

Schaffner & Marx shall, through their book-keeping or accounting department, determine as to the method in which this raise is to be calculated or paid.

In all the departments persons who are paid by the week shall be paid time and a half for overtime. If work is done in any of the tailor shops on Sundays or on any of the following holidays, to-wit, Christmas, New Year's, Decoration Day, Fourth of July, Thanksgiving or Labor Day, the employes of such shops shall receive double pay for the work done on said days.

During the slack season the work shall be divided equally as near as is practicable among all hands.

4. As to any future grievances, the firm of Hart Schaffner & Marx shall establish some method of handling such grievances through some person or persons in its employ, and any employe either by himself or by an individual fellow-worker shall have the right to present any grievance at any reasonable time, and such grievance shall be promptly considered by the person or persons appointed by said firm, and in case such grievance shall not be adjusted, the person feeling himself so aggrieved shall have the right to apply to some member of said firm for the adjustment of such grievance, and in case the same shall not then be adjusted, such grievance may be presented to Clarence Darrow and Carl Meyer, who shall be constituted as a permanent Board of Arbitration to settle any questions that may arise between any of the employes of said firm and said firm for the term of two years from April 1, 1911, during which time these findings shall be in full force.

All of the matters herein determined with reference to wages shall become effective on and after April 1, 1911.

CLARENCE DARROW,
CARL MEYER.

The Company had made a promise to investigate the matter of lack of uniformity in prices and quality of work in the various shops. The General Superintendent took the matter immediately in hand and produced complete specifications for coats with prices which were in practically all cases the maximum paid in

any shop. This was done during the months of May and June, 1911. It was found that the lack of uniformity of prices on trousers and vests were not so great and that a more gradual procedure might be applied in these cases whenever there was any change in the operations. All the grievances arising among the employes, especially in matters of discharge and prices, were heard by Messrs. Darrow and Meyer, and an agreement reached in all cases. When Mr. Darrow was called to Los Angeles later in the year, Mr. W. O. Thompson was appointed to act in his place during his absence.

It gradually became apparent that the board, composed of busy men, could not hear all the minor grievances. These grievances, however, even though unimportant in themselves, created a feeling of dissatisfaction which was not desirable for either side. A meeting was therefore called at which the representatives of the workers declared the situation and enlisted the co-operation of Mr. Schaffner to devise a plan for adjusting matters more promptly and with less expense. The result of the conference was the agreement which follows:

**Agreement Creating Committee
to Establish Trade Board and to
formulate Rules for its Guidance**

It is agreed between Hart Schaffner & Marx and the employes of Hart Schaffner & Marx, represented by Morris Feinberg, that a committee be and hereby is appointed, composed of E. D. Howard and Carl Meyer, representing Hart Schaffner & Marx, Wm. O. Thompson and S. Hillman, representing the employes, and Charles H. Winslow (in his individual capacity, and not in any way in his official capacity, and his services in no way to interfere with his official work or hours), said Winslow being selected by said other four members for the following purposes:

(1) To create a board of such number as such committee shall determine upon for the purpose of adjusting and fixing prices when necessary, and adjusting any other matters that may be in dispute between Hart Schaffner & Marx and its employes, and the neutral member of said board shall be appointed by said committee.