

trators left the city. Mr. Williams, chairman of the Board, procured from the Company an agreement to extend the old agreement to May 13, 1913, an additional six weeks, in order that more time might be given before so momentous a step should be taken as a rupture of peaceable relations. The Garment Workers' Locals refused to accept this extension.

About a week before the first of April, Messrs. Williams, Hillman and Howard offered to present to both sides the following proposition for a preferential shop, which was finally adopted on March 29, 1913.

#### **Working Basis of Preferential Agreement**

The chairman suggests the following as a tentative working basis of agreement:

1. That the firm agrees to this principle of preference, namely, that they will agree to prefer union men in the hiring of new employes, subject to reasonable restrictions, and also to prefer union men in dismissal on account of slack work, subject to a reasonable preference to older employes, to be arranged by the Board of Arbitration, it being understood that all who have worked for the firm six months shall be considered old employes.

2. All other matters shall be deliberated on and discussed by the parties in interest, and if they are unable to reach an agreement, the matter in dispute shall be submitted to the Arbitration Board for its final decision.

Until an agreement can be reached by negotiation by the parties in interest, or in case of their failure to agree, and a decision is announced by the Arbitration Board, the old agreement shall be considered as being in full force and effect.

(Signed)

For Hart Schaffner & Marx:

JOSEPH SCHAFFNER,  
*Secretary and Treasurer.*  
MILTON A. STRAUSS,  
EARL DEAN HOWARD,  
M. W. CRESAP.

For the Chicago Federation of Labor:

JOHN FITZPATRICK,  
*President.*

For the Woman's Trade Union League of Chicago:

MARGARET DREIER ROBINS,  
*President.*

For the Joint Board, United Garment Workers of America:

A. D. MARIMPIETRI,  
*Chairman.*

SIDNEY HILLMAN,  
*Chief Deputy.*

SAMUEL LEVINE,  
*Deputy for Cutters and Trimmers.*

FRANK ROSENBLOM,  
*Deputy for Local No. 144.*

HYMAN DOLINKY,  
*Deputy for Local No. 152.*

PETER GALSIS,  
*Deputy for Locals Nos. 6, 253, 264, 269, 273.*

CHARLES ZELIBOR,  
NICK MORETH,  
*Representing Cutters and Trimmers.*

J. E. WILLIAMS,  
*Arbitrator.*

The agreement practically left all matters except a closed shop in the hands of a Board of Arbitration. In order that both parties might know the attitude of the chairman of the board, the following statement was prepared by him and really became one of the conditions of the agreement:

#### **Statement of Chairman**

In facing the possibility of unsettled questions being submitted to arbitration, I find my present state of mind to be this:

That, in addition to maintaining what has been gained in the present agreement, the chief interest of the employes centers around the question of an increased efficiency of organization, which requires a recognition of the need for such a substantial degree of preference as will tend to improve that efficiency; while the chief interest of the employers centers around the question of efficiency in business competition, which necessarily includes a recognition and consideration of cost and quality of production, with the shop co-operation and discipline necessary to secure it.