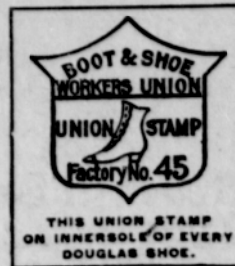


The First Arbitration Agreement IN THE SHOE TRADE



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, witnesseth:

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—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—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—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 Stamped 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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LABORING MEN THREATEN ANARCHIST.

Union labor in Santa Clara, California, has placed its stamp of condemnation upon anarchism in a manner not to be mistaken. The men declared that a subtle attempt was being made to sow the seeds of anarchism among them. Without parley they took prompt and determined action. As a result the man accused has fled the country, after what is declared to be a full confession of his guilt. He disappeared when advised that a coat of tar and feathers and a ride upon a rail awaited him.

The scene of the excitement is the Pacific Manufacturing Company's lumber mill at Santa Clara. Three weeks ago a man named Kerschbaumer, young, intelligent and fairly good looking, came to the mill to work, apparently from San Francisco. As he became acquainted with the men it is declared that he began to attempt by insinuations to convert them to the "red flag" doctrine. Kerschbaumer openly announced himself as a disciple of Emma Goldman, boasted that he came from the birthplace of Czolgosz, McKinley's assassin, that he was the murderer's personal friend, and lauded his act, worthy to be emulated and commemorated in all lands. Kerschbaumer broke forth again when the news of the murder of the King and Queen of Serbia reached the mill, as it was to the effect that they had been killed by anarchists. Kerschbaumer, the men

assert, was filled with exultation over the report, and loudly declared he was an anarchist. Last Tuesday morning as soon as he reached the mill a hasty consultation was held and the men decided to take drastic measures. Lucien Wilcox, of San Jose, a young employe, drafted resolutions, which were eagerly signed, in effect that the men would quit work if Kerschbaumer were retained. Foreman Charles Bell notified the man that trouble was impending, and Kerschbaumer at once disappeared.

The street railway employes at Detroit, Mich., have met with a positive refusal on the part of the company to increase wages to 27 cents an hour, and the matter will be put into the hands of President Mahon, of the International Union.

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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W. A. MACRAE, Manager.

In response to an invitation by Mayor George H. Clark, the labor organizations of Sacramento have agreed to take up the work of arranging for the Fourth of July celebration.

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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. H. 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. railway 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 \$1640.00, 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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The National Executive Board of the Tobacco Workers' International Union will probably order a general strike of all of the members of that organization that are employed in the factories of the American Tobacco Company. The strike is intended to support the 3000 who are now out in the combine factories in St. Louis, and will involve about 25,000 people.

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