enthusiasm, this kind of determination and stubbornness displayed by the members of the trade unions in the course of their struggles for their human values, for their human rights.

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This Convention distinguished itself particularly and primarily by placing that main question, that problem of primary importance, that task of the Nation—the question of war—in the forefront; and with such a unanimous demonstration adopting this pledge to our government, to our Nation, to our Commander-in-Chief and our President, expressing our readiness and willingness to die, if necessary, for our people, for our country, for our independence, to save mankind. That is something that fills the heart of every decent human being and every member of organized labor with such a great joy, with such a great pride, that it will in turn strengthen our own ranks, strengthen our own organization. It clears up certain matters. We begin to understand the role of unions in a much more vivid manner, the role of every individual member on this earth, the meaning of life.

This Convention distinguished itself with working out the detailed program to enable our Union to march on, to continue its service to our membership.

On behalf of the General Executive Board members who were elected by you today, I am authorized to speak in their name and say that they will continue and will redouble their activities, and make every conscious effort to fulfill the tasks, the recommendations, and the decisions as laid down by you. It is not an easy task. It wasn't easy in the past. We are human. We must have made some errors. The fact that there wasn't any criticism from the floor of the Convention doesn't mean that we are perfect. We make mistakes; we understand that.

But there was no criticism because you understand that it is impossible to carry out the work a hundred per cent. There is no perfection in mankind; there is no perfection in the labor movement. But if there was an error, it was an honest error on our part. If anything was neglected, it was not because it was deliberately done or because of laziness or because of lack of interest or concern about the problems. It was simply because we have too much work, and for other reasons.

Again and again we have repeated at this Convention the painful fact that our leaders were taken away from us for a period of two years, and Jack is still away. And it was difficult without them. But with your cooperation, with the cooperation and assistance of the members, we succeeded in overcoming our difficulties.

We are confident that this demonstration of enthusiasm carried on by you on this floor when nominating and electing your friends, your leaders—that you will translate this enthusiasm into action when you return to your respective localities. You know from experience that you cannot build a union by being active a day or a week or a month. You have to constantly struggle, constantly be active, give up time, give your

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energy—for not one single moment neglect the work or leave it to someone else. And if the leaders are active, if the leaders are doing their share, and if the masses follow, we will still have a big job in leather.

Now nobody has any illusions that this union is going to be born inside of two or three years without any struggles with the employers or within their own ranks. We know what we went through. That is the rule, the law, and the process of development of trade unions, and we will have to help. Nobody will be surprised or shocked if there will be some difficulties there. And we know that we can count upon you and count upon the leather workers to help.

I think that your unanimous decisions on every proposal that was brought in by the Executive Board; your unanimous decision endorsing the program and the policy as laid down by this Convention; your re-electing the officers to their responsible positions, and electing three new ones, tried and tested leaders—Henry, Hopman and Straus, giving that young leader every opportunity to grow and develop and become an addition to our Union, if things will not go to his head. There you again demonstrated your readiness to build your own leaders who come from the ranks. Your election of Lyndon Henry is the greatest wallop to the worst reactionaries, to the fascists, to the enemies of labor, to the enemies of the Negro people, of oppressed nationalities, the enemies of democracy, the enemies of the people; the greatest blow to the Dies Committee; the greatest blow to Father Coughlin—the recognition of this great sacred principle for which our forefathers shed blood, that every man was born equal and entitled to an equal opportunity.

That was one of the greatest things that you accomplished at this Convention—proclaiming your position as true and honest Americans, not only in words but in deeds—for molding and elevating the oppressed and the segregated and the lynched to that high position, to represent toiling masses. An excellent job! It will return to you in strength, in influence, in prestige.

There are a great many tasks that we have to carry through, but the first and most important task is to win the war.

I conclude with this: The best job our Union has done is to take up the struggle against fascism. Let us go out of this Convention and take this pledge upon ourselves and vow not to rest, but make it our life's ambition and make it our life's aim to be on guard from early morning until late at night, to give our government that strength, that courage, that ability to carry through the greatest task our Nation ever faced.

Today there was some action taken by our Commander-in-Chief that will echo through the country, that will inspire and encourage every

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decent, freedom-loving American, by proving that this struggle for democracy, in which millions of people died, is not just talk, not just another promise of those who keep on promising and constantly deceiving and betraying the people. The President of the United States, understanding full well and realizing that great task that this war is the people's war, disregarded the attacks of the Chicago Tribune and of the Coughlins and of the Dies' and of the Standard Oil, and told the people in clear words, "This war is the people's war, and you can have one of the outstanding leaders, Earl Browder, with the people." (Applause and cheers)

What a great source of inspiration! When you feel bitter when your leaders go to jail; when you feel bitter when you are arrested on the picketing line, you have a right to. But isn't that a great source of inspiration when we see that the Chief Executive of the Nation takes that position, regardless of the whining and the barking of the mad dogs in this Nation? It is. You can just feel that pride of being an American worker.

Concluding, thanks for the cooperation of the Convention. Thanks for this demonstration of a unified, solidified, fighting bunch leading our Union. Together we will overcome all the difficulties that we will be faced with. And we will win the war. There is no question in my mind that the democracies will win. But before you win, you will have to work hard. And remember, words are not enough. As honest Americans, true Americans, we have to return and translate our words into deeds, so that the entire labor movement, the entire country, and everyone the world over will know that the fur workers, these militant fighters, these progressives, union-conscious, did everything they could to help our government win the great battle of mankind. (Applause)

... The newly elected officers were then installed.

Before I entertain a motion to adjourn, I propose that we stand up and sing the National Anthem.

... The delegates arose and sang "The Star-Spangled Banner" ...

PRESIDENT GOLD: Is there a motion to adjourn?

DELEGATE BREECHER: I move we adjourn.

DELEGATE PRIFREL: I second the motion.

PRESIDENT GOLD: It has been regularly moved and seconded that we adjourn. All in favor, say "aye"; opposed, "no." The Fourteenth Biennial Convention of the Fur Division of the International Fur and Leather Workers Union stands adjourned.

... The Convention adjourned at seven-ten o'clock ...

TELEGRAMS

Philip Murray, President, Congress of Industrial Organizations.

Maxim Litvinov, Soviet Ambassador to the United States.

F. H. LaGuardia, Mayor of the City of New York.

Edward J. Kelly, Mayor of the City of Chicago.

Warren K. Billings, Chairman and Elizabeth Gurley Flynn, Executive-Secretary, Citizen's Committee to Free Earl Browder.

Major Barayev, Red Army, U.S.S.R.

Vito Marcantonio, Congress of the United States; President, International Labor Defense.

John Brophy, Director of Industrial Union Council, Congress of Industrial Organizations.

Joseph Curran, President National Maritime Union of America.

Michael J. Quill, President, Transport Workers Union of America.

John Green, President, Industrial Union of Marine and Shipbuilding Workers of America.

George F. Addes, International Secretary-Treasurer, United Auto Workers, CIO.

Louis B. Boudin, Chairman Board of Directors, American ORT Federation.

Edward C. Carter, President, Russian War Relief, Inc.

W. P. Herod, President, United China Relief, Inc.

Saul Mills, Secretary, Greater New York Industrial Union Council.

Adolph Held, Chairman, Labor & Peoples ORT.

Jacob S. Potofsky, General Secretary-Treasurer, Amalgamated Clothing Workers of America.

Lewis Merrill, National President, United Office and Professional Workers of America.

David J. McDonald, Secretary-Treasurer, Steel Workers Organizing Committee.

Telegrams

J. C. Lewis, National Chairman, Packinghouse Workers Organizing Committee

Grant Oakes, Chairman, Farm Equipment Workers Organizing Committee.

Morris Muster, International President, United Furniture Workers of America.

Joseph P. Selly, President, American Communications Association, CIO.

Harold J. Straub, National Director, Utility Workers Organizing Committee.

J. R. Bell, Comptroller, Congress of Industrial Organizations.

S. H. Dalrymple, President, United Rubber Workers of America.

Abram Flaxer, President, State, County and Municipal Workers of America.

Anthony H. Esposito, President, United Paper Novelty and Toy Workers International Union.

Donald Henderson, President, United Cannery Agricultural Packing and Allied Workers of America.

John C. Lawson, Secretary-Treasurer, United Stone and Allied Products Workers of America.

Abraham Herman, President, HIAS.

Samuel H. Golter, Executive Director, Los Angeles Sanatorium.

James A. Gaynor, Secretary-Treasurer, Federation of Architects, Engineers, Chemists and Technicians.

E. C. Conarty, Secretary-Treasurer, Oil Workers International Union.

Sebastian Rebaldo, Secretary, Optical Workers Coordinating Committee.

J. R. Robertson, First Vice-President and Director of Organization, International Longshoremen's and Warehousemen's Union.

Unita Del Popolo

Peter J. Vidmar, International Secretary-Treasurer, Federation of Glass, Ceramic and Silica Sand Workers of America.

N. A. Zonarich, Aluminum Workers of America.

Myer Adelman, Secretary-Treasurer, Milwaukee County Industrial Union Council.

Telegrams

E. F. Burke, Advisory Secretary, Marine Cooks' and Stewards' Association.

Thomas Canty, President, Chicago Typographical Union No. 16.

Ann Marsoli, Secretary-Treasurer, Rhode Island State Industrial Union Council.

Pat Nino, President, Northampton Industrial Union Council.

Mike Obermeier, Chairman, Victory Committee of German-American Trade Unionists.

C. Torres, Agent, National Maritime Union, Providence, Rhode Island Branch.

Thomas White, Sr., President and Walter Burke, Secretary-Treasurer, Wisconsin State CIO.

George Wilson, Secretary, San Francisco CIO Council.

Samuel Zuckerman, *The Day*.

Anthony Baratta, Organizer, Local 80.

Lena Bramen, Executive Member, Local 115.

Murray Brown, Business Agent, Furriers Joint Council.

Peter Ceraso.

Sol Chakrin, Business Agent, Furriers Joint Council.

Charles W. Chamouris.

Julius Fleiss, Business Agent, Furriers Joint Council

Furriers Joint Council Chorus; Bernard Sussman, Organizer, and Bernard Mondschein, Secretary.

David Gibbons.

Samuel Glomer.

Bernard Goldfine, Flying Cadet.

Harold Goldstein, Business Agent, Furriers Joint Council.

Isadore Gru, Furriers Joint Council.

Gus Hopman, Manager Local 110, Furriers Joint Council.

Harry Jaffa and Louis Goldberg, Committee, Fur Workers, Jewish Consumptives' Relief Society.

Harry Jaffee, Business Agent, Furriers Joint Council.

Telegrams

Joint Board of Fur Dressers and Dyers Dramatic Group; Frank Griffin, Supervisor and Marguerite Temple, Director.

Joint Board of Fur Dressers and Dyers Photography Group; Rudy Hermann, Chairman.

Robert Karshmer, Corporal, United States Army.

Max Kochinsky, Business Agent, Furriers Joint Council.

Herbert Kurzer, Private, United States Army.

Frank Lacchia, Alaska Shop.

Leo Levine, Private, United States Army.

Esther Maslow.

Joseph Morgenstern, Business Agent, Furriers Joint Council.

Tom Naidenoff, Organizer, Toronto.

Office Staff, International Fur & Leather Workers Union.

Office Staff, Joint Board Fur Dressers and Dyers, Ann Fisher, Chairman.

Office Staff, New York Furriers Joint Council.

Isador Pickman, Secretary-Treasurer, Leather Division.

Louis Raboy.

Sam Resnick, Business Agent, Furriers Joint Council.

Hyman Richman, Business Agent, Furriers Joint Council.

Sam Salvati, Vice-President Local 135; Private, United States Army.

Oscar Schiller, Executive Member, Local 105.

Gretel Spiro, Educational Director, Furriers Joint Council.

Mary Sycalidis.

Domenico Talarico, Local 88.

Oscar Ward, Welfare Director, Furriers Joint Council.

Sam Winogradsky.

William Woliner, Manager Local 101, Furriers Joint Council.

Sol Wollin, Manager Local 105, Furriers Joint Council.

Thalia Zuelli.

Fur Dressers Union, Local 2; J. W. Fletcher, Secretary.

Telegrams

- Fur Floor Workers Union, Local 3; Louis Lucchi, Secretary.
- Fur Plucking Local 4; John Kagel, Acting Secretary.
- Easton Fur Workers Union, Local 22; Guy Piefrey, Secretary.
- Gloversville Local 25; Executive Board and Members.
- Newark Local 27.
- Boston Local 30; Maurice R. Miller, Secretary.
- Rabbit Dressers and Dyers Union, Easton, Local 48; George Merlo, Acting Manager.
- St. Paul Locals 52 and 57; M. M. Mandl, Business Manager.
- New York Local 61; Georgette Tagger, Vice-President.
- Fur Merchants Employees Union, Local 64; Morris Gumpel, Organizer.
- Greek Fur Workers Union, Local 70; S. Leondopoulos, President.
- Washington Local 72; Isidore Gartenhaus, President.
- Atlantic City Fur Workers Union, Local 75; Irving Paskowitz, Secretary.
- San Francisco Local 79; Officers and Members.
- New York Local 80; Anthony Baratta, Organizer.
- New York Local 85; Tom Tandiorio and Frank Scalise, Organizers.
- Los Angeles Local 87; Executive Board.
- New York Local 88; Jack Arra, Organizer.
- Nailers Local 110; Joseph Dermer, Secretary.
- New York Local 115; Hyman Richmond, Assistant Manager.
- Fur Floor and Shipping Clerks Union, Local 125; Seymour Atlas, Business Agent; Sid Lehman, Activities Director; Irving Fisher, Business Agent; Bernard Woolis, Acting Manager; Philip S. Foner, Educational Director.
- Midletown Fur Dressers & Dyers Union, Local 135.
- Newark Local 140; Lewis Flaumenhaft, Secretary.
- Fur Dressers and Dyers Union of Mt. Vernon, Local 145; Sal Fagnani, Secretary-Treasurer.
- Fur Dressing and Dyeing Salesmen's Local 160; Sidney Wisotsky, President.

Telegrams

- Workers of Alba Furs; Carl Kisselloff, Chairman.
- Workers of Allied, Local 88; Morris Berlly, Chairman; Ted Safain, Committeeman.
- Workers of American Fur Dyeing Shop, Local 88; Julius Moench, Chairman; Joe Weisman, Executive Board Member.
- Workers of Angel and Kleiner; S. Beytin, Chairman.
- Workers of Charles Anzman; J. Meyerowitz, Chairman.
- Workers of April Cuttner, Local 88; Gladstone Smith, Chairman (Two telegrams).
- Workers of Arkade Fur; Al Carrington, Chairman.
- Workers of Arnheimer; Isidore Ritzer, Chairman.
- Workers of Arrow Fur; Nick Farro, Chairman.
- Workers of B. Axel; William Kopuler, Chairman.
- Workers of F. and M. Bader.
- Workers of N. Bader; Hyman Chernoff, Chairman.
- Workers of Bader and Reinstein; Harry Fern, Chairman.
- Noxen, Pennsylvania Local 217; Jacob B. Miner, Secretary.
- Ladies Auxiliary of Joint Board Fur Dressers and Dyers; Anne Schwartz, President.
- Ladies Auxiliary Rabbit Dressers and Dyers Union Local 48; Anna Duld, Secretary.
- Ladies Auxiliary Easton Section Rabbit Dressers and Dyers Union Local 48; Helen Begies, Secretary.
- Women's Committee of Local 70; T. Zurelli, Chairman.
- Junior Union, Local 140; Lena Ligouri, President.
- Workers of Abrams and Linden; John Wexler, Chairman.
- Workers of Ackerman and Blatt; L. Dinsky, Chairman.
- Workers of Max Adelman; G. Janules, Chairman.
- Workers of Adelman and Sandler.
- Workers of Agines Brothers Shop; Henry Bloom, Chairman.
- Workers of Alaska Chemical Shop, Local 88; Morris Ricco; Joe Belefesta; Mike Brunner, Shop Committee.

Telegrams

- Workers of Harold Norman Becher, Local 88.
- Workers of Jacob Becher, Local 88; Joseph Cacchioli, Chairman (two telegrams).
- Workers of Berchansky, Inc.
- Workers of Bergen Point Shop, Local 85; Joe Kobryn, Chairman Fleshers; John Schapanick, Chairman Pullers; Steve Kibalo, Chairman Floorworkers.
- Workers of S. and H. Berger.
- Workers of M. Bernstein; Saul Steckler, Representative.
- Workers of Bessen Bros.; Sol Oaklander, Chairman.
- Workers of Biegeleisen & Shor; Louis Grubman, Chairman.
- Workers of Bigelow and Meldorf; Sam Mlotok, Chairman.
- Workers of Biltwell Furs; Louis Feroldi, Chairman.
- Workers of H. Bleiweiss; Philip Seigel, Chairman.
- Workers of Max Bogen.
- Workers of Brand and Brody; Gus Krisky, Chairman.
- Workers of W. Brecher; I. Hammer, Chairman.
- Workers of Breitholtz Bros.; Hyman Bergan, Chairman.
- Workers of R. Brickman.
- Workers of Bronstein and Gettman; Marcus Friedman, Chairman.
- Workers of Brown Bros.; Meyer Gordon, Chairman.
- Workers of Lou Ceadar.
- Workers of Celeste, Local 80; Vincent Castiglione, Chairman (two telegrams).
- Workers of Central Fur Dyeing, Local 88; Rudolph Arthur, Chairman.
- Workers of I. Chalkin and Son; Abe Itzkowitz, Chairman.
- Workers of Chasin & Wasserman.
- Workers of Cohen Bros. & Glassman; Meyer Cohen, Chairman.
- Workers of Ben Cohen; Helen Dobo, Chairman.
- Workers of Charles B. Cohen.

Telegrams

Workers of Cohen and Davis.

Workers of Cohen and Tinsky.

Workers of Cosmopolitan; M. Beiduk, Chairman.

Workers of Crown Fur; Lena Goldwasser, Chairman.

Workers of Crystal and Schuchman.

Workers of J. De Leo; Steve Hudack, Chairman.

Workers of Dentz Bros.; Ben Engle, Chairman.

Workers of Dentz, Shaffer & Wasserman; S. Berman, Chairman.

Workers of T. Dicker; Joseph Stone, Chairman.

Workers of Driwear, Local 64; Al Brody, Chairman.

Workers of Dulberg and Berman; Dave Zeliger, Chairman.

Workers of E and C Fur; H. Hornick, Assistant Chairman (two telegrams).

Workers of J. Eisenberg; H. Cooper.

Workers of S. Elovitz.

Workers of Farber-Baehr; E. MacDonald, Chairman.

Workers of Feather Blending Company, Local 88; Armando Guberti, Chairman (two telegrams).

Workers of J. Federman.

Workers of Feil Fur; Louis Raboy, Chairman (two telegrams).

Workers of Feinberg and Sunshine; Harry Mittleman, Chairman.

Workers of Feingold and Wechselblatt; Nat Spiegel, Chairman.

Workers of Feinrider and Kaufman.

Workers of Feirstein and Feirstein.

Workers of Fenster Bros; Herman Wantman, Chairman.

Workers of Finkel and Lichman; Louis Levine, Chairman.

Workers of Feshback & Ackerman; H. Schraier, Chairman.

Workers of Fleisher Fur.

Workers of Fleischman and Moore.

Workers of Fogel, Rosenberg and Jacobs.

Telegrams

- Workers of Freyer-Agid, Local 88; Fred Snopek, Chairman.
- Workers of Friedlander Bros.; Ben Bienstock, Chairman.
- Workers of Fromm Bros.; Sam Pearl, Chairman.
- Workers of Fuchs and Deutch; Paul Debaylo, Chairman.
- Workers of Fuchs Bros. and Sulzer; Sam Fuss, Chairman.
- Workers of Furland, Local 80; May Cantiloupa, Chairman, (two telegrams).
- Workers of Garter & Vogel; Len Lishman, Chairman.
- Workers of Geiman and Birnbaum; Jack Katz, Chairman.
- Workers of B. Geller.
- Workers of S. Geringer; David, Chairman.
- Workers of Gerson Bros.; Harry Geller, Chairman.
- Workers of M. Getlo; Harold Kushner, Chairman.
- Workers of Ginsberg and Ackerman; Phil Lieberman, Chairman.
- Workers of Ginsberg and Lipkin; A. Auratiner, Chairman (two telegrams).
- Workers of Gitkind & Meshel Bros.; Saul Dubinsky, Chairman.
- Workers of Glasser and Zimmerman.
- Workers of Glickman and Mann; Hyman Fleisher, Chairman.
- Workers of Glickstein & Fromm; Harry Newman, Chairman.
- Workers of Goldberg and Freedman.
- Workers of I. Goldfarb; Morris Torrow, Chairman.
- Workers of Goldhill Shop, Local 80; Al Lesser, Chairman (two telegrams).
- Workers of Golding and Deitz.
- Workers of Goldreich Bros.
- Workers of Goodman and George, Local 88; Phil Sacco and Al Rubano, Chairmen (four telegrams).
- Workers of Goodman and Shillinger.
- Workers of Grauer & Hershkowitz; Max Kratter, Chairman.

Telegrams

- Workers of Great Northern Shop, Local 80; Shop Committee (three telegrams).
- Workers of Great Northern, Local 85; Louis Leib and Domenick Pavello, Chairmen (two telegrams).
- Workers of Great Western, Local 80; Charles Ravaglia, Chairman (two telegrams).
- Workers of Green Bros. and Goldstein; Morris Dinin, Assistant Chairman.
- Workers of Joe Green; Local 88; Arthur Shippe, Chairman (two telegrams).
- Workers of Méyer Greenberg; Abe Steiner, Chairman.
- Workers of Greenberg and Auerbach; Dave Mitzelman, Chairman.
- Workers of J. Greens.
- Workers of Julius Green; Charles Schorr, Chairman.
- Workers of Greenbaum Bros.; H. Bierfreind, Chairman.
- Workers of Greenspan and Kushner; M. Deitchman, Chairman.
- Workers of Greiff and Lutzker; Bernard Weiner, Chairman.
- Workers of Gross and Fishman.
- Workers of H. and J. Grossman; M. Gursky, Chairman.
- Workers of Haberman.
- Workers of Hans Bros.; Leon Goldberger, Chairman.
- Workers of Bernard Hans and Bros.; Dave Green, Chairman.
- Workers of S. Harra.
- Workers of Hartman and Unger; Fred, Chairman.
- Workers of Heller Bros.; B. Shuman, Chairman.
- Workers of Hersher and Schneider; Phillip Bernstein, Chairman.
- Workers of Hertzberg and Lehfield.
- Workers of Herz & Herz; Morris Tischler, Chairman.
- Workers of Hinger and Friedner; M. Epstein, Chairman.
- Workers of Holst-Gold-Meyerson, Local 88; Pete Squeri, Chairman (two telegrams).

Telegrams

Workers of Hornreich Bros.

Workers of Hudson Shop, Local 80; Henry Antonelli, Chairman (two telegrams).

Workers of Humboldt Shop, Local 85; John Carboni, Chairman.

Workers of Iceland, Joe Esposito (two telegrams).

Workers of Industrial Shop, Local 88; Joseph De Stefano (two telegrams).

Workers of Herman Janetzky.

Workers of Murray Justiz.

Workers of Ben Kalish.

Workers of Kanefsky and Yarensky; Harry Feinblatt, Chairman.

Workers of Kanik and Greenberg; Sol Katz, Chairman.

Workers of Kantor and Karp; Philip Bloom, Chairman.

Workers of Morris Katz & Sons; Jack Futterman, Chairman.

Workers of A. Kaufman; Philip Milstein, Chairman.

Workers of M. Kaufman; S. Yaker, Chairman.

Workers of Kerman & Yablonka; I. Lichtman, Chairman.

Workers of Kesten and Oberst; Harry Teicher, Chairman.

Workers of B. Kimmel and Son.

Workers of Klein and Baretz; Seymour, Chairman.

Workers of Kleinberg & Son; Al Kutcher, Chairman.

Workers of Kleinman Bros.; S. Brenner, Chairman.

Workers of Kleinman and Son; S. Tuchman, Chairman.

Workers of Klekman and Schraier; J. Kornbluh, Chairman.

Workers of Max Koch.

Workers of Kofsky Shop, Local 88; John Correa and Joe Accardo, Chairmen (two telegrams).

Workers of Albert Kolomer; Charles Bass, Chairman.

Workers of Klekman and Schraier; J. Kornbluh, Chairman.

Workers of J. Kreigel; Pliskow, Chairman.

Telegrams

Workers of M. M. Kronish; Sol Rothman, Chairman.

Workers of L. M. Kupersmith.

Workers of Kupper & Grossman; Sol Goldberg, Chairman.

Workers of Laifer and Hill; W. Singer, Chairman.

Workers of Lampson, Fraser and Huth, Local 64; Erwin Wagner, Chairman (four telegrams).

Workers of Leiblich Bros. & Bly; Philip Tuchman, Chairman.

Workers of Lenox Shop, Local 85; Louis Belfer, Tony Marzello and Paul De Marco, Chairmen (two telegrams).

Workers of Lessner and Abrahams; Sam Wisotsky, Chairman.

Workers of Levine and Freedman.

Workers of Levine and Gittelman.

Workers of George Levine; A. Kramer, Chairman.

Workers of Sol Levine.

Workers of Liss Fur Co.; R. Ostrow, Chairman.

Workers of M. M. Loring; Sunshine, Chairman.

Workers of Lotto Furs; Joe Gross, Chairman.

Workers of Henry Luben; Nathan Hyman, Chairman.

Workers of Lucky Fur Blending Shop, Local 88; Ruby Levine, Chairman.

Workers of Magat and Abram; Morris Wiener, Chairman.

Workers of H. Magun; Michael Broffman, Chairman.

Workers of Main Fur Dressing Co., Local 85 (two telegrams)

Workers of Manhattan Blending and Striping, Local 88; Al Venturi, Chairman.

Workers of Manhattan Processing Co.; Tony Catania, Chairman (two telegrams).

Workers of Marvel Dyers, Local 88 (two telegrams).

Workers of Mendoza; Millie Carwelli and Rubin Kaufman (two telegrams).

Workers of Meseritz, Local 80; Vito Cinefra, Chairman (two telegrams).

Telegrams

- Workers of Miller, Kerke and Weissman; Basil Stuchik, Chairman.
- Workers of Miller and Post.
- Workers of Miller and Vogel; Louis Hersh, Chairman.
- Workers of Miller and Weissman; Jack Alpert, Chairman.
- Workers of Morris Minsk; Gitman Jacobson, Chairman.
- Workers of Moos Chemical, Local 88; Abe Muraskin, Chairman.
- Workers of Morgenstein & Hammer; Joseph Dermer, Chairman.
- Workers of Morgenstern Bros.; J. Elbroth, Chairman.
- Workers of Moscovitz, Rozenger and Klein; Kare Kalman, Chairman.
- Workers of Mossel, Local 88; Allan Laws, Chairman (two telegrams).
- Workers of S. J. Nechamkin; Sindy Rock, Chairman.
- Workers of New York Auction; Charles Dorsa, Co-Chairman.
- Workers of New York Fur Dyeing, Local 88; Stanley Mitzkavitch, Chairman (two telegrams).
- Workers of Nufashion, Local 88; Joe Serocki, Chairman.
- Workers of Nu-West Fur Dressing & Dyeing, Local 80; Louis Tonalato, Chairman.
- Workers of Nuwest, Local 85; Morris Pauker, Joe Aldoroso and John Lanzaro, Chairmen (two telegrams).
- Workers of Oakland, Local 80; Uzie Bush, Chairman (two telegrams).
- Workers of S. Oldman; Leo Hyman, Chairman.
- Workers of Nathan Oken; I. Brust, Chairman.
- Workers of S. Osborne, Local 80; Joe Fasano, Chairman (three telegrams).
- Workers of Ostrow and Ziegman; Nat Lustig, Chairman.
- Workers of Pappert & Cohen; C. Savage, Chairman.
- Workers of Paragon Shop, Local 88; Nissen Levy, Chairman.
- Workers of Paris Shop, Local 85; Sam Adelman, Nicholas Reo and Max Steinberg, Chairmen (two telegrams).
- Workers of Paterson Fur Shop, Local 80; Frank Bardini, Chairman (two telegrams).

Telegrams

- Workers of Potthausen and Hollinger; David Rein, Chairman.
- Workers of Prime Fur Co.; Morris Halebsky, Chairman (three telegrams).
- Workers of S. Rabinowitz; Harry Weissman, Chairman.
- Workers of Rabach and Donenfeld; Max Adelman, Chairman. ,
- Workers of Rabinowitz and Kushnick.
- Workers of Rabinowitz and Reiner; Sam Goodman, Chairman
- Workers of Raines Bros.; J. Dombroth, Chairman.
- Workers of Rayman Bros.
- Workers of Reicher, Block & Dienstag.
- Workers of Reiman and Abeles; Sam Goldstein, Chairman.
- Workers of M. Reiner and Brother.
- Workers of Rennert, Langholtz & Spinner; Abe Landau, Chairman.
- Workers of Resnick and Emmers.
- Workers of H. Rifkind, Philip Bethel, Chairman (two telegrams).
- Workers of Jack Rose; Louis Stern, Chairman.
- Workers of Rosenberger & Simon; David Cohen, Chairman.
- Workers of Rosenberg and Telafor; Jacob Frank, Chairman.
- Workers of Rosoff and Tansman.
- Workers of Roth, Taubman & Rosensweet; Moe Goldman, Chairman.
- Workers of Rothman and Salat.
- Workers of Rotholtz Bros.; Regina Schreiber, Chairman.
- Workers of Rothstein Fur; Abe Wilner, Chairman.
- Workers of Rubel and Rosen.
- Workers of Rubin and Harber.
- Workers of Rubinstein and Rosenblum; Julius Weinstock, Chairman.
- Workers of Ruderman, Local 88; John Rose Fornator, Chairman (two telegrams).
- Workers of Russeks; Max Sirovitz, Chairman.

Telegrams

- Workers of Sol Saltzberg; Charles Cohen, Chairman.
- Workers of Sbinowitz Bros.
- Workers of Schaeffer Shop; Bob Whittington, Chairman.
- Workers of Schaffer Fur Blending, Local 88 (two telegrams).
- Workers of Morris Scharf; Paul Skolnick, Chairman.
- Workers of Jacob Scheiner; M. Long, Chairman.
- Workers of B. Scherzer; B. Malamet, Chairman.
- Workers of Schindler Bros.; S. Sinin, Chairman.
- Workers of M. Schotland.
- Workers of Schulman and Osofsky; Milton Glouberman, Chairman.
- Workers of H. Schwartz; Philip Feldman, Chairman.
- Workers of Schwartz and Prager.
- Workers of M. Schwartzbach; J. Minarsky, Chairman.
- Workers of Schwartzman and Aaronson; S. Wasserman, Chairman.
- Workers of Schwartzman and Rubenstein; Abe Silverberg, Chairman.
- Workers of Fred Schwein; Max Lerner, Chairman.
- Workers of W. Seifert and Son.
- Workers of L. B. Seigel; J. Seidenberg, Chairman.
- Workers of Sherer and Rosen; Sol Singer, Chairman.
- Workers of Siegel and Milton; Joseph Nelson, Chairman.
- Workers of Silverman and Kranes.
- Workers of Max Simchowitz; I. Newman, Chairman.
- Workers of Nat Simon; Sam Cohen, Chairman.
- Workers of S. K. S. Fur Dressing, Local 85; Rocky Perrato, Michael Kuruc and John Annunziatto, Chairmen.
- Workers of Smith & Smith; Jonas Rabinowitz, Chairman.
- Workers of Snipper and Schwartz; Sam Saper, Chairman.
- Workers of Sobel, Lawson & Anderson; Samuel Klein, Chairman.
- Workers of Sonnenklar & Ehrens; H. Rothstein, Chairman.
- Workers of Spear and Roll; Hyman Rosser, Chairman.

Telegrams

- Workers of B. Spiegel; George Siegel, Chairman.
- Workers of Stambir and Miskurtz.
- Workers of Stanley Fur; John Dringos, Chairman.
- Workers of Starshen and Miskowitz.
- Workers of L. Stein; Harry Stateler, Chairman.
- Workers of S. Steinberg.
- Workers of Sterling Fur Dyers; Mike Garcia, Chairman.
- Workers of Strand East Bay Fleshers.
- Workers of Superior Shop, Local 88; Clifford Barnett, Chairman (two telegrams).
- Workers of Superior Shop, Local 88; Clarence Morris, J. Geib, S. Adakis and A. Haber, Committee (two telegrams).
- Workers of J. Talkowsky; Leo Kaby, Chairman.
- Workers of Talmadge & Perlman; Herman Dymma, Chairman.
- Workers of Alex Tanzman; Sam Scherf, Chairman.
- Workers of Joseph Tapolsky.
- Workers of Teich and Metger; William Gershberg, Chairman.
- Workers of Teitel and Keren; Albert Bailey, Chairman.
- Workers of Tepper and Morriber; Louis Krieger, Chairman.
- Workers of Tepper and Schiffman; Jack Kotel, Chairman.
- Workers of Ticker and Levenhar.
- Workers of Trachtenberg Bros.; William Halfter, Chairman.
- Workers of Trade Fur Dyeing Co., Local 88; Phil LoBondo, Chairman.
- Workers of Trade Fur Dyeing Co., Local 88.
- Workers of U. S. Rabbit Shop, Local 85; Tony Deluccia, Chairman (two telegrams).
- Workers of Vigdor Bros.
- Workers of Vilensky and Kapel; S. Mandelowitz, Chairman.
- Workers of Waks Fur; David Friedman, Chairman.

Telegrams

Workers of Wales Fur Dressing, Local 85; Kuzma Podalsky, Chairman; Meyer Bronstein; Louis Rebeck (two telegrams).

Workers of Wallach and Wallach; Joseph Nunberg, Chairman.

Workers of S. Wasserman & Sons; I. Mutchnick, Chairman and R. Kushner, Assistant Chairman.

Workers of Webco Fur; Nat Meddow, Chairman.

Workers of Weckstein and Sons; H. Wachs, Chairman.

Workers of Weinberg and Son; H. Gamza, Chairman.

Workers of H. Weinberger; Otto, Chairman.

Workers of I. Weingold; Ben Rosen, Chairman.

Workers of J. Weinig; Jack C. Gittler, Chairman and Meyer Shamskin, Assistant.

Workers of Weisberg and Schor; Mary Stephenson, Chairman.

Workers of Weisser Bros.; H. Kliger, Chairman.

Workers of Lou White; Harry Miller, Chairman.

Workers of Wiener and Wiener; J. Gross, Chairman.

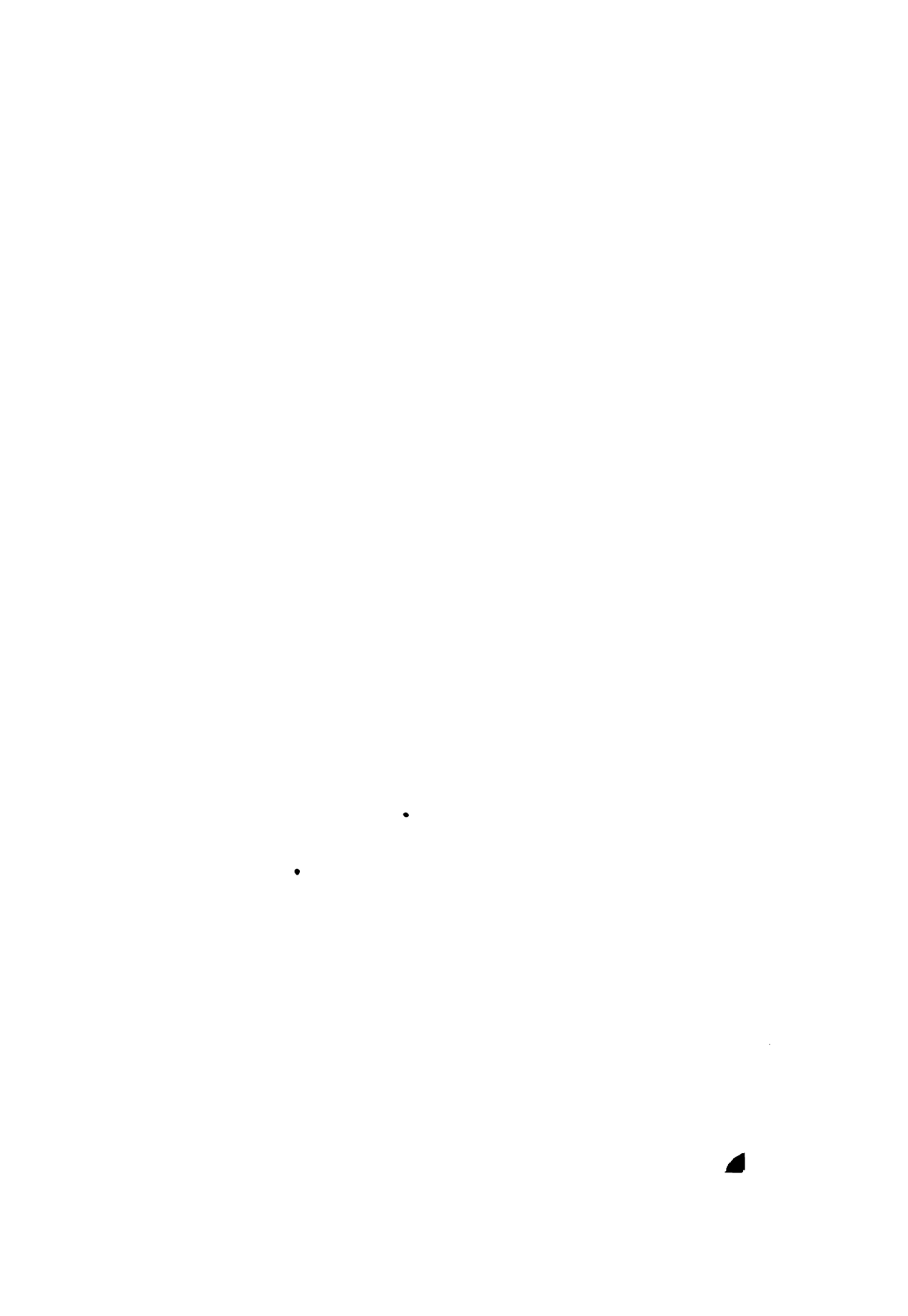
Workers of Windsor Shop, Local 88; Pepe Lopez, Chairman.

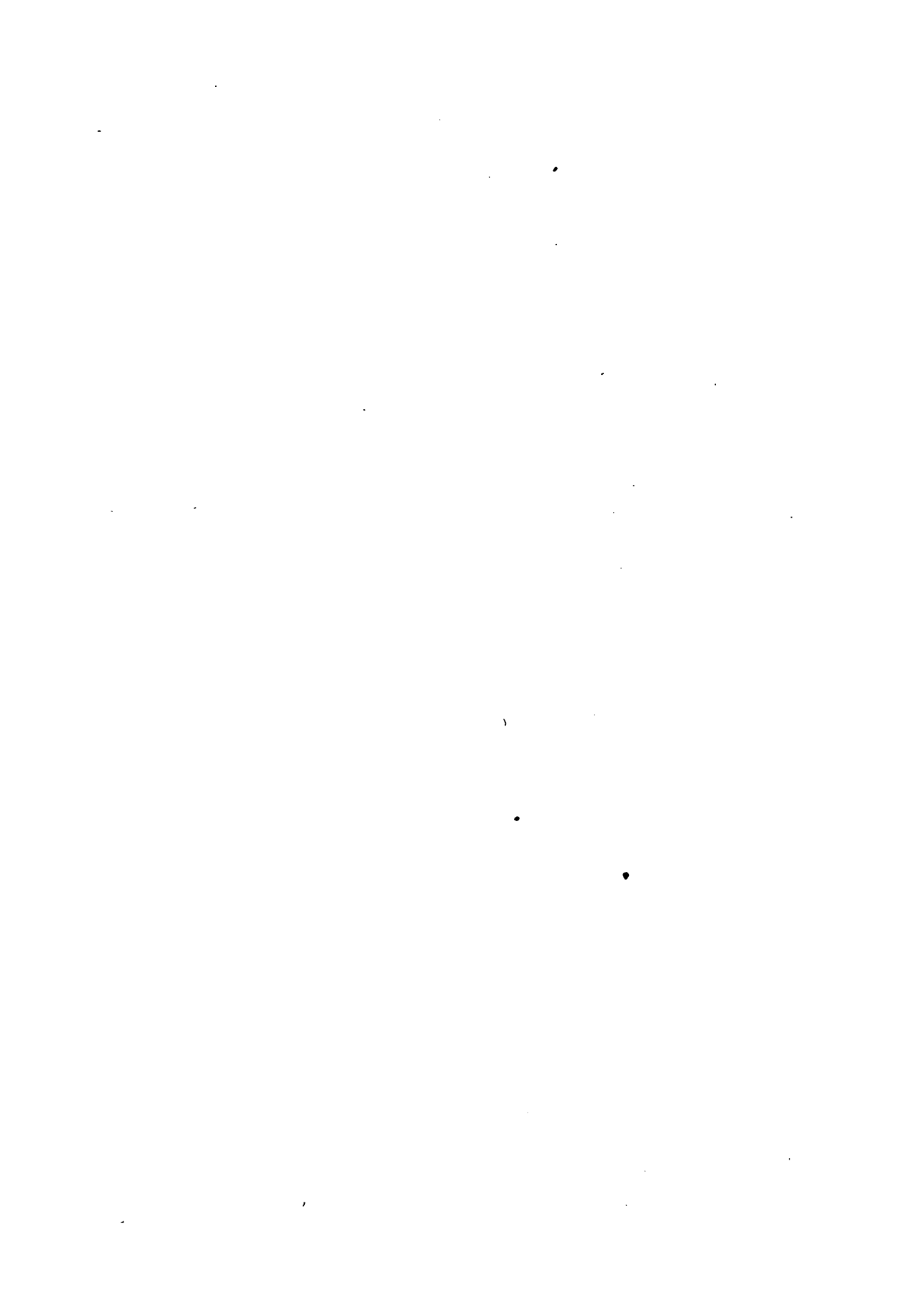
Workers of Williams Fur Dressing Co. (two telegrams)

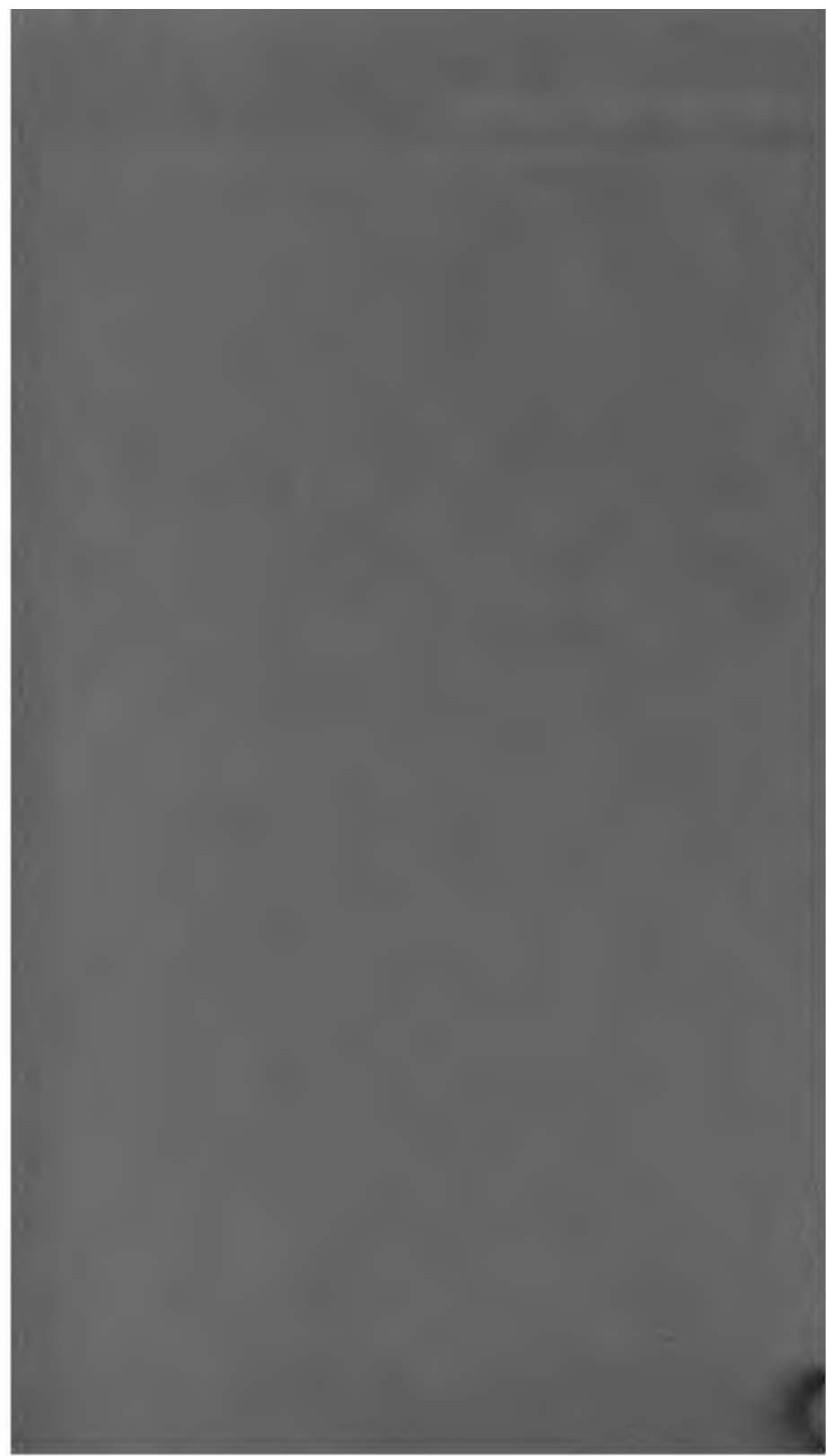
Workers of Wisofsky and Flicker; Joe Eisenberg, Chairman (two telegrams).

Workers of Wyckoff Fur Dressing; Anthony La Sala.

Workers of Zakin and Berenbaum; H. Gitten, Chairman.









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