

Plaintiff's Ex "A"

O.H.S.

We Do Not Patronize

THE

"NELLY DON" DRESS

TO THE CONSUMING PUBLIC:

The Donnelly Garment Company of Kansas City, Missouri, producers of the "Nelly Don" dress, are on the unfair list of organized labor. Therefore, we appeal to the consuming public to HELP US BY NOT BUYING, AND BY NOT OFFERING FOR SALE "NELLY DON" DRESSES until we establish in the shop of the Donnelly Garment Company the rights and privileges, wage scales, and hours of work that prevail in every shop in the dress industry throughout the country.

The workers of the Donnelly Garment Company are compelled to work long hours while their wage scale is far below that which prevails everywhere else in the dress industry. The speed-up system is such that most of the 1300 workers employed by this firm are in a state of exhaustion and fatigue. Many of them must have constant medical attention because of the nervous strain imposed upon them by this system. Numerous workers suffer complete nervous breakdowns.

On the next page of this booklet we reproduce a copy of a letter which was sent to the Donnelly Garment Company. The firm has not replied to this letter, but has instead, organized a company union which has been named the "Donnelly Garment Worker's Union." The Company has also more firmly entrenched in their shop the Spy System which they established long ago. The Spy System is under the direct supervision of a notorious strike-breaking detective agency, through which every worker is spied upon. Those who dare to complain of conditions, or join a labor organization, or express a favorable opinion of a union, are immediately discharged.

We appeal to you to help us establish in this shop, conditions and wages that befit civilized human beings. WE APPEAL TO YOU NOT TO PURCHASE THE "NELLY DON" DRESS.

Kansas City Joint Board,
INTERNATIONAL LADIES' GARMENT WORKERS' UNION
Executive Office:
1022 Baltimore Avenue,
Kansas City, Missouri

Donnelly Garment Company 1828 Walnut Street Kansas City, Missouri Gentlemen:

The Kansas City members of the International Ladies' Garment Workers' Union feel compelled to place before you the following grievances that should be adjusted immediately.

Fifteen members of our Union were discharged by your firm because of their affiliations with our organization. Their case was up before the National Labor Relations Board. During the period the hearings took place the NRA was declared unconstitutional by the Supreme Court of the United States and the Government could proceed no further. The discharged workers have not as yet been returned to work by your firm.

The Dress Industry, in which your firm is engaged, is highly unionized throughout the country. Nearly every producer of dresses is in contractual relations with our Union. The 150,000 Union workers employed in this industry are enjoying a 5-day, 35-hour working week and a \$22.05 per week minimum wage scale for operators, and reasonable, fair minimum scales for finishers, pressers, cutters, et cetera. Piece workers, who compose the majority of workers in your shop as well as in the industry, are enjoying the right, through committees selected by them, of having an equal voice with the management in each shop in determining the piece rates for each garment or operation on a garment.

The workers in most of the industry enjoy the freedom and rights of organization. Collective bargaining has been established as a permanent institution. These are the conditions and wage scales in the organized industry.

However, in your shop the minimum wage scale for operators is between \$12.50 and \$15.00 per week.

The wage scales for finishers, pressers and cutters are at least 30 per cent lower than those that exist in the industry.

The hours of work in your shop are 40 and more per week.

Your workers are denied the right of joining a labor organization, and those who do, are immediately discharged. Your workers are denied the privileges of genuine collective bargaining. The piece workers in your shop have no voice as to what the piece rates should be as they are set exclusively by representatives of your firm.

The conditions and wages under which your employees are working not only deprive them of the privileges and opportunities enjoyed by the workers in this industry, but endanger their general work standards and wage scales. Your firm has undue and unjustified advantages over your competitors. The Union believes in "Fair Competition," but it does not consider competition fair when it is gained solely at the expense of the workers.

Under your system of production, workers are compelled to invest extraordinary effort, but the reward that follows is very meager in proportion to the efforts invested. Under modern methods of production such treatment of workers is not only wrong from the humane point of view, but also destructive from the economical point of view. In comparison with other shops in the industry which produce the same type of garment the production in your shop is about 30 per cent higher while the earnings of the workers are about 30 per cent lower.

We, therefore, believe that a conference between our Union and your firm, for an adjustment of these grievances, should take place immediately. The Union has named a committee which stands ready to meet a similar committee named by your firm.

May we respectfully request that you advise us before the end of this week as to when and where it would be convenient for you to meet our Conference Committee.

Our aim is industrial peace. We believe in intelligent co-operation between employer and employee. Such co-operation is essential for the welfare of all factors in industry, including the consuming public and community at large. Peace and harmony prevail in the major part of the Dress Industry and we are eager to extend this co-operation to include your firm. Let us join hands to avoid industrial conflict.

Respectfully yours,

Kansas City Joint Board

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

By Wave Tobin, Manager

Approved by: Meyer Perlstein, Regional Director,
International Ladies' Garment Workers' Union
MP

MISS-MARY JANE MILLER

707 RUSK AVE

HOUSTON TEX

MISS GRACE BULLARD

KANSAS CITY