

On January 14, 1911, after a strike of four months' duration in which the majority of the employes were absent from their places, the following agreement was entered into between the representatives of the strikers and the Company:

**Hart Schaffner & Marx  
Agreement**

**First:** All of the former employes of Hart Schaffner & Marx who are now on strike shall be taken back and shall return to work within ten (10) days from the date hereof.

**Second:** There shall be no discrimination of any kind whatsoever against any of the employes of Hart Schaffner & Marx because they are or not members of the UNITED GARMENT WORKERS OF AMERICA.

**Third:** An Arbitration Committee, consisting of three (3) members, shall be appointed. Within three (3) days from the date hereof, the employes of Hart Schaffner & Marx, who are now on strike, shall select one (1) member thereof, Hart Schaffner & Marx shall select one member thereof, within three (3) days thereafter; the two (2) members thus selected shall immediately proceed to select the third member of such committee.

**Fourth:** Subject to the provision of this agreement, said Arbitration Committee shall take up, consider and adjust whatever grievances, if any, the employes of Hart Schaffner & Marx, who are now on strike, shall have, and shall fix a method for settlement of grievances, if any, in the future. The finding of the said Committee, or a majority thereof, shall be binding upon both parties.

THE STRIKING EMPLOYES OF HART SCHAFFNER  
& MARX.

(Signed) T. A. RICKERT,  
H. C. HARRIS,  
MARGARET DREIER ROBINS,  
JOHN FITZPATRICK,  
HART SCHAFFNER & MARX.

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