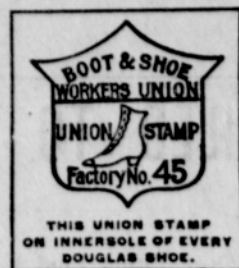


The First Arbitration Agreement IN THE SHOE TRADE



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 have 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.

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UNIONISM REVIVED.

Coeur d'Alene Miners Reorganize and
Are Prospering.

Unionism in the Coeur d'Alene mining district has made its re-appearance much sooner than the most sanguine anti-unionist could possibly imagine. Since the hot head labor leaders engineered the wanton destruction of the Bunker Hill and Sullivan concentrator at Wardner four years ago last April the anti-union advocates predicted that organized labor had been forever stamped out in that section.

How well their prognostications have carried is told by Editor Sovereign of the Wallace, Idaho, Tribune: "On August 5, 1902, the present editor of the Tribune was initiated as an honorary member in the Burke Miners' Union No. 10, but did not revisit the union until last evening, and we can not refrain from expressing our

most agreeable pleasure at the rapid growth of that organization.

"It sometimes benefits a labor organization to have a deputy system and a permit office in opposition to it. This is on the line of the old adage that opposition is the life of trade.

"We found the Burke Miners' Union with 320 members in good standing and the men all good natured and jubilant over the success of the Western Federation of Miners. We hope we reveal no secret when we say that during the deliberations of the union warrants were ordered for \$24 each for three sick brothers, \$90 funeral expenses were paid for a departed brother, a liberal subscription was made for the labor temple in Butte, the receipts of the evening were adequate to all financial requirements of the organization and the treasurer of the union has ample funds to meet any and all emergencies.

"The union cheered the Idaho State

Tribune for being able to place at the head of its editorial columns the label of the Typographical Union, and a most cordial reception was extended.

"We congratulate the Burke Miners' Union on its rapid growth and its conservativeness in mollifying the labor situation in the Coeur d'Alenes. In spite of all opposition, the Coeur d'Alene miners, whether old miners or whether new miners, whether from Colorado, California, British Columbia or Missouri, will, in the near future, all be enrolled on the list of membership in the Western Federation, and we predict that in twelve months from now more than 90 per cent of all the miners working in the Coeur d'Alenes will belong to that organization.

"The Miners' Unions at Mullan, Gem and at Wardner are equally prosperous and progressive, and their large growth is an indication of the pros-

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Frank Calkins Allan A. Dale

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perity of unionism in the Coeur d'Alenes as is the great union at Burke."

Files List of Delegates.

In San Francisco organized labor is thoroughly absorbed in political interest. The names of the candidates selected for delegates to the Union Labor convention were filed on August 4 with the registrar of voters. Under the apportionment made by the legal governing committee the convention will be composed of 199 delegates. The selection of the delegates was left to the district organization, the county committee reserving the privilege of passing upon the names and recommending the dropping of any person known to be unfriendly to the genuine Union Labor movement. In fixing the qualifications of delegates the committee required that they should be men of good standing in their respective unions and that they should be above criticism in the district they are chosen to represent.

Very few changes were recommended by the governing committee. Here and there among the names sent in by the district clubs were found pretended friends of the Union Labor party who were in fact cohorts of the Ruef-Parry influence. These names were indicated to the clubs and the clubs dropped them from their lists of delegates.

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