STOPPAGE IN THE CUTTING AND TRIMMING DEPARTMENTS.

The Board is moved to express its strong condemnation of this unwarranted rebellion which is a violation of the agreement and strikes at the heart of collective bargaining. It is the more aggravated because it took place in the most highly paid, most skilled, and presumably the most intelligent and advanced group of workmen in the employ of the company. The Board regards this outbreak as the most discouraging thing that has happened during the life of the agreement; and one that reflects seriously on the working of the scheme as a whole, and especially on the capacity of the workers for democratic self-government.

The occasion is of such gravity and magnitude that the Board feels that none of the ordinary penalties or means of discipline provided by the agreement are adequate. It accordingly feels it necessary to address the supreme authority of the Amalgamated Clothing Workers of America to call its attention to this flagrant violation of its agreement, to the confessed inability of the local officials to control its members, and to ask the supreme body whether or not the organization is able or willing to maintain and enforce the agreements it has solemnly agreed to maintain. The Amalgamated Clothing Workers of America stands before the country preeminently as an organization committed to the maintenance of the principle of collective bargaining, and to the practice of scrupulous fidelity in the discharge of its obligations. The Hart Schaffner & Marx agreement is regarded as the most conspicuous and promising example of labor agreements in the country, one which is pointed to by the union, and by friends of peace in industry as an illustration of the possibilities of a peaceful solution of industrial problems. This attack on the principle of collective bargaining in the home of its friends calls for prompt repudiation and correction on the part of the organization, and the Board of Arbitration submits to its officials the facts in the case of the cutters and trimmers and asks that they consider them, and prescribe the proper and adequate discipline and remedy.

J. E. WILLIAMS

W. O. THOMPSON

CARL MEYER

Arbitrators, Hart Schaffner and Marx Agreement.
EXTRACTED IN THE COUTING AND TREASURING DEPARTMENT

March 4, 1917

The Board of Directors of the company have decided to consider the possibility of extending the operations of the company by means of the purchase of a large plant in the north of England. The proposed acquisition would provide the necessary expansion of the company's facilities and would enable it to meet the increasing demand for its products. The company has already entered into negotiations with the owners of the plant and hopes to complete the transaction in the near future.

[Signature]

E. M. Millman

W. J. Holland

Chairman

Secretary

Appended, draft agreement.
May 22, 1917.

STOPPAGE IN THE CUTTING AND TRIMMING DEPARTMENTS.

A stoppage in the cutting and trimming departments is the occasion of representations being made by the Chairman of the Trade Board to the Board of Arbitration, which are as follows:

Statement of Trade Board.

Petition by company for discipline of trimmers and cutters for stoppage of work Monday, May 7th.

The facts relating to this stoppage are as follows:

On Saturday, May 6th, at noon, a trimmer, L. Keshner, was suspended for inefficiency, specifically for failure to keep up his production. The shop chairman took up the matter with the superintendent of the trimming room and was referred to the chief clerk for details as to the suspension. In the course of the conversation of the shop chairman and the chief clerk, the superintendent interposed and stated that if more information were needed than what the chief clerk had given, it would come out before the Trade Board.

Monday morning, about 8:30 o'clock, the trimmers stopped work. On the report of the stoppage, officials of the union both of the trimming room and cutting room attempted to get the people to go back to work. Shortly after the stoppage took place the company had started the foremen and examiners at work to get out the specials. The officials of the union made the suggestion that this work be discontinued and they believed they could get the people back to work but were informed that this would not be done. Feeling that their efforts were ineffective, these officials withdrew and waited for the regular deputy.

During the day repeated attempts were made by the deputies and union officials to get the trimmers to return to work but the efforts were not successful until about 4:15 or 4:30 in the afternoon. It is asserted by the union officials at one point they had the people ready to begin work but the appearance of the superintendent on the floor taking notes aroused the opposition of the trimmers again and they would not start.

In the meanwhile about 1:30 a stoppage of work took place among the cutters on the 8th floor where trimmers are also employed. The stoppage extended to the 9th, 10th and 11th floors before two o'clock. The cutters did not return to work until after the trimmers started. No serious attempt was made to get them back to work by the officials as they were concentrating their efforts on the trimmers.

Various reasons are given for the stoppage; the suspension of Keshner; the refusal of superintendent to recognize and deal with the shop chairman; the general feeling of hostility toward the superintendent.

In the course of the evidence the main stress was laid upon the suspension as the occasion for the stoppage.
A PROPOSAL TO THE COTTING AND INQUIRING DEPARTMENT

A suggestion to the Cottman and Inquiring Department for the consideration of the Co-operative Bond and Loan Society, and

the promotion of the bond and loan of Mortgage, with its

following

recommendations

on the bond.

The scheme is based upon the principle of

the provision of

the co-operative

for the

bond and

loan of

Mortgage,

with its

following

recommendations

on the bond.

The scheme is based upon the principle of

the provision of

the co-operative

for the

bond and

loan of

Mortgage,
The cutters were unable to give any reason for stopping except that the trimmers had stopped and they stopped in sympathy with them.

The Trade Board having heard the evidence, finds
1. That there was absolutely no excuse or extenuation of the action of the trimmers and cutters in stopping work.
2. The suspension of Kashmir was an ordinary suspension, and before the labor department had time to take it up, the stoppage occurred.

The claim that the shop chairman did not receive proper recognition seems to the Board to have no foundation in the facts.

As to general complaints against the management, such complaints should have been taken up when they arose by the regular agencies and are no excuse for the occurrence on Monday, assuming there are grounds for complaint.

2. The Trade Board finds that the officials of the union worked diligently and faithfully to overcome this stoppage. Their efforts failed because of the breakdown in the sense of responsibility toward the organization and the agreement by the rank and file of the workers. It seems curious and ridiculous contention that a stoppage took place because a shop chairman did not receive due and exact recognition, and the same workers should refuse to recognize the authority and intercession of their own officials. It is but fair to say that if any one else had shown one-tenth the disregard and disrespect for union officials as was shown by the cutters and trimmers themselves there would be a mm complaint lodged, and justifiably.

The serious nature of this stoppage is apparent. The slight excuse for the original stoppage; that the stoppage was carried out by two groups of workers, English speaking and assumed to be the best informed and most intelligent as to the rights, interests, and responsibilities involved in the agreement; that the stoppage was marked by a concerted and persistent action in the face of their own chosen officials indicating an immaturity and irresponsibility in the conduct and control of their own organization; and all this after some six years of experience under the present arrangement, makes the occurrence one of the most disgraceful and discouraging events that has occurred since the agreement came into existence. Taken in connection with the stoppage in Factory J where there was a walkout of some three or four hundred people, it reveals a situation the gravity of which it is difficult to emphasize.

Holding this view of the occurrence, the Trade Board is taking the liberty to refer a matter of such serious concern to the Board of Arbitration to deal with, or to advise the Trade Board how it shall deal with it.

Statement of Arbitrators.

This statement being read at the hearing in the presence of a number of cutters and officials of the union was admitted to be true in fact. The only explanation offered was that the officials tried to control the situation, but for a time were unable to do it.
The sculpture was supposed to give the town a new focal point.

"If you want to.fly, you must learn to stand still,"

The town seemed to have lost its purpose.

"But if you want to fly, you must learn to stand still,"

The town seemed to have lost its purpose.

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They also expressed the belief that such an outbreak would not occur again.

The Board is moved to express its strong condemnation of this unwarranted rebellion, which is a violation of the agreement and strikes at the heart of collective bargaining. It is the more aggravated because it took place in the most highly paid, most skilled, and presumably the most intelligent and advanced group of workmen in the employ of the company. The Board regards this outbreak as the most discouraging thing that has happened during the life of the agreement; and one that reflects seriously on the working of the scheme as a whole, and especially on the capacity of the workers for democratic self government.

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J. E. WILLIAMS  Arbitrators
W. O. THOMPSON  HART SCHAFFNER & MARX
Carl MEYER  AGREEMENT
May 29, 1920.

PETITION TO THE BOARD OF ARBITRATION.

Prof. James H. Tufts, Chairman
Board of Arbitration.

Yesterday, May 28th, by preconcerted arrangement, the cutters in the Necht Building, at Congress and Throop Street, perpetrated a strike to force the company to increase the minimum cutters' salary from $43 to $45 per week. The strike continued two hours and in addition, the cutters refused to work the full overtime as ordered.

This strike was organized by cutters who knew the existence of the decision of your Board in which the change of minimum rate for cutters was contingent upon the enforcement of standards of production. The cutters are trying to force the company to give the increase without any standards of production. This may be part of the propaganda which has developed against Mr. Hillman, particularly in New York, against the action of the Convention in approving standards of production.

As is customary in these cases of discipline, the company asks immediate action, inasmuch as delay weakens the effect of any action taken by the Board to defend its rulings, and the integrity of the agreement.

E. D. Howard.
PETITION TO THE BOARD OF DIRECTORS

Petitioner: James M. Taylor

Dear Board of Directors,

We recently purchased a new refrigerator and have been experiencing issues with it. After consulting with the manufacturer's representatives, we have determined that the problem lies in the design of the compressor. The manufacturer's compressor is not compatible with the electric supply in this region, resulting in frequent overheating and potential damage to the appliance.

We have been in contact with the manufacturer and have requested a replacement compressor, which would solve the problem. However, due to the complexity of the issue, a new compressor will require an additional $500 for installation.

We understand the financial burden this may place on the company, but we believe that it is in the best interest of our business to address this issue promptly. We are willing to contribute towards the cost of the replacement compressor, as we believe it is a necessary investment for our continued success.

Thank you for your consideration.

Sincerely,

[Signature]

[Company Name]
Subject: Stoppage of Cutters.

Prof. Howard: —

The cutters on all floors stopped work this afternoon; stopping and starting times shown below:

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<thead>
<tr>
<th>Floor</th>
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<td>7th</td>
<td>2:10</td>
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When the stoppage began, the Labor Dept. was immediately notified; also the cutting dept. in the main building.

The shop union officials at once started an attempt to put the men back to work. No action was taken by Mr. Goldberg or myself beyond stopping a few men on break and refusing to issue pieces for some who wanted to go home. In the meantime, the men were quiet, standing around talking among themselves.
Mr. Feyer came on the scene a short time after the stoppage began and at once tried to put the men back to work on the 6th floor. He made a speech to the men and then ordered them back. They refused. Then he and the chairman went to each man personally and ordered them back. It took some time before the men finally decided to work.

At 3:19, Brooks, Dunn (shop stewards) and Ginsburg started to work, but this seemed to have no effect on the men so they quit at 3:21 and began urging the men again. Finally the men on the 6th floor started, with promising a shop meeting at the union office after working hours by Mr. Feyer. They wanted us to eliminate the overtime, last night, for the meeting, but we would not grant the request. The men all went out on regular time without overtime, however.

The cause of the stoppage was the increase of minimum granted by the arbitration board on condition that the union accept cutting room standards. As this is a familiar question I will not enlarge upon it.

Respectfully,

H. Dean.
SUPPLEMENTARY PETITION TO BOARD OF ARBITRATION.

Re: Cutters stoppage on May 29th.

The facts show clearly that the stoppage was a demonstration against the ruling of the Board requiring standards of production before the minimum wages be raised from $43 to $45. This is the second time within a year that the cutters have shown a contempt for the board by attempting to influence its decisions by direct-action. This practice was temporized with on the first occasion and the cutters actually given concessions as the result of the strike. The company earnestly petitions the board to stop this practice of stoppages just beginning to creep in after years of freedom from these violations of the agreement.

The company suggests that those cutters who participated in the stoppages be declared to have forfeited all claim to any benefit of the decision against which they rebelled and held in contempt. Those who do not accept the duties of the agreement should not participate in the benefits.

E. D. HOWARD.
SUPPLEMENTARY PETITION TO BOARD OR APPEAL BOARD

Re: Appeal Respite on May 26th

The purpose from the original petition for an appeal was a demonstration amongst the Board of the necessity of the manner of public hearing at a hearing which was given to the matter in the hearing of the public. The appeal was not supported in the manner of public hearing at a hearing which was not given to the matter in the hearing of the public. The appeal was not supported in the manner of public hearing at a hearing which was not given to the matter in the hearing of the public.

The company's position from the appeal was that there were deficiencies of the Board which were brought to the Board of Appeal.

E. H. HAWARD
Prof. Howard:
List of cutters must stoppage now Bldg 7
Meet Bldg 5/28/20 to follow tonight

Names checked are either:
(1) Receiving rate $5.00 or above
(2) Apprentice not yet graduated to minimum

J.A. Harwood

3/29/20
540 George Hendeha 47 35
509 Casdian Hadda 45 25

29 Herness

(1) North of the South
(2) South of the North

Surely on a good season

For A. Herness
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<td>402 Kravitz J.</td>
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<td>473 Bentel F.</td>
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<td>520 Lindstrom P.</td>
<td>586 Gunderson P.</td>
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</table>
Prof Howard:
Re: Stoppages in cutting room.
1. Cutters seem to be misinformed.
(a) Union officials attempt to convey the impression that standards are recognized and cite cutters commission as indicating organization accepted standards.
(b) Union officials claim this is the only house where the 4.5-5.0 is not being paid. State that Rippenheimer is paid 4.5 and without raising any question is to standards.

2. Rumor has it that at last Thursday night meeting the cutters in mass demanded to know why the increase to 5.5 was not satisfactory.

3. The cutters are included today to gather in groups of 3 or 4 and discuss this question. Remarks and gripes about the 4.5-5.0 minimum.
I'm not sure what you're asking about.

I'm not sure what you're asking about.

I'm not sure what you're asking about.

I'm not sure what you're asking about.

I'm not sure what you're asking about.

I'm not sure what you're asking about.

I'm not sure what you're asking about.

I'm not sure what you're asking about.

I'm not sure what you're asking about.

I'm not sure what you're asking about.

I'm not sure what you're asking about.

I'm not sure what you're asking about.
4. Mr. Dean has reported to you on the 7th St. stoppage.
5. The stoppage on the 10th floor lasted from about 8:35 to 9:53. I would say about 3/4 of the floor stopped work. The stoppage took place. Reese and Rose had the men back at work when Deier arrived.
6. No one has any definite information as to who the leaders were.
7. In talking with union officials my position has been that the house would pay 45c minimum as soon as the 3D arbitration ordered it upon the acceptance of standards of production by Mr. Rossman.

J. H. Harvard
June 4, 1920.

Unfinished business before the Board of Arbitration.

The following cases have been presented to the Board of Arbitration, but as yet no decisions have been written. The delay in these cases has been very embarrassing to the deputies who find it very difficult to explain to their respective clients why decision should not be rendered. The deputies have agreed, therefore, to earnestly petition your Board to give some attention to this matter:

Case #1. Petition by the company for permitting lining cutters to be promoted to the cutting room. Filed April 7. Hearing on April 26th.

Case #2. Appeal by the company from ruling of the Trade Board in cases #966 and #967. Filed April 8th. Supplemented by petition on April 27. Hearing on April 26. No decision.

Case #5. Petition by the company for relief in the matter of cutting mixed fabrics. Filed April 6. Hearing April 26th. No decision.

Case #6. Appeal by the company from decision of Trade Board in Case #916, dated June 30th. Hearing by the Board Feb. 10. No decision.

Case #7. Petition by the company, dated Feb. 27th, asking for transfer from temporary force of cutters to the permanent list in order that any possible confusion and misunderstanding may be prevented. This petition has close relation to the apprentice question. No hearing or other attention has been given this petition as yet.

Case #8. Petition by the company, May 29th for discipline because of cutters stoppage. Hearing June 3rd. Supplementary petition suggesting specific method of relief filed June 3rd.

E. D. Howard.

Case on apprentice

84 0
The following cases have been presented to the Board of Directors:

Case 1: Petition by the company for reorganization.

The petition was submitted on March 15, 1930. This matter has been under consideration since then. A hearing was held on April 20, 1930.

Case 2: Petition by the company for reorganization.

The petition was filed on July 15, 1930. A hearing was held on September 30, 1930.

Case 3: Petition by the company for reorganization.

The petition was filed on October 15, 1930. A hearing was held on December 30, 1930.

Case 4: Petition by the company for reorganization.

The petition was filed on January 15, 1931. A hearing was held on March 30, 1931.

Case 5: Petition by the company for reorganization.

The petition was filed on February 15, 1931. A hearing was held on April 30, 1931.

E. D. HOWARD,
Prof. Howard:

Here is the list of cutters involved in Kecht Bldg. stoppage 5/28/20.

Some of these have quit or been discharged since that date.

T. A. Harwood

V = 45 or over and apprentices
<table>
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<td>601 Lila Frank</td>
<td>681 Kluha Joe</td>
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<td>602 Stienkla Stanley</td>
<td>686 Golodnir Chas.</td>
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<td>605 Behr Wm</td>
<td>689 Hershey Max.</td>
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<td>606 Howell Art.</td>
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<td>607 Kehout Robt</td>
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<td>608 Gunansky Geo.</td>
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<td>693 Smith John</td>
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<td>611 Friedman Joe</td>
<td>694 Kurtz Chas.</td>
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<td>613 Janas F.</td>
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<td>820 ORT Carl</td>
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<td>680 Thorich Mike.</td>
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Cutter's of Hecht Building (Continued)

823 Gregalis A
824 Backbinder Dave
826 Scholz Sol
827 Hurst Harold
828 Kerstein Nathan
830 Manno Irwin
831 Michaels Joe
832 Heidel Jacob
834 Stropnicky J.
836 Perring WM
837 Kartz Nathan
840 Mack Frank
841 Karlan Max
842 Gann Frank
843 Schlock WM
845 Mueller WM
846 Painter WM
847 Cohen Samuel
848 Scheluter Albert
849 Induch Robert
850 Corab
851 Rawns Otto
852 Mander Abe
853 Bagherman
854 Weiner Chas
855 Brody Julius
856 Adleshold G.
857 Ruhl Peter
859 Kosher John
860 Baker Louis
866 Saferty D.
889 Corn Edw.
873 Keller Gross
901 Faller L
902 Shephard
903 Kleinmuhler Fr
904 Flakken
905 Rudolph
906 Stahl H
907 Abrams
908 Gross S
909 Lincoln J
910 Szitah Geo
911 Maxman a
912 Shafron H.
913 Berger WM
914 Davidson C
915 Ehlich M
916 Friedmann
917 Kivane A.
919 Faller Joe
920 Nelson A
920 Sirkin Abe
921 Stein M
922 Kollisch Henry
923 Hoder Ted
924 Halperin A
925 Bergman C
926 Ciesielke S
928 Mass Max
929 Stottland Sam
931 Silverman J
932 Trieger Dave
933 Lucas C
934 Jacobs L
935 Robinson M
936 Feinblatt M
937 Kollitz Harry
938 Rosen Sol
939 Vozny Matthew
940 Armag Geo
941 Fainbs WM
942 Abraham P
946 Chankin Hyman
947 Schaltz Henry
948 Nolan B
949 Tows A
950 Diamond WM
951 Stinasta WM
952 Sowha S
953 Snyder
954 Kreyclk James
955 Kauder James
956 Karr Kott
958 Casino Joe
959 Schroeder John
960 Shapiro Tom
961 Smith Max
962 Shapiro Morris
963 Mcc Means J
966 Cohen WM
967 Jacobs Henry
968 Barkley Chas
969 Miller Sidney
970 Brown D
971 Weismert E
972 Houston W
973 Burkey J
974 Lutz H
975 Faden B
976 Keli J
977 Rosefeld S
978 Altersom Max
979 Folloch WM
980 Zemlick John
981 Tarre Hyman
982 Urhan A
983 Eskevitcha Sam
984 Zalud Ed
985 Zalov R
986 Mendelson
987 Gilbertson F
988 Weinsteino Sam
989 Levy Ed
990 Regeh E
991 Jablow B
992 Paul Louis
993 Barger Albert
994 Mankus Stanley
995 Valenti Sam
998 Parkman H
999 Trosky H
1101 Schwartz J
1102 Weiser W
1103 Bona C
1104 Carnovicha N
1105 Michael O
1106 Tracck H
1108 Kramer M
1110 Wendt B
1111 Reinhreiber J
1112 Sibraa H
1113 Fanlin Joe
1122 Norris R
1169 Grossman WM
1401 Kingstrnd
1402 Harris Abe
1403 Harris Sam
1404 Steinberg M
1405 Vanderberg A
1406 Blatt Jack
1407 Nelson Walter
1408 Goldberg B
1409 Aolar Ed.
1410 May Hage
1411 De Paul Tony
1412 Neslove Morris
1413 Brandes Sam
1414 Peterson Karl
1415 Rachterel J
1416 Robinson Abe
1417 Cansona Benny
1418 Weinburg Jacob
1419 Mark A
1420 McBride H
1421 Feldman Jacobs
1422 Willinger
1423 Kritzeb Heyman
1424 Anderson Wm
1425 Adams C
1426 Freeman Joe
1427 Riff Sam
1428 Inholz Fred
1429 Kol Earl
1430 Prohmaha James
1431 Pullin John
1432 Barmich Jos
1433 Joseph Sol
1434 Bombberg Nathan
1435 Dallinig Fred
1436 Dryman Hugh
1437 Carmak John
1438 Goldman Albert
1439 Gilles Erneet
1441 Skampnarlz Florian
1442 Slaes Conrad
1443 Shala Frank
1444 Summerfield Leonard
1445 Bererner Edw.
1446 Slaa Joe
1447 Smyth Rob.
1448 Levy Peter
1449 Smelana Joe
1450 Loelmdorf Fred
1452 Williams Hoo.
1453 Newman Henry
1454 Faunce Norman
1455 Schreiner Christ
1456 Rafferty Phillips
1457 Drify James
1458 Michaels Harry
1459 Zauns Joe
1460 Mazza Frank
1461 Tannembaum Morris
1464 Roeff Sam
1465 Cheney Edw.
1466 Iavlinselle Ralph
1467 Ramond Joe
1473 Penritz Jos
1471 Shaken Samuel
1475 Tllick Edw.

1476 Appel Fred
1477 Kerman H
1478 Lovlit Ben.
1479 Ratchin Meyer
1480 Barssell B.
1481 Sawker Ambrose
1482 Green Gustan
1483 Gerson Jack
1484 Sherman J.
1485 Marenenson
1486 Feiszel Chas.
1487 Haunr Weiner
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1489 Steiber Frank
1490 Causer Aug.
1491 Edder Edw.
1492 Desamund Phillips
1493 Salvant Sam
1494 Brown Ed.
1495 Feinnae
1496 Beaumuny James.
1497 Brown Walter
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1499 Napolinski Jos
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1501 Schaudt Walter
1502 Sabit Jacobs
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1507 Ehren Frank
1508 Brome Sayal
1509 Manning Jos
1510 Frank Lewis
1511 Rafferty Phillips
1512 Drify James.
1513 Cornell S
1514 Price Leo.
1515 Goldberg Julius
1516 Shender F
1517 Shapiro F.
1518 Ballard Edw
1519 Iskowitz Max
1520 Jacobson Ingvent
1521 Whitman Joseph
1522 Schenle Morris
1523 Seiling Wm
1525 Weisfield Frank
1526 Jhabert Jos
1528 Zimmerman Abe
1529 Grossman Irving
1530 Rocklin M
1531 Pinkelman Max
1532 John David
1533 Christell Vally
1534 Heller Harry.