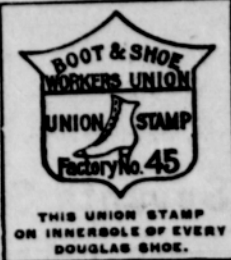


The First Arbitration Agreement IN THE SHOE TRADE



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, witnesseseth:

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 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 whosoever 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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GODDARD-KELLY SHOE COMPANY

SHOE DEALERS

SIXTH AND WASHINGTON STREETS

MAY INCREASE TROUBLE.

Attitude of Union Lumber Company May Tie Up Large Lumber District.

The San Francisco Examiner says that C. R. Johnson, president and general manager of the Union Lumber Company, is in Fort Bragg personally directing the fight against unionism that he inaugurated last March. W. P. Plummer, the superintendent at the mill, is in San Francisco. This change of authority during the attempted throttling of unionism where organization is required to bring livable conditions to workingmen indicates that the Union Lumber Company is sorely pressed. Since the lockout the company has been unable to run its logging camp and mill with any degree of satisfaction, notwithstanding the expenditure of many thousands of dollars for the importation of nonunion men.

The conditions are such in the Union Lumber Company employ that strike breakers will not remain in the company's camp. Hundreds of laborers, deceived by the agents of the concern, have come from Seattle and other points, but few of them have continued in the service of the corporation.

While the Union Lumber Company has been continuing the effort to prevent the unionizing of its plant the employees of other Mendocino lumber companies have been organized, receiving charters from the American

Federation of Labor and enrolling a majority of all the workingmen employed in the Coast lumber district.

These unions are now in a position to assist their brothers at Fort Bragg, and whenever the situation demands drastic measures the organizations will stick together. So far the fight has been with the Union Lumber Company exclusively. Every man in the lumber district believes that the four big companies are allied with the Fort Bragg Company and this may bring about a serious and widespread disturbance of industrial conditions in the lumber trade. The Union Company is held solely at fault for the ultimate results, should there be a general tie-up, and with this point in view the union men at Fort Bragg and their supporters among the building trades in this city are preparing to place the blame where it rightfully belongs.

Once the issue is drawn there will be no shirking. The Union Lumber Company has taken the lead in fighting the only influence that will change the pernicious store system and low wage rate of the lumber camps of the Coast. It may soon be the fight of all the unions against the prevailing system that keeps labor in the condition of serfs.

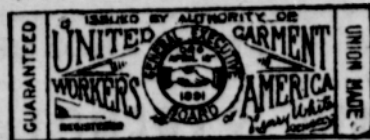
The lumber companies organized a trust to raise prices and, the laboring men believe, to keep down wages. In the past three months eight unions have been organized in Mendocino County, and they are in sympathy

with the Fort Bragg Union. If other camps become involved in the fight it will be due to obstinacy of the Union Lumber Company's management.

Report of Printers' Home.

In his report of the Union Printers' Home at Colorado Springs for the month of April, Superintendent Deacon says the total expenditure was \$1,725.63. On account of new improvements there was an outlay of \$1,041. In detail the expenditures were as follows: Green house, \$607.10; milk house, \$503.76; basement improvements, \$195.90; dining-room tables, \$155.32; barnyard improvements, \$541.66; main building, remodeling rooms, \$309.42; painting, etc., main building and hospital annex, \$584.92; general repairs, main building and hospital annex, \$452.17; iron fence, \$421; hospital addition, \$7583.63; improvements on grounds, \$94.60; the total cost of all improvements being \$13,729.82. On account of the new addition to the annex \$669.14 was expended for furnishings, and for other necessary items around the building an additional \$1411.78 was expended, making a total expenditure of \$15,810.74. The table supplies consumed during the month amounted to \$1103.62; average cost per meal per resident, 8 1/2 cents; average number of inmates during the month was 116; average cost per month per resident, \$29.91. Four residents vacated, one died and one was expelled.

JOHN DELLAR, FIRST AND YAMHILL STREETS, PORTLAND, ORE.



Money for Firecrackers.

When we save a man from \$2.50 to \$5 on a suit of clothes he will appreciate the little change for celebration of the Fourth, but when the boys examine thoroughly the stores advertising free firecrackers with every boy's suit, I think they will choose John Dellar's store, corner First and Yamhill, where they save from 50c to \$1, and buy their own firecrackers, the kind they want. Our line of ladies', mens and children's shoes are from 50c to \$1 less in price in comparison with high-rent stores' prices.

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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.

The Clerks' Union at Walla Walla has succeeded in getting the stores of that city to close at 7 P. M.

Lodging, 20 and 25 Cents
Meals, 20 Cents

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