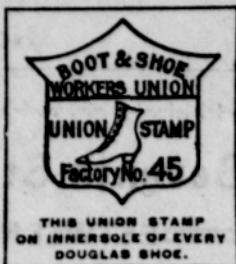


The First Arbitration Agreement IN THE SHOE TRADE



Between the W. L. Douglas Shoe Company of Brockton, Mass., and the Boot and Shoe Workers' Union, in existence since November 1, 1898.

Agreement entered into this 26th day of October, A. D. 1898. By and between the W. L. Douglas Shoe Company of Brockton, Massachusetts, shoe manufacturers, party of the first part, and the Boot and Shoe Workers' Union, party of the second part, witnesses:

First—That the party of the first part agrees that it will employ as boot and shoe workers in its factory in Brockton, none but members of the Boot and Shoe Workers' Union in good standing.

Second—That it will not employ any member of the Boot and Shoe Workers' Union, or any other person as a boot and shoe worker, who is objectionable to said Union, either on account of being in arrears for dues or from any other cause, after receiving notice of the objection by some authorized agent of the Boot and Shoe Workers' Union or local union or unions.

Third—That it will not hinder or obstruct the collectors of said Union working in its factory in the performance of their duties of collecting the dues of the members of said Union due to the respective local unions.

Fourth—That it will not cause or allow the Union Stamp, which will be supplied to it by the party of the second part, as part of this agreement, to be placed on any goods not made in the factory for which the use of the Union Stamp was granted.

Fifth—That the party of the second part, or its deputy, shall at all times be allowed to visit the factory on business connected with the Union Stamp.

Sixth—That the party of the second part may present to the party of the first part a bill of prices of the local union or unions, which, if it cannot be agreed upon shall be referred to the State Board in the manner provided in paragraph 12.

Seventh—That the party of the second part agrees to supply to the party of the first part, its Union Stamp; and that in making prices with the party of the first part, no additional price shall be made for the use of the Stamp which shall be furnished to the party of the first part free of charge; nor shall any discrimination be made between the party of the first part and other firms, persons or corporations who may enter into an agreement with the party of the second part for the use of the Union Stamp.

Eighth—That all reasonable efforts shall be made by the Boot and Shoe Workers' Union to advertise the Union Stamp in the public press, trade journals, labor unions, labor conventions and otherwise, and to use every exertion to create a demand for the Union Stamp, goods among consumers.

Ninth—That they will furnish to the party of the first part when and as often as it may be required, all boot and shoe workers desired by the party of the first part.

Tenth—That the right of the party of the first part to use the Union Stamp shall be in no way affected by any action of a local union or unions, or by the fact that one or more local unions has withdrawn from or been dismissed from the Boot and Shoe Workers' Union.

Eleventh—Both said parties agree to adjust in an honest and equitable manner all grievances of whatever nature, and all matters of dispute in reference to wages or any other subject, including the true construction of this agreement, that may arise between them, and in case of failure to mutually adjust any dispute or grievance, the party of the first part and the members of the department or departments where such dispute or grievance shall arise, shall join in the manner provided by Statute, in an application to the Massachusetts State Board of Arbitration for a decision on the matters or matter in dispute, and the decision of said Board shall be binding upon the party of the first part, the party of the second part, the local unions and employees.

Twelfth—A general officer of the Boot and Shoe Workers' Union may join with the parties to an application to said Board, and should more than one

department be affected by a dispute, the Joint Council to which the local unions, represented in the factory are attached, may also join with the parties to the application. A general officer may act as the authorized agent of the employees in the application in any case to the State Board.

Thirteenth—While this agreement remains in force, shall be no strike declared by any person or persons for any cause, pretext or excuse whatsoever, in the factory of the party of the first part, nor shall the party of the first part for any cause, pretext or excuse whatsoever, cause a lockout against any of its employees. The party of the first part shall suffer no interruption of business during the decision of any dispute or grievance.

Fourteenth—This agreement shall remain in force for three years from Nov. 1, 1898. Should either party desire to alter, amend or annul this agreement, it shall give a written notice thereof to the other party three months before the expiration of the agreement, and if the parties fail to give such notice, the agreement shall continue in force for another year, and so on from year to year, until such notice is given.

Fifteenth—In case the party of the first part violates the terms of this agreement, directly or indirectly (which may be a matter of dispute to be referred to the State Board of Arbitration), the party of the second part shall have the right to demand and receive from the party of the first part the Stamp or Stamps delivered to it by the party of the second part under this agreement, and to take the Stamp or Stamps wherever the same may be, without being liable to any claim for damages or otherwise. The party of the first part agrees that it will surrender said Union Stamp or Stamps on the termination of this agreement or upon the decision of the State Board that it has violated its terms, and that it will make no contest against the party of the second part upon the question of the ownership of said Stamp or Stamps, but the party of the second part shall be treated and recognized as the owner of the same.

Sixteenth—No person shall have the right to demand or receive said Union Stamp from the party of the first part except the General President of the Boot and Shoe Workers' Union, or some person duly authorized by him in writing to receive the same, which authorization shall be signed by the General President and bear the seal of the organization, as affixed hereto. In case the party of the first part shall be unable from any cause to deliver the said Stamp to the party of the second part, or whoever may hold the office of General President of the Boot and Shoe Workers' Union, or to the person properly authorized by him to receive the said Stamp, the party of the first part shall be liable to the party of the second part, or to the party who holds the office of General President, in the sum of two hundred dollars, to be recovered by the party of the second part, or whoever may hold the office of General President of said Union, in an action of contract against the party of the first part as liquidated damages.

Seventeenth—In case the party of the first part shall cease to do business or shall transfer interest, or any part thereof, to any other person or persons or corporations, this agreement shall be ended, and the Stamp shall be returned to the General President. And in the event of a change in the membership of any firm who shall have entered into this agreement, this agreement shall be ended, and the Union Stamp returned to the General President, when a new agreement of similar tenor as this may be entered into.

(Signed),

W. L. DOUGLAS SHOE CO.,

By W. L. Douglas, President.

[SEAL] BOOT AND SHOE WORKERS' UNION,

John F. Tobin, General President.

HORACE M. EATON,

General Secretary-Treasurer.

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PLAN FOR INDUSTRIAL PEACE.

The Building Trades Employers' Association has a scheme of arbitration for securing industrial peace. The plan has been sent out to all employers and to all unions of laborers in the building trades.

Briefly, the plan provides that when employers have a trade agreement with their employees, there shall be organized a trade arbitration board, where all difficulties in trade can be discussed and adjusted, and, in addition, a higher court or general board for the settlement of all disputes. The former board is to consist of two arbiters chosen by each association represented in the Building Trades Employers' Association, and two from each union whose employers are represented in the Employers' Association. From this body of general arbiters, not less than two from the Employers' Association and two from the unions shall constitute a court of appeals. Strikes and lockouts are prohibited before the matter in dispute has been submitted to the general arbitration board for settlement.

VIOLATED LABOR LAW.

The threatened suits against Brewer & Co., for \$1000 each in over 100 cases of alleged violations of the contract labor laws, have been brought in the Honolulu courts. Fred Berger has filed 113 suits, each one alleging the importation of a Korean in violation of statutes and demanding the penalty

of \$1000 provided by statute in such cases. The law allows any private citizen to bring a suit and recover the penalty. The suits are against F. E. Bishop, secretary of Brewer & Co., who made a trip to Korea and made the arrangements by which the laborers came to Honolulu. Bishop carried with him written instructions from the United States Treasury Department, and acted in accordance with such instructions, he claims. The 113 Koreans arrived, however, before the law had been changed by Congress and the instructions canceled.

The matter was investigated when United States Immigration Commissioner Sargent was there, and it was decided that Bishop and Brewer each had acted in good faith, and that the United States District Attorney would therefore not prosecute; but this does not prevent private parties from recovering.

FIRE SALE.

H. Hansen & Co., dealers in furniture, carpets, linoleum, lace curtains, shades, etc., glass, oils, paints, brushes and varnish picture frames, etc. are conducting a fire sale at their place of business Nos. 87-89-91 Russell street, Portland, Or. They also have a full line of universal stoves and ranges. This large assortment of goods is being sold at figures that the purchasing community cannot afford to overlook. The goods must be disposed of, and special bargains can be made in articles that have been exposed, but little damaged. It will pay you to attend the sale.

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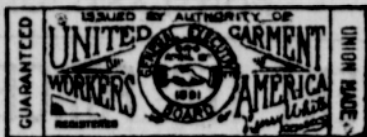
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W. A. MACRAE, Manager.

The British trades unions have more than \$20,000,000 invested. One hundred trade unions of Great Britain have an income of \$10,300,000 per year. The 1236 unions in that country have a total membership of 1,922,780.

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SHERIFF'S SALE.

Pursuant to a judgment and decree rendered in the Circuit Court of the State of Oregon for the County of Multnomah, dated May 15, 1903, in favor of Alfred Niblin, plaintiff, and against Myrta E. Reed and W. L. H. Reed, defendants, and in compliance with a writ of execution duly issued thereon, and to me directed, said execution bearing date May 25, 1903, I will expose and offer for sale and sell as the law directs, on Saturday, the 27th day of June, 1903, at the hour of ten o'clock A. M. at the east door of the county courthouse, in the city of Portland, said county and state, at public auction, subject to redemption, to the highest bidder for U. S. gold coin, cash in hand, all the right, title and interest of said defendants in and to the following real property, to-wit: That certain tract of land bounded by commencing at the railroad limits on the south side of the O. R. & N. railway track in the west line of section 26, township 1 north of range 4 east of the Willamette meridian, and running thence east 10 rods, thence south 16 rods, thence west 10 rods, to the section line; thence north 16 rods to the place of beginning, containing one acre of land, and including all the land formerly owned by W. H. H. Reed and Myrta E. Reed in said acre tract up to the said railway limits on the north side or line of said acre tract, subject, however, to the county road of said north side.

Also a tract of land bounded by commencing at a point in the north line of the railway limits on the north side of the O. R. & N. railroad track, 440 feet east of said west line of said section 26, township 1 north, range 4 east, and running thence along the north line of said railway limits eastward to the land formerly owned by Frank Hubbard at a point which is situated 55 rods easterly from said section line, thence north to the Columbia river, thence westerly following the meander line of said river to a point north of the place of beginning, and being in the east line of the parcel of land sold to John Carlson by the sheriff of Multnomah county, pursuant to an execution in a foreclosure suit against W. H. H. Reed, thence south along the east line of the said tract of land so sold to said Carlson to the place of beginning.

To satisfy said execution, decree and judgment for \$1646.00, with interest thereon at 7 per cent per annum from August 10, 1901, until paid, and the further sum of \$125.00 and costs of \$31.00 and interest and accruing costs. Dated, Portland, Or., May 26, 1903.

W. A. STOREY,

Sheriff of Multnomah County, Oregon.

Frank Calkins

Allan A. Dale

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