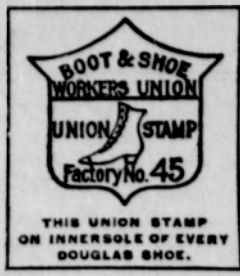


The First Arbitration Agreement IN THE SHOE TRADE



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.

Our Sole Agents in Portland

CODDARD-KELLY SHOE COMPANY

SHOE DEALERS

[SIXTH AND WASHINGTON STREETS]

Spokane Labor Paper Growing.

Under the management of T. S. Heskett the Spokane Freeman's Labor Journal has enlarged into an eight page paper, and bears evidence of thrift with new energy infused into the worthy enterprise. In an editorial announcing the progress of the paper, Editor Heskett sums up the source of his support in the following paragraph:

"During the seven weeks we have conducted this paper we have made many friends and incurred the enmity of a few. The friends we have made have demonstrated their friendship by kind words, liberal patronage and the good hard dollars, while those who have grown antagonistic have simply withdrawn their patronage and indulged in a little sulking. To the former we extend our thanks, and to the latter we extend our sympathy. Some few have stopped the paper because we have urged them to pay up their indebtedness. To these we have only to say that the man who will take a paper year after year and refuse to pay for it when asked is not worthy of much consideration. He does the advertiser but little good, the cause of organized labor no good, and is a positive detriment to the paper he is wronging. To those who have been unable to pay, we have only kind words, and will continue sending the paper to them as long as they want it, and they can pay for it when they are able."



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.

KIDNEY AND URINARY

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 looseness, impotency, thoroughly cured. No failure. Cures guaranteed.

YOUNG MEN troubled with night emissions, dreams, exhausting drains, bashfulness, 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. Catarrh 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

DR. WALKER, 181 First Street, Corner Yamhill, Portland



Our Dental Work Is Absolutely Painless

Decayed Teeth and Poor Health
Go Hand in Hand

WISE BROS. DENTISTS

208-9-10-11-12-13 Failing Building

Corner Third and Washington Streets

The convention of the International Association of Retail Clerks, held in Zanesville, O., adjourned July 15 to meet in Galveston in 1905. The per capita tax was increased to 40 cents per quarter for men and 20 cents for women.

The San Antonio Trades Council has been sued for \$6000 for alleged violation of the Texas anti-trust law passed at the last session of the Legislature. A circular letter advertising a boycott formed the basis of the action.

JOHN DELLAR, FIRST AND YAMHILL

STREETS, PORTLAND, ORE.



Good Chance for All.

While we are having a clearance sale is a chance for the consumer to fit himself with a suit of clothes worth \$13 to \$18 for \$10 and \$12.50; also \$5 and \$6 pants for \$3.50 and \$4, as well as regular \$4 shoes for \$2.49. The same chance for ladies' shoes, boys' clothes and valises. Also a variety of trunks and valises. Customers are well pleased with the great bargains and we are satisfied to clean out some odds and ends even at a greatly sacrificed price. John Dellar, corner First and Yamhill.

COUNTY AND BANK SUPPLIES
GLASS & PRUDHOMME CO.

PRINTERS
BLANK BOOK MAKERS
LITHOGRAPHERS
123-125 FIRST ST. PORTLAND, OREGON

PRINTING
BOOKBINDING

Largest and best equipped house in the Northwest. Every description of Printing and Special Blank Books to order. Get our prices. Telephone 312.

THE IRWIN-HODSON COMPANY
212-214 First Street

LEE M. CLARK, PRESIDENT
GEO. M. ORTON, MANAGER

MULTNOMAH PRINTING CO.

WE PRINT

CONSTITUTIONS, BY-LAWS, WORKING CARDS, LETTERHEADS, ENVELOPES: IN FACT ANYTHING YOU MAY WANT

107 FRONT STREET
PORTLAND, ORE.

FIRST NATIONAL BANK—
OF PORTLAND, OR.
Designated Depository and Financial Agent of the United States.
President.....H. W. CORBETT
Vice-President.....A. L. MILLS
Cashier.....J. W. NEWKIRK
Assistant Cashier.....W. C. ALVORD
Second Assistant Cashier.....B. F. STEVENS
Letters of credit issued, available in Europe and the Eastern States.
Sight exchange and telegraphic transfers sold on New York, Boston, Chicago, St. Louis, St. Paul, Omaha, San Francisco and the principal points in the Northwest.
Sight and time bills drawn in sums to suit on London, Paris, Berlin, Frankfurt-on-the-Main, Hong Kong, Yokohama, Copenhagen, Christiania, Stockholm, St. Petersburg, Moscow, Zurich, Honolulu.
Collections made on favorable terms.

MERCHANTS' NATIONAL BANK—
PORTLAND, OR.
J. FRANK WATSON.....President
R. L. DURHAM.....Vice-President
R. W. HOYT.....Cashier
GEORGE W. HOYT.....Assistant Cashier
TRANSACTS A GENERAL BANKING BUSINESS.
Interest paid on time deposits.
Drafts and letters of credit issued, available in all parts of the world.
Collections a specialty. Gold dust bought.

LONDON AND SAN FRANCISCO BANK,
LIMITED.
Chamber of Commerce Building, Third and Stark Streets.
Head office, 55 Old Broad Street, London.

This bank transacts a general banking business, makes loans, discounts bills and issues letters of credit available for travelers and the purchase of merchandise in any city of the world. Deals in foreign and domestic exchange. Interest paid on term deposits.

W. A. MACRAE, Manager.

Frank Calkins Allan A. Dale

CALKINS & CO.

TAILORS

270 Alder St. PORTLAND, ORE.

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

Board and Lodging, \$4.00
per week, and upward

Oregon Telephone, North 981

Hotel zur Rheinphalz

JOHN MATTHIESEN, Prop.

253-255 Front Street
Corner of Madison

Portland, Oregon

STILL ON THE UNFAIR LIST

W. H. McMonies

REFUSES TO RECOGNIZE UNION LABOR

Leather Workers' Union, Local No. 56

Requests all sympathizers to buy nothing manufactured by above firm

TURN HALLE CAFE

Kirchner & Hanno, Props.

DIRECT IMPORTERS OF
RHEIN & MOSELLE WINES

THE DAINTIEST LUNCHEONS IN THE CITY

Phone Main 287

N. E. Cor. 4th and Yamhill

WEINHARD'S BREWERY

Patronize
Home
Industry

OFFICE

COR. 13TH AND BURNSIDE STS.

PHONE MAIN 72

The Largest Plant in the Pacific Northwest

Neustadter Brothers

MANUFACTURERS
of the
UNION MADE



ALL STYLES

OVERALLS Neustadter Bros.

MECHANICS CLOTHING
BEST WARRANTED
In Every Detail Not To Rip

SALESROOM: S. W. Corner Fifth and Stark Streets
FACTORY: Cor. Grand Avenue and East Taylor St.
PORTLAND, OREGON