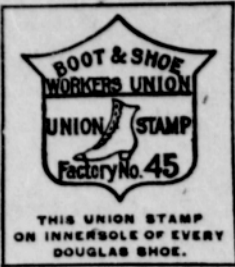


The First Arbitration Agreement IN THE SHOE TRADE



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 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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SHOE DEALERS

SIXTH AND WASHINGTON STREETS

Sixty Men in Sixty Minutes.

Sixty men shaved in 60 minutes. That's the record to be proud of. This champion of the razor is Michael Tomaselle, and he wields the razor on Folsom street, San Francisco.

"I take them just as they come," says Tomaselle, "smooth chin, full beard, side whiskers, any way. I shave a man a minute. Three times I did it in New York, sixty men in one hour and never make a miss."

Mr. Tomaselle has challenged Mr. Katz to a contest of speed for a limited wager. The barbers gave a picnic recently at which Mr. Katz was awarded a gold medal for the rapidity with which he scraped faces. Since then Mr. Katz has had much to say in exultant mood about a shave he finished in 29 seconds. What the other man has to say about it is not known.

Mr. Katz has gained renown for a quick downward sweep of the razor that clears the skin of every vestige of hair. But he has to make two motions in order to clear both sides. Mr. Tomaselle does it all in one motion, from ear to ear. And the customers need not be afraid, say both barbers.

Those who have never taken part in a barbers' contest of speed can have no idea how exciting it is for a brief period.

The champions have agreed to hold their contest on the 2d of August. In the meanwhile they will be in active training every day at their respective shops.



Twenty Years of Success

In the treatment of chronic diseases, such as liver, kidney and stomach disorders, constipation, diarrhoea, dropsical swellings, Bright's disease, etc.

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Complaints, painful, difficult, too frequent, milky or bloody urine, unnatural discharges speedily cured.

DISEASES OF THE RECTUM

Such as piles, fistula, fissure, ulceration, mucous and bloody discharges, cured without the knife, pain or confinement.

DISEASES OF MEN

Blood poison, gleet, stricture, unnatural losses, impotency, thoroughly cured. No failure. Cures guaranteed.

YOUNG MEN troubled with night emissions, dreams, exhausting drains, bashful, nervous, aversion to society, which deprive them of their manhood, UNFITS THEM FOR BUSINESS OR MARRIAGE.

MIDDLE AGED MEN, who from excesses and strains have lost their MANLY POWER.

BLOOD AND SKIN DISEASES, Syphilis, Gonorrhoea, painful bloody urine, Gleet, Stricture, Enlarged Prostate, Sexual Debility, Varicocele, Hydrocele, Kidney and Liver Troubles, cured without MERCURY AND OTHER POISONOUS DRUGS. Cures and Rheumatism CURED.

Dr. Walker's methods are regular and scientific. He uses no patent nostrums or ready-made preparations, but cures the disease by thorough medical treatment. His New Pamphlet on Private Diseases sent free to all men who describe their trouble. PATIENTS cured at home. Terms reasonable. All letters answered in plain envelope. Consultation free and sacredly confidential. Call on or address

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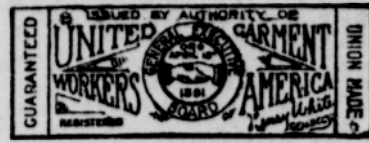
Corner Third and Washington Streets

Railroad crossing watchmen and others in similar capacity employed to watch crossings and towers of railroads, and who have been maimed or crippled, have formed a union and made application for a charter to the American Federation of Labor.

John Mitchell has declared that the coal mining engineers are not deserving of the benefit the Coal Miners' Union gained for them through the strike. The engineers objected then to Sunday work and are now doing it merely to make extra money.

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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
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Board and Lodging, \$4.00
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