

(COPY)

STATE OF MISSOURI

ss.

COUNTY OF JACKSON

WAVE TOBIN, of lawful age, being duly sworn, makes oath and says:

I am manager of the Kansas City Joint Board of the International Ladies Garment Workers Union and have been since April, 1936.

When I became manager of the Joint Board there were four local unions in Kansas City, Numbers 114, 115, 113, and 124. Local 124 was known as the "Donnelly Garment Workers Union", and I suggested that since the Donnelly Garment Company discharged the members of that local employed in their factory as soon as they found out that they were members and that there would be better working coordination and protection for the workers in the Donnelly Company who joined the union, that all such workers would be taken in Local 118. This suggestion was followed and the membership from various factories totalling 724 are now members of Local 118. This includes many of the union members who were working in the Donnelly factory before their union membership was discovered and they were discharged.

During 1937, between March 18th and May 20th, Locals 250, 270, 274, and 288 were chartered and all of the locals now have a complete organization, with a full set of officers and meet regularly once a month. The members of Local 115 are all cutters and the members of the remaining locals are operators from the dress and coat industry.

The membership in the various locals is constantly on the increase and during the past year the activities of the union have materially broadened. Under the jurisdiction of the Kansas City Joint Board we have an educational department employing five teachers, with classes in parliamentary law, public speaking, current events, trade union activities, athletics, singing, dancing, dramatics and music. Classes in the various branches meet once each week.

Since 1933 when the first local was chartered in Kansas City, contracts with more than ninety per cent of the coat and dress manufacturers in Kansas City have been executed. Among them is the contract with the Kansas City Coat Manufacturers

Association and the Marlene Dress Shop, copies of said contracts being attached hereto, made a part hereof and marked respectively Exhibit A and Exhibit B.

My first experience in Kansas City in connection with the union was in the spring of 1934. At that time many of the shops had not been organized and the girls were required to work from forty five to sixty hours per week, and in many of the cotton dress factories wages as low as \$4.00 and \$5.00 per week were being paid. In practically all the dress factories in Kansas City the hours now range from thirty-five to forty per week and the minimum wage is \$13.00 per week. In the coat factories the hours are thirty-five per week and the minimum wage for semi-skilled operators is \$21.70 and for skilled operators \$26.50 per week.

However, practically all of the work in the garment industry is done on a piece-work basis. The fixing of the minimum wages does not mean so much to the workers if the employer can fix the piece-work prices for the different garments and raise or lower them at their own will. Through our union price fixing committees the amount for piece-work has arrived at by bargaining with their employers which right we never had before the institution of the various local unions in Kansas City.

Since I have been manager of the Kansas City Joint Board I have been successful in entering into contracts with eleven manufacturers and renewing the contract with the Kansas City Coat Manufacturers association, which is composed of four coat factories. In every instance the relationship between the manufacturers and the union has been harmonious and I have had comparatively few complaints from the workers. Many of the executives of the various factories have advised me that there is apparently a better feeling among the employees, more efficient work and a decided improvement in the loyalty of the employees to the employer* We have meetings at least once a month with the employees of the various factories, which are known as shop meetings. At these meetings the necessity for faithful and efficient work and loyalty to the employer is stressed. It is the belief of the officers and executives of the International Ladies Garment Workers Union that the best and most efficient results may only be obtained where there is complete harmony between employer and employee, and we think we have established such a relationship in the union factories in Kansas City.

Further affiant saith not.

(Signed)

Wave Tobin.

Subscribed and sworn to before me this day of October, 1937.

My commission expires

Notary Public

UNITED STATES DISTRICT COURT WESTERN DIVISION, WESTERN DISTRICT OF MISSOURI.

No. 2924

DONNELLY GARMENT COMPANY, a Corporation, and DONNELLY GARMENT SALES COMPANY, a Corporation, Plaintiffs,

vs.

INTERNATIONAL LADIES' GARMENT WORKERS' UNION, et al, Defendants.

AFFIDAVIT OF WAVE TOBIN

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FRANK P. WALSH JEROME WALSH Attorneys for Defendants