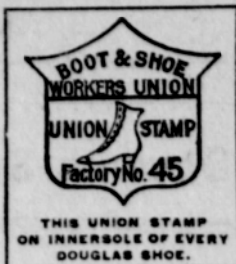


The First Arbitration Agreement IN THE SHOE TRADE



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—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 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, 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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OUT-PARRY'S PARRY.

The Manufacturer of "Postum" and "Grape-Nuts" Slanders Members of Unions.

Los Angeles, Cal., June 23.—(Special Correspondence.)—The notorious scab Los Angeles Times prints, on its editorial page, the following extract from a speech by C. W. Post at the recent New Orleans convention over which Demagogue Parry presided:

"There may have been some brutal and tyrannous slave owners in the South, but I ask you if ever in the history of negro slavery did there exist such a condition of oppression, cruelty to men, women and children, terror, anarchy, beatings and murder as now exists under the acts of desperate members of labor unions."

After congratulating Post on his "noble sentiments," the Times calls attention to the fact that Post patronizes the Times. No doubt thousands of good union men frequently have "Postum Cereal Coffee" and "Grape-Nuts" on their breakfast table. If every reader of the Portland Labor Press will write letters to C. W. Post, Battle Creek, Mich., giving him a good, hard "call-down," both on account of his speech and because of his advertising in the scab Los Angeles Times, Mr. "Grape-Nut Postum" will change his tune.

The enemies of union men are never backward in reaching out for the dollars of these same much-despised unionists. The way to reach the

hearts of these union-haters is to give them a swift jolt in the pocketbook. So long as union men patronize their enemies, union men will continue to have enemies. Brothers, quit patronizing those who do not patronize you, but do not quit without stating your reasons for quitting.

Write a letter to Post and help your fellow-unionists on the Pacific Coast by mentioning the scab Los Angeles Times.

At the first annual convention of the American Brotherhood of Cement Workers, held in San Francisco, F. C. Gengenback, of Chicago, was elected president and O. A. Veitmore, of San Francisco, secretary-treasurer. The convention then adjourned. The next annual meeting of the brotherhood will be held in 1904 at St. Louis during the month of June.

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.

Government printers at Ottawa, Canada, have asked for a raise in the scale of prices paid in government offices. A bill has been introduced in the Canadian parliament to offset the printers' action.

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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 \$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 \$11.00 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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