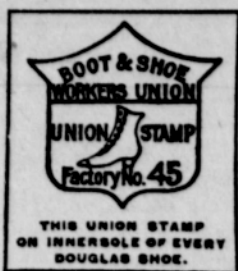


The First Arbitration Agreement IN THE SHOE TRADE



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, witnesses:

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, there 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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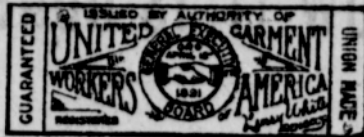
LEGAL UNIONISM.
The tremendous strides of organized labor has borne the usual fruit of criticism, while wholesome criticism founded on common sense, honesty and justice is welcome at all times, and tends to act as a brake that slows the machinery down to a point of safety, such criticism as advanced by men coming from the ranks of the so-called professional class is productive of more harm than good. The underlying motive that actuates this criticism is a morbid desire for cheap notoriety, their blatant utterances about the unscrupulous methods of organized labor and its tendency to destroy the primeval right of mankind to employment on his own conditions, the unfairness of apprenticeship regulations, which they stigmatize as deliberate robbery of the coming generation, is proof positive of their woeful ignorance and stupidity. They forget the true significance of

the old proverb which advises mankind, "that people living in glass houses should never throw stones." Class legislation, though denounced as unconstitutional, has enabled them to reach the world. The law has been invoked to aid them in attaining what the other trades have acquired without such powerful co-operation. The minister, the doctor, the lawyer, are each and every one members of unions sanctioned and legalized by law, though their calling demands no greater skill, and in many instances not as much, as required by the intricacies of other trades. The government, based on freedom, equality and justice to all, with partiality to none, graciously allowed itself to be used in legalizing the creation of restrictive measures and laws (under the plea of public safety), but in reality to allow these unions to manipulate the law of supply and demand in conformity with the exigencies of

existing conditions. Their apprenticeship clause fixes a stipulated time in which to acquire a complete knowledge of the trade by courtesy styled profession. True, they have no fixed scale of wages, though there is but little doubt that their employers, the long suffering public, would gladly welcome such an innovation. What would these genteel workmen say if their employer, the public, (largely composed of those they affect to despise), would insist that their union could no longer be tolerated, that the public desired the privilege of hiring any number of apprentices to the detriment of existing journeymen; that the restrictions imposed upon the employer by the union's laws (legalized by the government), was a gross injustice since it prevented the employment of scab craftsmen who could not produce the necessary credentials to show that they were members of these unions, and had

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passed their examinations, etc. Unquestionably these blue-blooded laborers would arise in their wrath and denounce such actions as anarchistic and demand the governmental suppression of the instigators of such a movement. They would battle with might and main for what they claim their rights, though at present they seem to be equally eager to deny these rights to others. It is a true saying that the blow most keenly felt is the one that lands on your own body. If these professional wise-acs would spend less time in pointing out the timber in their neighbor's eye and pay more heed to the mote in their own, they might preserve their reputation for knowledge and wisdom indefinitely, in place of exhibiting the shallowness of their mind by exploiting their ignorance of a subject they can not appreciate or understand because they do not ascend above the clouds of class prejudice and imagined superiority that obscures their mental vision and prevents a clear view of conditions, as they are, not as their distorted fancies picture them.—Mine Workers' Journal.

The stenographers are being organized by the American Labor Union.

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Eight hundred weavers employed in the Dobson mill in Philadelphia, who have been on a strike for nine weeks, returned to work last Saturday. In the Kensington district, where the greater number of mills are located, the strikers are holding firm, and a compromise may be effected.

The Missouri State Board of Arbitration has succeeded in adjusting the differences between the striking lead miners and their employers. An increase of 20 per cent was wanted, but only 10 per cent was granted. The shift was reduced from 12 hours to eight hours. This affects 4200 men.