

ROYAL COMMISSION ON LABOUR.

MINUTES OF EVIDENCE,

WITH

APPENDICES,

TAKEN BEFORE

GROUP "B."

TRANSPORT AND AGRICULTURE

(The term "Transport" including Railways,
Shipping, Canals, Docks, and Tramways),

OF THE

ROYAL COMMISSION ON LABOUR.

(Volume I.)

DOCKS, WHARVES, AND SHIPPING.

Presented to both Houses of Parliament by Command of Her Majesty.
April 1892.



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1892

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Revised Editions. Tables showing subsequent Repeals, effected by Acts of Session 54 & 55. Roy. 8vo. 30 pp. Stitched.

Chronological Table and Index of. Eleventh Edition. To the end of the Session 52 & 53 V. Roy. 8vo. 1,690 pp. Cloth.

Statutory Rules and Orders other than those of a Local, Personal, or Temporary Character issued 1890. With a List of the more important Statutory Orders of a Local Character arranged in class. Index. Roy. 8vo. 1,120 pp. Boards.

Statutory Rules and Orders in force on 1st January 1891. Index to. Imp. 8vo. 362 pp. Cloth.
 Public and Private Acts passed during the past Session are in course of publication.

[C. 6555.] MONBASA RAILWAY SURVEY AND UGANDA (Africa No. 4). 149 pp. P

[C. 6647.] POTATO DISEASE. Recent Experiments for checking the spread of. 184 pp. P

[C. 6676.] TRADE OF THE UNITED KINGDOM. 1891. 424 pp. P

[C. 6698.] COMMERCIAL TREATIES AND TARIFFS. Correspondence, 1891-2. 447 pp.

[C. 6708.] LABOUR COMMISSION. First Report of Commission. 4 pp.

[C. 6711.] EDUCATION. EVENING SCHOOLS. Code of Regulations, dated May 31st, 1892. 8 pp.

[C. 6740.] DITTO. SCOTLAND. Report of Committee of Council. Years 1891-2. 36 pp.

H.C. No. 229. TELEPHONE SYSTEM DEVELOPMENT. 8 pp.

H.C. No. 240. THEATRES AND PLACES OF ENTERTAINMENT. Report from Select Committee on. 18 pp.

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This Report is

(104)

ROYAL COMMISSION ON LABOUR.

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A 152

TRANSPORT AND AGRICULTURE
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ROYAL WARRANT APPOINTING THE ROYAL COMMISSION ON
LABOUR.

VICTORIA, R.

Victoria, by the Grace of God of the United Kingdom of Great Britain and Ireland Queen, Defender of the Faith:

To Our right trusty and well-beloved Councillor Spencer Compton Cavendish, commonly called Marquess of Hartington; Our right trusty and right well-beloved Cousin and Councillor Edward Henry, Earl of Derby, Knight of Our Most Noble Order of the Garter; Our right trusty and well-beloved Councillor Sir Michael Edward Hicks-Beach, Baronet, President of the Board of Trade; Our right trusty and well-beloved Councillor Anthony John Mundella; Our right trusty and well-beloved Councillor Henry Hartley Fowler; Our right trusty and well-beloved Councillor Leonard Henry Courtney; Our right trusty and well-beloved Councillor Sir John Eldon Gorst, Knight, one of Our Counsel learned in the Law, one of the Under Secretaries of State to Our Principal Secretary of State for India; Our trusty and well-beloved Sir Frederick Pollock, Baronet, Master of Arts, Corpus Professor of Jurisprudence in Our University of Oxford; Our trusty and well-beloved Sir Edward James Harland, Baronet; Our trusty and well-beloved Sir William Thomas Lewis, Knight; Our trusty and well-beloved Alfred Marshall, Esquire, Master of Arts, Professor of Political Economy in Our University of Cambridge; Our trusty and well-beloved William Abraham, Esquire; Our trusty and well-beloved Michael Austin, Esquire; Our trusty and well-beloved Gerald William Balfour, Esquire; Our trusty and well-beloved Joseph Cheney Bolton, Esquire; Our trusty and well-beloved Thomas Burt, Esquire; Our trusty and well-beloved Jesse Collings, Esquire; Our trusty and well-beloved David Dale, Esquire; Our trusty and well-beloved Alfred Hewlett, Esquire; Our trusty and well-beloved Thomas Henry Ismay, Esquire; Our trusty and well-beloved George Livesey, Esquire; Our trusty and well-beloved Tom Mann, Esquire; Our trusty and well-beloved James Mawdsley, Esquire; Our trusty and well-beloved Samuel Plimsoll, Esquire; Our trusty and well-beloved Henry Tait, Esquire; Our trusty and well-beloved Edward Trow, Esquire; and Our trusty and well-beloved William Tunstill, Esquire, greeting.

Whereas We have deemed it expedient that a Commission should forthwith issue to inquire into the questions affecting the relations between employer and employed; the combinations of employers and of employed; and the conditions of labour, which have been raised during the recent trade disputes in the United Kingdom; and to report whether legislation can with advantage be directed to the remedy of any evils that may be disclosed, and, if so, in what manner.

Now know ye, that We, reposing great trust and confidence in your knowledge and ability, have nominated, constituted, and appointed, and do by these presents nominate, constitute, and appoint you, the said Spencer Compton Cavendish, commonly

called Marquess of Hartington; Edward Henry, Earl of Derby; Sir Michael Edward Hicks-Beach; Anthony John Mundella; Henry Hartley Fowler; Leonard Henry Courtney; Sir John Eldon Gorst; Sir Frederick Pollock; Sir Edward James Harland; Sir William Thomas Lewis; Alfred Marshall; William Abraham; Michael Austin; Gerald William Balfour; Joseph Cheney Bolton; Thomas Burt; Jesse Collings; David Dale; Alfred Hewlett; Thomas Henry Ismay; George Livesey; Tom Mann; James Mawdsley; Samuel Plimsoll; Henry Tait; Edward Trow; and William Tunstill; to be Our Commissioners for the purposes of the said inquiry.

And for the better effecting the purposes of this Our Commission, We do by these presents give and grant unto you, or any nine or more of you, full power to call before you such persons as you shall judge likely to afford you any information upon the subject of this Our Commission; and also to call for, have access to, and examine all such books, documents, registers, and records as may afford you the fullest information on the subject; and to inquire of and concerning the premises by all other lawful ways and means whatsoever.

And We do further by these presents authorise and empower you, or any nine or more of you, to visit and inquire at such places as you may deem it expedient so to visit and inquire at, for the more effectual carrying out of the purposes aforesaid; and to employ such persons as you may think fit to assist you in conducting any inquiry which you may hold.

And We do further by these Our presents will and ordain that this Our Commission shall continue in full force and virtue; and that you, Our said Commissioners, or any nine or more of you, may proceed in the execution thereof, and of every matter and thing therein contained, although the same be not continued from time to time by adjournment.

And We do further ordain that you, or any nine or more of you, have liberty to report your proceedings under this Our Commission from time to time, if you shall judge it expedient so to do.

And Our further will and pleasure is that you do, with as little delay as possible, report to Us under your hands and seals, or under the hands and seals of any nine or more of you, your opinion upon the matters herein submitted for your consideration.

Given at Our Court at St. James's, the twenty-first day of April, one thousand eight hundred and ninety-one, in the fifty-fourth year of Our Reign.

By Her Majesty's Command,
(Signed) HENRY MATTHEWS.

REFERENCE.

A Royal Commission to inquire into the questions affecting the relations between employer and employed; the combinations of employers and of employed; and the conditions of labour which have been raised during the recent trade disputes in the United Kingdom; and to report whether legislation can with advantage be directed to the remedy of any evils that may be disclosed, and, if so, in what manner.

ROYAL COMMISSION ON LABOUR.

GROUP B.

TRANSPORT AND AGRICULTURE

(The term "Transport" including Railways, Shipping, Canals, Docks, and Tramways).

LIST OF WITNESSES.

Name.	Interests represented.	Nos. of Questions in Evidence. (Vol. I., Group B.)	Days on which Evidence was given. (Vol. I., Group B.)	Page in Digest. (Vol. I., Group B.)	
				Analysis.	Précis.
Mr. Frank Brien	Dock, Wharf, Riverside, and General Labourers' Union of Great Britain and Ireland (Dockers' Union); and Fish Porters of the Port of London.	1-336 and 753-866.	1st & 2nd	79	8
„ Thomas McCarthy	Wharf and Dock Labour and Dockers' Union	337-752	1st	79	9
„ John Atkins	Wharf and Dock Labour and Dockers' Union	867-1131	2nd	79	10
„ Henry Styles	Wharf and Dock Labour and Dockers' Union	1132-1452	„	80	10
„ William Henry Horton	Wharf and Dock Foremen and Clerks' Union	1453-1652	3rd	80	11
„ Michael Hart	Wharf and Dock Labour and Dockers' Union	1653-1924 and 2192-2198.	„	80	11
„ Mortimer Costello	Wharf and Dock Labour and Dockers' Union	1925-2191	„	81	11
„ Henry Queleh	South Side Labour Protection League and Steamship Workers' Society.	2199-2595	4th	81	12
„ Joseph Falvy	South Side Labour Protection League and Corn Porters.	2596-2794	4th & 5th	82	12
„ William Salter	Wharf and Dock Labour and Dockers' Union	2795-3198	5th	82	14
„ James Donovan	Amalgamated Society of Stevedores	3199-3554	5th & 6th	82	14
„ Ben Tillett	Wharf and Dock Labour and Dockers' Union	3555-4081	6th & 7th	83	15
„ Robert Cridge	Amalgamated Stevedores' Association	4082-4389	7th	84	17
„ James Welch	Wharf and Dock Labour and Dockers' Union	4390-4533	„	84	17
„ Cornelius Donovan	Ballast Heavers' Protection Society	4534-4580	„	84	17
„ William Egerton Hubbard	The London and India Docks Company	4581-4918	8th	84	18
„ George Alexander Laws	The Shipping Federation, Limited	4918-5471	9th & 10th	85	19
„ Thomas Robb	The Shipping Federation, Limited	5472-5627	10th	86	22
„ James Greig	Wharfingers, Warehouse Keepers, and Granary Keepers' Association, and Free Trade Wharfingers.	5628-5839	„	86	22
„ Albert Edward Earnshy	Free Labour in connection with the Shipping Federation.	5840-5972	„	86	22
„ John Polhill	Free Labour in connection with the Shipping Federation.	5973-6069	11th	86	23
„ Josiah Griffin	Surrey Commercial Dock Company	6070-6298	„	86	23
„ Hugh Colin Smith	Hay's Wharf and Dock	6299-6396	„	87	24
„ William Becket Hill	Wilson, Hill, and Allan Lines	6397-6792	12th	87	24
„ William Groves	Firm of Granary Keepers	6793-6827	„	87	26
„ Stephen Sims	Amalgamated Stevedores' Labour Protection League.	6828-6892	„	87	26
Colonel George Raymond Birt	Millwall Docks	6893-7163	13th	88	26
Mr. William Langridge	Shipping Department of Messrs. Gray, Dawes, & Co.	7164-7333	„	88	28
„ George Barham	Association of Foremen and Clerks at the Docks.	7334-7429	„	89	28

LIST OF WITNESSES—continued.

Name.	Interests represented.	Nos. of Questions in Evidence. (Vol. I., Group B.)	Days on which Evidence was given. (Vol. I., Group B.)	Page in Digest. (Vol. I., Group B.)	
				Analysis.	Précis.
Mr. Robert Henry Armit -	Free Labour in connection with the National Labour Union.	7430-7468 -	13th	89	28
„ Richard Robert Fairbairn-	Amalgamated Society of Watermen and Lightermen of the Thames.	7469-7533and 7689-8275.	14th & 15th	89	29
„ John William Cripps -	Free Labour (Fisher's Wharf) - -	7534-7590 -	14th	90	30
„ William Paterson Lind -	The Shipping Federation, Limited - -	7591-7771 -	„	91	38
„ George Lloyd - -	Wharf and dock labour (Hay's Wharf) - -	7772-7828 -	„	91	30
„ Vernon Weston - -	The Sailors' Home - - - -	7829-7868 -	„	91	39
„ William Cameron - }	Employment under Shaw, Savill, & Co.	8276-8410 -	15th	91	40
„ Thomas Atkinson - }					
„ William Rigby - - }					
„ Edward Beckford - }	Employment under Shaw, Savill, & Co.	8411-8441 -	„	92	40
„ John Jay - - }					
„ Jacob Bowall - -	Wharf and dock labour (Hay's Wharf) - -	8442-8500 -	„	92	41
„ John Sennett - -	Free labour (Hermitage Wharf) - -	8501-8613 -	„	92	41
„ Clement Edwards -	Federation of Trade and Labour Unions and Shipping.	8614-8932 -	16th	92	36
„ Francis Thurston -	Amalgamated Society of Engine Drivers and Firemen (on Ships).	8933-9021 -	„	93	30
„ Arthur R. Abbott -	International Federation of Stowards, Seamen, and Firemen.	9022-9110 -	„	93	38
„ Harry Orbell - }	Dockers' Union - - - -	9111-9170 -	17th	94	41
„ Joseph Ross - - }					
„ Joseph Havelock Wilson -	National Amalgamated Sailors and Firemen's Union.	9171-10,375and 10,649-10,654.	17th, 18th, 19th & 20th	94	30
„ Henry Friend - -	North of England Sailors and Sea-going Firemen's Union.	10,376-10,520	19th	96	32
„ John B. Lee - -	Sailors and Firemen's Union (Sunderland) -	10,521-10,648	„	97	40
„ Maurice Evans Darby -	Former connection with the Seamen's Union and the Shipping Federation.	10,655-10,747	20th	97	41
„ Robert Pleasance - -	Former connection with the Seamen's Union and the Shipping Federation.	10,748-10,780	„	97	42
„ William Alfred Allison -	London Seamen's Union - - - -	10,781-10,799	„	97	42
„ William Key - -	North of England Sailors and Firemen's Union.	10,800-10,955	„	97	42
„ William Graffunder -	Cardiff Boarding Masters' Guarantee Association and Amalgamated Seamen and Tradesmen's Union.	10,956-11,111	„	98	43
„ Soll Samuel - -	Cardiff Seamen and Firemen's Union - -	11,112-11,149	„	98	43
„ Reuben Mantou - -	National Federation of Fishermen (Grimsby), and Fishing Industry in the North Sea.	11,150-11,243	„	98	43

APPENDIX.

GROUP B.

TRANSPORT AND AGRICULTURE

(The term "Transport" including Railways, Shipping, Canals, Docks, and Tramways).

LIST OF DOCUMENTS.

Document handed in.	No. of Appendix (Vol. I., Evidence, Group B.).	No. of Question (Vol. I., Evidence, Group B.).	Witness.
Name of a firm favouring the Eight Hours' Movement -	—	2769	Mr. J. Falvy.
Extract from export stevedores' pay books of P. & O. Company, showing the number of men employed, average wage, number of days worked, &c. (13th June 1890 to 9th June 1891).	—	3942	Produced by Mr. Ismay when examining Mr. Ben Tillett.
London and India Docks Joint Committee—Tonnage Account (1st January to 30th June 1891); also Abstract of Tonnage Account (1st January to 30th June 1891) as compared with the corresponding period of 1889 and 1890.	1	4582	Mr. W.E. Hubbard.
Diagram showing fluctuation of labour at the London and India Docks.	2	4584	"
Conditions of employment of permanent, registered, and extra labourers.	3	4631, 4649	"
Copy of Deed of the London and India Docks Joint Committee, providing for Superannuation Allowances.	4	4733	"
Copy of the Mansion House Agreement -	5	4775	"
Copy of certificates and articles of the Shipping Federation, Limited.	6	4919	Mr. G. A. Laws.
List of members (with tonnage entered 1st January 1891) of the Federation.	7	4920	"
Synopsis of the articles of the Federation showing its objects -	8	4926	"
Circular, dated 20th October 1890, giving the general scope of operations of the Federation.	9	4926	"
Circular, dated 23rd September 1890, by the Federation to ship-owners <i>re</i> "Freedom of Contract."	10	4931	"
Book of Transactions of the Federation, with Agendas and Reports from 2nd September 1890 to 10th April 1891.	—	4942	"
Ticket or certificate of registration as seamen, with rules -	11	4945	"
Brief record of strikes between September 1890 and April 1891 -	12	4948	"
Copy of "Wade's Arms" Manifesto (3rd December 1890) -	13	4954	"
Notice to seamen (6th December 1890) by the Federation -	14	4954	"
Notico issued to Amalgamated Stevedores by Union delegates -	15	{ 4956 5485	Mr. T. Robb.
Reply to "Wade's Arms" Manifesto (13th February 1891) -	16	{ 4956 5505	Mr. G. A. Laws.
Case and opinion of counsel on sections of the Merchant Shipping Act.	17	4960	Mr. T. Robb.
Letter reporting intimidation by Sailors' and Firemen's Union -	18	4963	Mr. G. A. Laws.
Copy of a letter from a Board of Trade official <i>re</i> "Desertion." -	19	4966	Mr. T. Robb.
Manifesto issued by the Secretary of the Sailors' Union; also replies made by shipowners in parallel columns.	20	5021, 5420	Mr. G. A. Laws.
Rules of the Amalgamated Seamen and Tradesmen's Union -	21	{ 5304 11,020	Mr. W. "Graffunder.
Extract from "Seafaring" (May 11th, 1889) showing that the Sailors' Union paid the fines of men who refused to proceed to sea with non-union men.	71	5329	Mr. G. A. Laws.
List of Sailors' Union officials who disavowed coercion -	—	5416	"
Copy of Mr. Harford's speech at Cardiff concerning the Shipping Federation ticket.	—	5417	"
Copies of two letters on the subject of the Federation reducing wages of Union seamen on the continent.	22	5417	"
Papers concerning the Cork strike -	—	5418	Mr. G. A. Laws.
Instructions to the Federation's agent with regard to the Dublin strike.	23	5418	"
Copies of letters relative to intimidation and picketing -	24	5418	"
Rules of the National Federation of Trades and Labour Unions. (See Appendix 55 for Amended Rules.)	25	{ 5419 8620	Mr. Clem Edwards.

LIST OF DOCUMENTS—*continued.*

Document handed in.	No. of Appendix (Vol. I., Evidence, Group B.).	No. of Question (Vol. I., Evidence, Group B.).	Witness.
Report of speech made on 13th January 1891 by the President of the Dockers' Union.	26	5419	Mr. G. A. Laws.
Circular issued by the Secretary of the Dockers' Union concerning "Coal Trimmers' Claims."	27	5419	"
Circular, dated 20th February 1891, sent to shipowners by the Federation of Trades and Labour Unions.	28	5420	"
Transcript of shorthand notes taken at an interview of a deputation with shipowners on 12th February 1891.	70	5420	"
Specimen black list, <i>i.e.</i> , list of deserters and failures to join	29	5420	"
Form of declaration required to be signed by the crews in New Zealand.	30	5422	"
Reply of Messrs. Gray, Dawes & Co. (British India Co.) to the "Wade's Arms" Manifesto.	31	5476	Mr. T. Robb.
Particulars of prosecutions for assaults, &c.	32	5481	"
Copy of a letter sent to the India Dock Joint Committee <i>re</i> "Extra police protection."	33	5482	"
Plan of attack made on the steam tender "Petrel" by unionists	34	5482	"
Police vouchers for 737 <i>l.</i> 3 <i>s.</i> 4 <i>d.</i> for protection of non-unionists	—	5484	"
Description of grain warehouses (Surrey Commercial Dock Co.)	—	6080	Mr. J. Griffin.
Table of payments to casual and weekly men on the tea floor at Hay's Wharf.	35	6315	Mr. H. C. Smith.
Table of payments to preference men on Hay's Wharf	36	6321	"
Tables of wages paid at Willsons and Symon's Wharves (1st January to 30th June 1891).	37	6324	"
Circular letter, dated 21st May 1890, from the Dockers' Union to its members <i>re</i> the strike at Hay's Wharf.	38	6396	Handed in by Mr. Tom Mann.
Papers connected with the Mutual Insurance Scheme of the Millwall Dock Company.	39	6947	Col. G. R. Birt.
Copy of card given to preference men by Messrs. Gray, Dawes & Co.	40	7170	Mr. W. Langridge.
Statement of stevedores' wages, and overtime worked	41	7176	"
Statement of coalworkers' wages	42	7188	"
Rules of the British India Lines Benefit Club	43	7226	"
Rules and member's card of the General Labour Union	44	7431	Mr. R. H. Armit.
Letter from a solicitor, stating that he had registered the General Labour Union.	45	7432	"
Resolutions passed at a meeting of Trades Union delegates (London 1881).	46	7436	"
Price list of a Belgium firm	—	7449	"
Copy of award made by Lord Brassey with regard to lightermen's work and wages.	47	7494	Mr. R. R. Fairbairn.
Resolutions passed at a Conference between the Master Lightermen's Association and the Amalgamated Society of Watermen and Lightermen.	48	7494	"
Price list of sailing barges	—	7505	"
Balance sheet (1890) of the Amalgamated Society of the Watermen and Lightermen of the Thames.	49	7530	"
Extracts from the press respecting the British Seamen's Protection Society.	—	7603	Mr. W. Paterson Lind.
Copy of petition presented to Parliament by the Amalgamated British Seamen's Protection Society.	50	7647	"
Copy of Coroner's Notes with regard to fatal accident to a man on a lug which was run down by the Steamship "Hydra."	—	7869	Mr. R. R. Fairbairn.
Shorthand notes of the case, "Smith <i>v.</i> Francis," tried before the Queen's Bench Division with regard to the system of apprenticeship.	—	7869	"
Notice issued by the Amalgamated Society of Watermen and Lightermen to Master Lightermen and Barge Owners concerning (1) Lights for dumb barges below Charlton Pier, and (2) Gear and plant to be used in the navigation of dumb barges.	51	7904	"
Balance Sheet of the Watermen's Hall for the year 1888-89	52	8042	"
List of tug-owners and barge-owners entitled to vote at the election of representatives on the Thames Conservancy Board.	—	8067	"
Correspondence with the Board of Trade concerning the manning of the Victoria Steamboats.	—	8193	"
Copy of letter from Lord Brassey to the Watermen and Lightermen's Work and Wages Committee concerning his award; also resolutions passed at a Conference which resulted in Lord Brassey being appointed Arbitrator.	53	8215	"
Extract giving Report of Meeting in Bull Court at which Mr. Tom Mann addressed the men on strike at Hay's Wharf.	54	8455	Mr. J. Bowall.

LIST OF DOCUMENTS—continued.

Document handed in.	No. of Appendix (Vol. I., Evidence, Group B.).	No. of Question (Vol. I., Evidence, Group B.).	Witness.
Amended Rules of the Federation of Trades and Labour Unions -	55	8620	Mr. Clem. Edwards.
Copies of Manifestoes issued from "bogus" meetings called by the Shipping Federation.	56	8634	"
List of Unions federated with the Federation of Trade and Labour Unions.	57	8651	"
Rules of the International Federation of Stewards, Seamen and Firemen.	58	{ 9022 10,672	Mr. A. R. Abbott. Mr. M. E. Darby.
Provision Scale for the crew of the "Autocrat" -	59	9050	Mr. A. R. Abbott.
Contribution Card (Scandinavian Department) of the Sailors' Union.	—	9079	"
Extract from "Seafaring" (May 2nd 1891) with regard to the Cardiff strike.	60	9100	"
Letters from Mr. A. Shearer, concerning his connection with the Strike Committee.	—	9140	Mr. J. Ross.
Minutes and Resolutions of the Seamen's Conference held at Hartlepool (1854), with the General Rules of the Seamen's United Friendly Society as revised and amended for the year 1855.	61	9176	Mr. J. Havelock Wilson.
Manning Scale drawn up at the Seamen's Conference held at Hartlepool in 1854.	62	9177	"
Circular issued by the North of England Sailors' and Sea-going Firemen's Friendly Association to shipowners in January 1880, asking for an increase in wages.	—	9190	"
Circular issued by the Board of Trade to the different shipping officers and shipowners, with reference to the alleged preference to foreigners.	—	9197	"
Abstracts of replies thereto, by shipowners and the Superintendents of Mercantile Marine Offices.	—	—	—
Documents showing that owners withheld from the relatives of deceased seamen in the cases of the "Donegal" and the "Rowena" the pay due to them.	—	{ 9208 10,649-54	" "
Copy of letter (contained in a Board of Trade Return) from one of Anderson and Anderson's captains, with reference to the preference given to foreigners.	—	9221	"
Circular issued by the North of England Seamen's Society in 1886 to shipowners, convening meeting to discuss wages and the employment of foreigners.	—	9229	"
Rules of the National Amalgamated Sailors and Firemen's Union.	63	9238	"
Circular issued (1887) by the Sailors' Union to shipowners, concerning the inconvenience caused by men shipping on board vessels, and failing to join at the proper time.	—	9241	"
Copy of New Provision Scale proposed (1888) by the Sailors' Union, and showing the Old Provision Scale.	64	9247	"
Copy of letter to his father from one of the crew of the "Royal Tar."	—	9251	"
Extract from a San Francisco Paper, containing Report of the Medical Officer of Health at San Francisco upon the crew landed from the barque "Royal Tar."	—	9251	"
Extracts from letters showing that witness has always deprecated strikes.	—	9266	"
Copies of letters concerning prosecution of Mr. Hornsby and of Mr. Abbott for libel.	—	9272	"
Copies of letters re "Fysh" prosecution - - -	—	{ 9276 10,796	Mr. W. A. Allison.
Extract from the Shipping Gazette, containing report of "Fysh" prosecution.	—	9287	Mr. J. Havelock Wilson.
Copies of letters to Mr. M. E. Darby, concerning the attitude of the Shipping Federation towards the International Federation of Stewards, Seamen, and Firemen, and the Sailors' Union Congress.	—	9295, 9298	"
Summary (1876-82) of Returns sent in to the Chief Registrar by the Amalgamated British Seamen's Protection Society.	65	9325	"
Non-local receipts showing contributions of arrears by men returned from long voyages.	—	9342	"
Drafts of Bills to amend the Law relating to seamen - - -	66	9343	"
Forms of allotment note - - - - -	—	9370	Produced by Sir Michael Hicks-Beach.

LIST OF DOCUMENTS—*continued.*

Document handed in.	No. of Appendix (Vol. I., Evidence, Group B.).	No. of Question (Vol. I., Evidence, Group B.).	Witness.
Circular reprinted from the Shipping Gazette, containing article on "The Sailors' Union—its Policy and its Finances."	67	9404	Produced by Sir Michael Hicks-Beach
Balance sheet (1890) of the Sailors' Union -	68	9405	Mr. J. Havelock Wilson.
Discharges of seamen -	—	9567	
Notice issued by the Shipping Federation to their captains, concerning employment of Federation men.	69	9747, }	"
Circulars issued by the Shipping Federation to shipowners, with regard to the selection by their captains of crews at the District Registry Offices of the Federation.	—	10,224. }	
Report of case brought against a captain for discharging a seaman on articles because he had not a Federation ticket.	—	9771	"
Copy of letter to Mr. M. E. Darby, with regard to seamen joining the Shipping Federation.	—	9937	"
Parliamentary Return, giving rates of wages paid to able seamen in British ports in the years 1848, 1850, 1860, 1870, 1875, 1880, and 1882-1890.	—	9938	"
Manifesto by the North of England Sailors and Seagoing Firemen's Union.	—	9998, }	Produced by Mr. Livesey and Mr. Courtney.
Extract from "Seafaring" (December 7th, 1889), containing report of speech by Mr. Wilson at a meeting of the Union of Shipmasters and Officers.	—	10,273. }	
Extract from "Seafaring" (13th January 1891), giving a theory as regards a murder in Liverpool.	—	10,026, }	Produced by Mr. Livesey.
Parliamentary Return (1891) of Seamen's Savings' Banks, Money Orders, and Transmission of Wages.	—	10,415. }	
Board of Trade Return (for the year ending June 1891), showing number of inquiries into loss of vessels and life.	—	10,029	"
Circular issued by the Sailors' Union to the shipowners of the Tyne District, concerning the establishment of "call offices."	—	10,166	"
Board of Trade Return issued in 1886, showing increase in the per-centage of foreign seamen on British vessels.	—	10,204	Mr. J. Havelock Wilson.
Copy of letter from Mr. Wilson to his agent, with regard to a strike at Leith.	—	10,207	"
Photographs of ships illegally deck-loaded -	—	10,211	"
Card of membership of the International Federation of Stewards, Seamen, and Firemen.	—	10,295	"
Testimonial to the Cardiff Boarding Masters' Guarantee Association presented to the President of the Board of Trade.	—	10,337	"
Testimonials from shipmasters -	—	10,375	Mr. M. E. Darby.
Conditional advance notes issued to seamen about to join a vessel.	—	10,665	Mr. W. Graff- under.
	—	10,957	"
	—	10,963	"
	—	11,055	"

APPENDIX I.

LONDON AND INDIA

TONNAGE ACCOUNT of SHIPS entering the under-

From.	Arrivals in London.				London Dock.				St. Katharine.			
	1890.		1891.		1890.		1891.		1890.		1891.	
	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.
China and Japan	54	88,740	60	90,363	2	2,660	1	805	—	—	—	—
Singapore and Penang	8	10,323	7	11,068	5	6,367	6	9,320	—	—	—	—
Java and Sumatra	2	1,467	2	2,430	—	—	—	—	—	—	—	—
Manilla and other Philippine Islands	5	9,055	10	15,566	—	—	7	10,590	—	—	1	1,100
Rangoon and other rice ports	18	21,807	21	32,437	—	—	—	—	—	—	—	—
Calcutta	97	208,164	97	217,941	—	—	—	—	—	—	—	—
Madras and other Coromandel coast ports.	13	16,863	17	24,880	2	3,632	2	2,854	—	—	—	—
Tuticorin and Cochin	4	5,503	6	5,920	2	4,224	2	4,544	—	—	—	—
Ceylon	3	3,147	—	—	1	590	—	—	—	—	—	—
Bombay, Kurrachee, and Malabar Coast.	26	52,887	19	30,015	—	—	—	—	—	—	—	—
Persian Gulf	14	18,148	10	12,487	1	1,221	4	4,797	—	—	—	—
West Indies { British	45	42,294	42	37,501	17	15,999	5	4,168	—	—	—	—
and Guiana { Foreign	9	2,341	13	4,143	—	—	—	—	—	—	—	—
Mauritius, Madagascar, and Zanzibar	10	8,881	13	11,702	—	—	1	276	1	323	—	—
Cape of Good Hope and adjacent ports.	46	77,363	45	61,708	20	23,154	16	18,943	—	—	—	—
Australia	143	240,363	180	280,450	67	82,235	55	124,231	—	—	—	—
New Zealand	101	140,027	92	151,904	—	—	—	—	—	—	—	—
Africa—West Coast	—	—	1	255	—	—	—	—	—	—	—	—
Morocco and Canary Islands	16	10,534	14	10,847	—	—	—	—	15	10,534	14	10,847
Spain and Portugal	94	61,946	104	64,572	76	53,348	76	49,067	—	—	1	793
France	72	54,966	61	52,461	25	12,910	21	10,167	4	954	—	—
Mediterranean ports	49	55,465	49	52,503	1	91	—	—	7	4,637	8	4,541
Black Sea	69	81,200	66	79,756	—	—	—	—	—	—	—	—
Baltic and North of Europe	721	455,537	724	468,633	27	10,948	25	9,904	78	64,530	80	69,049
North America { British	42	53,253	24	34,852	6	3,978	2	2,231	—	—	—	—
{ United States	232	394,506	186	312,600	2	8,971	4	5,659	—	—	—	—
Central America	26	10,712	32	12,993	—	—	—	—	—	—	—	—
South America { East Coast	16	21,089	21	23,576	4	6,310	4	7,408	—	—	—	—
{ West Coast	28	24,670	21	20,522	—	—	—	—	—	—	—	—
Falkland Islands and South Seas	4	5,160	2	2,152	—	—	—	—	—	—	—	—
TOTAL TO DATE	1,966	2,176,465	1,838	2,156,940	259	230,374	264	264,642	106	70,967	104	76,330
TOTAL TO LAST WEEK	1,933	2,133,198	1,841	2,103,032	226	229,491	261	261,030	106	76,417	102	74,797

APPENDIX I.

DOCKS JOINT COMMITTEE.

mentioned Docks, from 1st January to 30th June 1891.

Royal Victoria.				Royal Albert.				Total.							
1890.		1891.		1890.		1891.		1890.		1891.		Increase.		Decrease.	
Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.
—	—	—	—	41	66,800	34	57,196	45	69,490	35	57,690	—	—	8	11,781
—	—	—	—	1	1,800	—	—	6	7,667	6	9,320	—	1,653	—	—
—	—	1	1,240	—	—	—	—	—	—	1	1,240	1	1,240	—	—
—	—	1	1,674	—	—	—	—	—	—	9	13,234	9	13,234	—	—
7	12,667	9	16,761	—	—	—	—	7	12,667	9	16,761	2	4,094	—	—
21	47,468	29	67,826	25	60,176	25	64,094	46	100,641	54	131,920	8	25,279	—	—
1	1,741	2	3,417	—	—	—	—	3	5,374	4	6,271	1	897	—	—
—	—	1	1,396	1	1,200	—	—	4	5,503	6	5,980	2	427	—	—
—	—	—	—	—	—	—	—	1	590	—	—	—	—	1	590
1	1,560	1	2,931	23	48,523	16	33,001	24	50,094	17	35,932	—	—	7	14,162
9	11,980	1	1,183	—	—	—	—	10	13,101	5	5,950	—	—	5	7,151
8	10,777	8	11,163	—	—	—	—	25	26,476	13	15,271	—	—	12	11,205
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	7	7,301	7	9,370	8	7,774	8	9,046	—	1,632	—	—
—	—	—	—	—	—	—	—	20	23,154	16	18,943	—	—	4	4,211
1	1,008	2	3,307	23	60,233	22	60,523	21	143,553	109	186,038	18	43,063	—	—
—	—	5	11,333	23	58,766	24	63,633	23	58,756	29	74,415	6	15,659	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	16	10,534	14	10,547	—	313	2	—
—	—	—	—	—	—	—	—	76	63,348	77	49,350	1	—	—	3,498
—	—	1	1,801	26	39,777	26	38,924	55	63,641	48	50,913	—	—	7	2,728
—	—	—	—	—	—	—	—	8	4,723	8	4,541	—	—	—	182
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
14	16,414	6	1,903	—	—	—	—	119	31,390	110	70,346	—	—	9	10,950
14	91,206	13	17,663	3	4,692	5	11,313	22	29,876	20	31,044	—	1,168	2	—
76	130,763	40	70,333	31	77,797	44	115,414	109	220,430	68	200,405	—	—	21	20,025
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
6	7,743	2	3,231	3	2,546	4	5,237	12	16,604	10	15,976	—	—	2	628
1	1,129	—	—	—	—	—	—	1	1,129	—	—	—	—	1	1,129
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
180	273,363	121	236,042	205	423,387	207	453,065	729	1,603,011	696	1,025,670	46	1,109,964	81	88,296
													Decrease		- 33
													Increase		- 21,663
186	268,393	120	234,765	202	422,863	204	452,840	721	1,601,063	687	1,013,243	46	1,063,940	80	86,670

LONDON AND INDIA

TONNAGE ACCOUNT of SHIPS entering the under-

From	East India Dock.				West India Dock.				South West	
	1890.		1891.		1890.		1891.		1890.	
	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.
China and Japan	—	—	3	5,000	1	1,400	—	—	9	15,004
Singapore and Penang	—	—	—	—	1	1,246	—	—	1	1,410
Java and Sumatra	—	—	—	—	1	600	1	1,100	1	807
Manilla and other Philippine Islands	—	—	—	—	—	—	—	—	5	9,055
Rangoon and other rice ports	—	—	—	—	7	4,731	4	2,607	4	4,400
Calcutta	10	17,554	6	9,744	—	—	—	—	3	6,300
Madras and other Coromandel coast ports	—	—	1	1,808	1	572	1	921	1	1,193
Tuticorin and Cochin	—	—	—	—	—	—	—	—	—	—
Ceylon	—	—	—	—	1	663	—	—	1	1,834
Bombay, Kurrachee, and Malabar Coast	—	—	1	1,366	—	—	—	—	1	1,173
Persian Gulf	—	—	—	—	—	—	—	—	—	—
West Indies { British	—	—	1	1,443	19	14,196	23	20,987	1	1,695
and Guiana { Foreign	—	—	—	—	9	2,341	12	3,173	—	—
Mauritius, Madagascar, and Zanzibar	—	—	1	367	2	1,167	3	1,381	—	—
Cape of Good Hope and adjacent ports	25	51,908	26	57,314	—	—	—	—	—	—
Australia	10	12,067	7	8,091	6	4,456	9	5,080	14	22,845
New Zealand	32	31,207	32	35,573	35	33,578	14	15,402	11	16,396
Africa—West Coast	—	—	—	—	—	—	—	—	—	—
Morocco and Canary Islands	—	—	—	—	—	—	—	—	—	—
Spain and Portugal	—	—	—	—	—	—	—	—	—	—
France	—	—	—	—	—	—	—	—	—	—
Mediterranean ports	—	—	—	—	—	—	—	—	—	—
Black Sea	—	—	—	—	—	—	—	—	—	—
Baltic and North of Europe	1	575	—	—	—	—	1	190	—	—
North America { British	—	—	—	—	—	—	1	679	—	—
{ United States	4	6,783	1	1,598	20	9,301	12	5,941	14	21,569
Central America	—	—	—	—	25	10,479	31	11,987	—	—
South America { East Coast	—	—	3	1,333	—	—	3	1,437	2	2,407
{ West Coast	—	—	—	—	—	—	—	—	4	3,223
Falkland Islands and South Seas	—	—	—	—	1	462	—	—	—	—
TOTAL TO DATE	82	120,134	83	124,176	120	85,363	120	68,633	73	109,750
TOTAL TO LAST WEEK	80	116,845	79	120,690	120	85,363	119	68,309	73	109,750

DOCKS JOINT COMMITTEE.

mentioned DOCKS, from 1st January to 30th June 1891.

India Dock.		Tilbury Dock.				Total.				Increase.				Decrease.	
1891.		1890.		1891.		1890.		1891.		Increase.		Decrease.			
Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.
18	22,727	1	2,787	8	18,887	71	19,200	24	41,654	13	23,394	—	—	—	—
—	—	—	—	1	1,732	2	2,626	1	1,732	—	—	1	924	—	—
—	—	—	—	—	—	2	1,467	1	1,199	—	—	1	268	—	—
—	—	—	—	1	2,332	5	9,065	1	2,332	—	—	4	6,723	—	—
8	18,069	—	—	—	—	11	9,230	12	15,676	1	6,446	—	—	—	—
1	2,061	38	77,609	36	74,216	51	101,523	49	86,021	—	—	8	15,502	—	—
—	—	7	9,724	11	16,880	9	11,489	13	18,609	4	7,120	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	3	2,597	—	—	—	—	—	—	2	2,597
1	1,717	1	1,591	—	—	2	2,703	2	3,063	—	320	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	20	15,618	29	22,030	9	6,212	—	—	—	—
—	—	—	—	—	—	9	2,241	12	3,173	3	832	—	—	—	—
—	—	—	—	—	—	2	1,167	4	1,748	2	681	—	—	—	—
—	—	1	2,211	2	5,324	26	54,209	23	62,438	2	6,229	—	—	—	—
10	16,581	21	56,373	24	61,618	51	95,741	50	91,370	—	—	1	4,371	—	—
17	28,514	—	—	—	—	73	81,971	63	77,480	—	—	15	3,782	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	1	889	—	—	1	889	1	889	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	59	51,756	52	28,300	50	32,331	53	28,559	—	—	7	3,772	—	—
—	—	—	—	—	—	—	—	1	879	1	879	—	—	—	—
13	23,543	20	36,868	29	58,475	58	74,921	55	89,357	—	14,536	3	—	—	—
—	—	—	—	1	1,166	25	10,479	32	12,966	7	2,514	—	—	—	—
2	2,850	—	—	—	—	2	2,407	8	6,169	6	3,762	—	—	—	—
—	—	—	—	—	—	4	3,222	—	—	—	—	4	3,222	—	—
—	—	3	4,098	2	2,155	4	5,100	2	3,155	—	—	2	2,005	—	—
63	110,863	151	223,077	163	266,634	434	533,973	435	570,555	49	74,714	48	43,132	—	—
—	—	—	—	—	—	—	—	Increase	—	1	31,582	—	—	—	—
59	99,220	143	218,126	160	254,366	429	530,083	417	542,744	47	70,483	59	57,922	—	—

LONDON AND INDIA

TONNAGE ACCOUNT of SHIPS entering the under-

From.	London and India Joint Docks.								Surrey			
	1890.		1891.		Increase.		Decrease.		1890.		1891.	
	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.	Ves.	Tons.
China and Japan	54	86,740	59	99,353	5	10,613	—	—	—	—	—	—
Singapore and Penang	8	10,823	7	11,062	—	739	1	—	—	—	—	—
Java and Sumatra	2	1,467	2	2,439	—	972	—	—	—	—	—	—
Manilla and other Philippine Islands	5	9,056	10	15,986	5	6,931	—	—	—	—	—	—
Bangkok and other rice ports	16	21,897	21	32,437	5	10,540	—	—	—	—	—	—
Calcutta	97	208,164	97	217,941	—	9,777	—	—	—	—	—	—
Madras and other Coromandel coast ports.	12	14,863	17	24,880	5	8,017	—	—	—	—	—	—
Tuticorin and Cochin	4	5,503	6	5,980	2	427	—	—	—	—	—	—
Ceylon	3	3,147	—	—	—	—	3	3,147	—	—	—	—
Bombay, Kurrachee, and Malabar Coast.	26	62,957	19	39,015	—	—	7	13,942	—	—	—	—
Persian Gulf	10	13,101	5	5,980	—	—	5	7,121	—	—	—	—
West Indies { British	45	43,234	42	37,201	—	—	3	4,033	—	—	—	—
and Guiana. { Foreign	9	2,341	13	3,173	3	832	—	—	—	—	—	—
Mauritius, Madagascar and Zanzibar	10	8,881	12	11,394	2	2,513	—	—	—	—	—	—
Cape of Good Hope and adjacent ports.	46	77,363	44	81,361	—	4,018	2	—	—	—	—	—
Australia	142	239,299	159	279,996	17	40,697	—	—	1	1,063	1	454
New Zealand	101	140,027	92	151,904	—	11,877	9	—	—	—	—	—
Africa—West Coast	—	—	—	—	—	—	—	—	—	—	—	—
Morocco and Canary Islands	16	19,534	14	19,047	—	313	2	—	—	—	—	—
Spain and Portugal	76	53,348	78	60,789	2	—	—	2,609	—	—	—	—
France	56	53,641	48	50,912	—	—	7	2,729	3	663	—	—
Mediterranean ports	8	4,728	8	4,541	—	—	—	187	2	1,793	1	624
Black Sea	—	—	—	—	—	—	—	—	16	20,144	20	23,439
Baltic and North of Europe	179	114,227	163	99,505	—	—	16	14,723	320	192,400	333	197,042
North America { British	22	29,876	21	21,923	—	2,047	1	—	19	21,092	3	4,930
United States	167	295,301	143	289,768	—	—	24	5,539	29	30,876	13	13,237
Central America	25	10,479	32	12,963	7	2,484	—	—	1	233	—	—
South America { East Coast	14	19,011	18	22,145	4	3,134	—	—	2	2,078	1	614
West Coast	5	4,357	—	—	—	—	5	4,357	—	—	—	—
Falkland Islands and South Seas	4	5,100	2	3,155	—	—	2	2,005	—	—	—	—
TOTAL TO DATE	1,168	1,541,984	1,131	1,596,234	55	115,531	87	61,281	401	299,892	373	240,750
						Decrease	33	—				
						Increase	—	54,250				
TOTAL TO LAST WEEK	1,150	1,521,146	1,104	1,555,986	48	97,053	94	62,192	387	256,632	361	236,560

LONDON AND INDIA DOCKS JOINT COMMITTEE.

ABSTRACT OF TONNAGE ACCOUNT, from 1st January to 30th June 1891, as compared with corresponding period of last year.

	Increase.		Decrease.	
	Ships.	Tons.	Ships.	Tons.
London and India Joint Docks - - - - -	—	54,250	82	—
Surrey Commercial - - - - -	—	—	29	29,028
Millwall - - - - -	—	—	17	44,752
Arrivals in London - - - - -	—	—	78	19,525

Total tonnage entered in docks of London - - - 2,156,940 tons.

	1891.	1890.	1889.
Of which—London and India Joint Docks have - - -	Per cent. 74	Per cent. 71	Per cent. 67
Surrey Commercial - - - - -	11	12	13
Millwall - - - - -	15	17	20

Comparison for three years, from 1st January to 30th June.

	1889.	1890.	1891.
London and India Joint Docks - - - - -	Tons. 1,438,689	Tons. 1,541,984	Tons. 1,596,234
Surrey Commercial - - - - -	277,059	269,382	240,359
Millwall - - - - -	430,886	365,099	320,347
Total in port - - - - -	2,146,634	2,176,465	2,156,940

	1890.		1891.	
Light vessels, &c. - - - - -	Vessels. 741	Tons. 315,216	Vessels. 674	Tons. 325,971
Coasters, &c. - - - - -	482	206,345	487	198,012

APPENDIX III.

LONDON AND INDIA DOCKS JOINT COMMITTEE.

CONDITIONS OF EMPLOYMENT.

The Joint Committee have authorised the engagement of permanent, registered, and extra labourers on the following conditions:—

PERMANENT LABOURERS.

Engagement.—Terminable on either side at seven days' notice from any pay day.

Wages.—2*s.* per week of six days of eight working hours between 6 a.m. and 6 p.m.; overtime pay at current rates.

Sickness.—Half-pay after first two days' absence, during pleasure of directors, on production of medical certificate and proof that the subscription to an approved benefit society for sick benefits of 10*s.* per week is maintained.

Leave.—Three days annually in addition to general holidays.

Pension.—Without deduction from wages, according to scale, to any permanent labourer if incapacitated for work by circumstances beyond his own control,

after at least 15 years' service. The right to pension after 15 years' service is only forfeited by the labourer's resignation, or by the termination of his engagement on account of indolence or other fault.

Scale of Pensions.

	Per Week.
At any age, after 15 years' service -	6s.
At 55 years of age, after 25 years' service -	7s.
" 56 " " 26 " "	7s. 6d.
" 57 " " 27 " "	8s.
" 58 " " 28 " "	8s. 6d.
" 59 " " 29 " "	9s.
" 60 " " 30 " "	9s. 6d.
" 61 " " 30 " "	10s.
" 62 " " 30 " "	10s. 6d.
" 63 " " 30 " "	11s.
" 64 " " 30 " "	11s. 6d.
" 65 " " 30 " "	12s.

Dismissal.—A permanent labourer is subject to summary dismissal for misconduct.

Qualifications.

Applicants must be between 23 and 30 years of age, physically sound and strong (to be certified by company's medical officer), of good character, and members of an approved benefit society, subscribing for at least 10s. per week sick benefits. They must be ready to perform any work which they may reasonably be called upon to perform within the docks for which they are engaged. Permanent labourers now on the books may be re-engaged on the above conditions, previous service to count for pension.

REGISTERED LABOURERS.

Engagement by the week. The engagement will terminate at the end of the week, unless resumed by the company by notice given 24 hours before the end of the week.

Wages.—24s. per week of 48 working hours in summer, and 21s. per 42 working hours in winter; overtime at current rates.

EXTRA LABOURERS.

Engagement by the hour. 6d. per working hour between 6 a.m. and 6 p.m., and 8d. per hour between 6 p.m. and 6 a.m.

General Conditions.

Working Hours during the day, i.e., between 6 a.m. and 6 p.m., are reckoned exclusive of meal times.

Applications for engagement to be made to heads of departments, or at the superintendents' offices at the various docks. Extra men will be taken on as required by the company's officers only.

Union Tickets.—No examination of these tickets is to be made under any circumstances on the company's premises. The joint committee hold themselves free to engage for employment any man suitable for the work, non-unionist or unionist, as they think best; and they require all men in their employ to work peaceably together.

22nd October 1890.

BY ORDER.

APPENDIX IV.

THE LONDON AND INDIA DOCKS JOINT COMMITTEE.

DEED PROVIDING FOR SUPERANNUATION ALLOWANCES.

(Dated the 17th day of September 1890.)

(Stamp, 10s.)

THIS INDENTURE made the 17th day of September 1890, Between the LONDON AND INDIA DOCKS JOINT COMMITTEE (herein-after called "the Joint Committee") of the first part; HENRY WILLEY WILLIAMS and EDWARD HENRY BAILY, of the Dock House, Leadenhall Street, London, Joint Managers of the Joint Committee; HENRY JOHN MORGAN, of the same place, Secretary of the Joint Committee; THOMAS BECK, of the West India Docks, Superintendent; ALFRED CHAMP, of Cutler Street Warehouses, Superintendent; ROBERT ADAMS, of the Tilbury Dock, Superintendent; and GEORGE THEODORE TEMPLE, of the Dock House aforesaid, Cashier of the Joint Committee, of the second part; and RODOLPH ALEXANDER HANKEY, of No. 7, Mincing Lane, London, Esquire, and WILLIAM EGERTON HUBBARD, of No. 4, St. Helen's Place, London, Esquire (herein-after called "the present Trustees for the Joint Committee"); and the said HENRY WILLEY WILLIAMS, EDWARD HENRY BAILY, HENRY JOHN MORGAN, THOMAS BECK, ALFRED CHAMP, ROBERT ADAMS, and GEORGE THEODORE TEMPLE (herein-after called "the present Trustees for the Staff"), of the third part, all the said parties hereto of the third part being herein-after collectively referred to as "the present Trustees."

WHEREAS by an indenture dated the 1st day of July 1889, and made between the joint committee of the one part and the said parties hereto of the second part of the other part, in consideration of certain deductions to be made as therein mentioned from the salaries or wages of the members of the staff of the joint committee (such deductions being equal to 2½ per cent. of such salaries or wages, except in the case of subscribers to the annuity fund of the London Dock Friendly Institution), the joint committee covenanted with the said

parties hereto of the second part for the payment of certain superannuation allowances to the said members of the staff, such allowances being (except in the case of subscribers to the said annuity fund) the same as the allowances herein-after mentioned, and it was thereby provided that the sums representing such deductions as aforesaid should become the absolute property of the joint committee, and should not be impressed with any trust for the benefit of the members of the staff. AND WHEREAS the deductions mentioned in the said indenture have been duly made and the joint committee has, out of the moneys representing such deductions, and out of moneys in the hands of the joint committee, in its capacity of joint committee, duly paid the superannuation allowances for the time being payable under the said indenture, and has also (without being in any way liable so to do), set apart certain other moneys in its hands in its capacity of joint committee, and has invested such moneys in the names of the said parties hereto of the second part so as to form a fund for the purpose of meeting the liability of the joint committee under the said indenture, and such moneys are now represented by the investments specified in the third schedule hereto, which stand in the names of the said parties hereto of the second part. AND WHEREAS it has been agreed by and between the joint committee and the said parties hereto of the second part, that the said indenture of the 1st day of July 1889, shall be cancelled, and that the joint committee shall be released from all further liability thereunder, and that in lieu thereof such provisions as are herein-after contained shall be made for payment of superannuation allowances to the said members of the staff, and also that the consent of the same members to such cancellation as aforesaid shall be obtained in manner herein-after appearing. AND WHEREAS it has also been agreed by and between the joint committee and the said parties hereto of the second part that the said investments specified in the

said third schedule shall be transferred in the manner and for the purposes herein-after appearing. AND WHEREAS, in consideration of the deductions to be made in manner herein-after appearing, the joint committee has agreed to undertake such liability as is herein-after imposed on it in respect of the payment of superannuation allowances. AND WHEREAS the present trustees for the joint committee have consented to act as trustees on behalf of the joint committee and otherwise for the purposes of this deed, and the present trustees of the staff have consented to act as trustees on behalf of the members of the staff and otherwise for the purpose of this deed. NOW THIS INDENTURE WITNESSETH that in pursuance of the said agreement in this behalf and for the considerations herein appearing, the joint committee, so far as the agreements and provisions herein-after contained are or ought to be performed or observed by it, its successors or assigns covenants with the present trustees, and the present trustees, so far as the agreements and provisions herein-after contained are or ought to be performed by the members of the staff, and so as to bind as far as possible the members of the staff, but without any personal liability whatever being incurred by the present trustees or any of them otherwise than in respect of their trusteeship of the several funds herein-after mentioned, do hereby covenant with the joint committee, its successors and assigns in manner following, that is to say:—

1. In this deed, unless inconsistent with the subject or context, "the trustees" means and includes the present trustees, or the survivors or survivor of them, or other the trustees or trustee for the time being of this deed. "The trustees for the joint committee" means and includes the present trustees for the joint committee, or the survivors or survivor of them, or other the trustees or trustee succeeding mediately or immediately to the place of any trustee for the joint committee. "The present trustees for the staff" means and includes the present trustees for the staff, or the survivors or survivor of them, or other the trustees or trustee succeeding mediately or immediately to the place of any trustee for the staff. "The members of the staff" means and includes the officers and *employés* now or hereafter to be permanently employed by the joint committee or its regular staff at any place or in any capacity, and receiving in that capacity payment by annual or monthly salary or weekly wages, and from whose salary or wages the deductions herein-after mentioned shall, in fact, be made by the joint committee.

2. The joint committee, as from the 1st day of January 1890, shall be entitled to and shall deduct from every payment made in respect of the salary or wages of each one of the members of the staff, such a sum as shall be equal to 2½ per cent. upon the amount of such payment. In computing such deduction, fractions of a pound shall be dealt with in accordance with the scale set forth in the fourth schedule hereto. All such deductions shall be applied in manner herein-after mentioned.

3. The joint committee shall (until the time herein-after fixed for the cessation of such payment) pay every sum deducted under the second paragraph of this deed to the trustees on or within seven days after the 31st day of March, the 30th day of June, the 30th day of September, or the 31st day of December, whichever shall happen next after the date when the same sum shall have been so deducted.

4. The trustees shall (until the time herein-after fixed for the cessation of such investment) invest all sums so paid to them within three calendar months after the payment thereof, in their names, or in the names of such of them (not being less than four in number) as they may from time to time determine, or under their legal control, in or upon any of the stocks, funds, or securities following, that is to say, any of the public stocks or funds, or Government securities of the United Kingdom or India, or of any colony or dependency of the United Kingdom, or of any foreign Government or State; stock of the Bank of England or Ireland; freehold, copyhold, leasehold, or chattel real, securities in England or Wales, but not in Ireland; the bonds, debentures, debenture stock, mortgages or securities, or the guaranteed or preference stock or shares of any company incorporated according to any law for the time being in force in the United Kingdom; the bonds, mortgages, or securities of any public, municipal, or local body or authority in the United Kingdom or India, or any colony or dependency of the United Kingdom, or any foreign country; or on the security of rates or tolls made or levied by any such body or authority as afore-

said. The sums so paid to the trustees, and the investments for the time being representing such sums, are referred to in this deed as the "pension fund."

5. The trustees may at their discretion from time to time vary or transpose any investments for the time being forming part of the pension fund into or for others of any nature herein-before authorised, and they may from time to time during such periods as in their absolute discretion they may think fit deposit any money forming part of the pension fund at any joint stock or other bank, either at interest or otherwise, as may be deemed expedient. The trustees may also engage that any sum or sums of money invested, or to be invested, on any mortgage hereby authorised shall not be called in for any terms or term that may be agreed upon. The trustees may deposit any deeds or securities (whether payable to bearer or not) forming part of the pension fund with any bankers or any firm or company for safe custody, or for collection of dividends or interest.

6. The trustees shall, from time to time, and at such times as shall seem to them expedient (until the time herein-after fixed for the cessation of such investment), invest the income of the pension fund in or upon some or one of the investments hereby authorised, and (until such time as last aforesaid) all such income shall, both before and after the investment thereof, be for all purposes of this deed deemed part of the pension fund.

7. The said several investments specified in the third schedule hereto shall be forthwith transferred to the trustees, and shall be held by them as part of the pension fund, and shall be subject in all respects to all the provisions herein contained with respect to the pension fund.

8. When and so soon as the amount of the annual income for the time being of the pension fund shall, together with the total annual amount of the deductions to be made under the second paragraph of this deed be sufficient for the payment in the future of the total annual amount of the superannuation allowances herein-after mentioned, the pension fund shall be deemed to have reached the prescribed amount, and the joint committee shall thereupon cease to pay to the trustees the sums to be deducted under the second paragraph of this deed, and the trustees shall also thereupon cease to invest the income of the pension fund and shall pay such income to the joint committee, or permit it to receive the same; and such income, together with the sums so to be deducted as aforesaid, shall thereafter be applied by the joint committee in payment of the said superannuation allowances in manner herein-after mentioned. Any question which may arise as to whether the pension fund has reached the prescribed amount, within the meaning of this paragraph, or has fallen below such amount, within the meaning of the 13th paragraph of this deed, shall be determined by agreement between the joint committee and the trustees, and in default of such agreement by an actuary, to be appointed by the joint committee and the trustees.

9. The joint committee shall, out of the moneys herein-after mentioned, pay superannuation allowances to such of the members of the staff as, according to the rules contained in the first schedule hereto, shall become entitled thereto according to the scales at the times, in the manner, and subject to the conditions mentioned in the said rules. The allowances so payable are herein-after called "the superannuation allowances." The said rules shall be construed as and deemed to be part of this deed.

10. The joint committee shall pay the superannuation allowances out of the moneys in its hands in its capacity of joint committee until the pension fund shall reach the prescribed amount, and from and after the happening of that event the joint committee shall pay the superannuation allowances out of the sums to be deducted under the second paragraph of this deed, and out of the income of the pension fund, and if and so far as such sums and income shall not suffice for such payment, then (subject and without prejudice to the provisions of the 12th paragraph of this deed) the deficiency shall be made good by the joint committee out of the moneys in its hands in its capacity of joint committee.

11. If in any year after the pension fund shall have reached the prescribed amount the sums deducted in such year under the 2nd paragraph of this deed shall, together with the income of the pension fund for the same year, be in excess of the amount required for the

payment of the superannuation allowances payable in such year, then such excess shall be applied, first, in recouping to the joint committee such amounts as may not have been previously recouped to it under this deed, and as may have been paid by it out of moneys in its hands, in its capacity of joint committee, in making good in any previous year or years any such deficiency as is mentioned in the last preceding paragraph of this deed; and, secondly, any surplus then remaining of the said excess shall be paid to the trustees and invested by them at such time or times as may seem to them expedient in or upon any of the investments mentioned in the 4th paragraph of this deed, and so that all the powers and provisions contained in the 5th paragraph of this deed with reference to the pension fund, or the moneys or investments constituting the same, shall *mutatis mutandis* be applicable and apply to the said surplus, and the investments for the time being representing the same. The said surplus and the said investments for the time being representing the same are in this deed referred to as "the surplus fund." Subject to the provisions herein-after contained the income from time to time arising from the surplus fund shall, for all purposes of this deed, be deemed part of the surplus fund, and shall accordingly from time to time and at such times as the trustees shall deem expedient be invested so as to form part of such fund.

12. Both the capital and the income of the surplus fund, or so much thereof as shall not for the time being be applicable or have been applied under the next succeeding paragraph of this deed, shall at all times be applicable and applied in making good any deficiency which would otherwise, under the provisions of the 10th paragraph of this deed, have to be made good by the joint committee, out of the moneys in its hands in its capacity of joint committee. The trustees may at their discretion sell any of the investments for the time being representing the surplus fund, in order to raise any money which may be required for the purposes of this paragraph.

13. If at any time after the pension fund shall have reached the prescribed amount such fund shall, by reason of any depreciation in the value of the investments constituting the same, or by reason of any increase in the annual amount of the superannuation allowances payable under this deed, or of any decrease in the annual amount of the sums to be deducted under the 2nd paragraph of this deed, or for any other cause whatever, fall below the prescribed amount, then the surplus fund, or so much thereof as shall be required for such purpose, shall be applicable and applied in such manner as the trustees may think fit in bringing the pension fund up to the prescribed amount; provided that the trustees shall not be under any liability by reason of any neglect or omission to put in force any of the provisions of this paragraph unless and until they shall have been requested in writing by the trustees for the staff to enforce such provisions.

14. If and so often, and during such period only as the surplus fund shall be equal in value to one-fourth of the pension fund, the trustees shall cease to invest the income of the surplus fund, and the same income shall during such period as last aforesaid (but subject and without prejudice to the provisions of the two last preceding paragraphs of this deed) be paid to the joint committee, and applied by it in such manner in all respects as the trustees may from time to time direct, for such benevolent purposes or objects as the trustees may from time to time in their uncontrollable discretion deem to be for the welfare or advantage of the members of the staff, or of all or any of the persons for the time being entitled to superannuation allowances, or to any other benefit under this deed. The respective values of the pension fund and the surplus fund shall for the purposes of this paragraph be calculated according to the then market values of the respective investments for the time being representing the same respectively, such market values to be ascertained in such manner as the trustees may approve.

15. All or any of the trusts or provisions of this deed or of the said rules may, any time, be altered or modified in such manner as may be sanctioned by a resolution passed by a majority of five-sixths of the members of the staff present at a general meeting of the members of the staff, and all or any part of the capital and income of the pension fund and surplus fund may at any time hereafter be dealt with and disposed of in such manner as may be sanctioned by a like resolution, but so that no such alteration, modification, dealing, or disposition, shall be made or done

without the previous consent of the joint committee. Every such general meeting shall be convened and held at such time and place and in such manner, and the proceedings thereat shall be regulated in such manner in all respects as the joint committee shall approve.

16. As on and from the 1st day of January 1890 the provisions of the said indenture of the 1st day of July 1889 shall be deemed to have ceased and become inoperative, and such indenture shall be deemed to have been cancelled, and the joint committee shall be and is hereby released from all liability under or in respect of such indenture or any provision therein contained. The said parties hereto of the second and third parts hereby respectively undertake to use their best endeavours to obtain the assent of every present member of the staff to the provisions of this deed in such manner as may be satisfactory to the joint committee.

17. The trustees may reimburse themselves or pay and discharge out of the pension fund, or the income thereof, or the surplus fund, or the income thereof, all expenses incurred in or about any of the trusts and provisions of this deed.

18. If the present trustees for the joint committee, or any of such trustees, or any trustee or trustees succeeding mediately or immediately to the place of any of the present trustees for the joint committee (whether appointed under this present power or by a court having jurisdiction in that behalf), shall die or remain out of the United Kingdom for more than twelve consecutive calendar months, or desire to be discharged, or refuse or become unfit or incapable to act in the trusts of this deed, it shall be lawful for the joint committee, by a resolution duly passed at a duly constituted meeting of the joint committee, to appoint a new trustee or trustees (either being or not being a member of the joint committee) in the place of the trustee or trustees so dying or remaining out of the United Kingdom, or desiring to be discharged, or refusing or becoming unfit or incapable to act as aforesaid, and upon every such appointment the number of trustees for the joint committee may be increased or diminished, but not less than two.

19. If the present trustees for the staff or any of them, or any trustee or trustees succeeding mediately or immediately to the place of any of the present trustees for the staff (whether appointed under this present power or by a court having jurisdiction in that behalf), shall die or remain out of the United Kingdom for more than twelve consecutive calendar months, or shall leave the service of the joint committee, or desire to be discharged, or refuse or become unfit or incapable to act in the trusts of this deed, it shall be lawful for the surviving or continuing trustees or trustee for the staff for the time being, or the personal representatives of the last surviving or continuing trustee for the staff, by writing, to appoint another person or other persons (every such person being a member of the staff and receiving in that capacity an annual salary of not less than 300*l.* at the time of his appointment) to be a trustee or trustees in the place of the trustee or trustees so dying or remaining out of the United Kingdom or leaving the service of the joint committee, or desiring to be discharged, or refusing or becoming unfit or incapable to act as aforesaid.

20. Subject and without prejudice to the provisions of the last of the said rules, the trustees and the joint committee shall jointly have full power to determine all disputes, differences, questions, and matters of doubt arising in the execution of the trusts of this deed or touching the construction, meaning, or effect of this deed, or any clause or thing herein contained, or the rights or liabilities under this deed or otherwise in relation to the premises of any of the said parties hereto, or of any person or corporation claiming through or under them or any of them, or of any person claiming any benefit or interest hereunder, and every such determination, whether made upon a question actually raised or implied in the acts and proceedings of the trustees and of the joint committee, shall be conclusive and bind all parties interested under this deed. And (subject and without prejudice as aforesaid) every such dispute, difference, or question shall (in default of and so far as any such determination as aforesaid shall not extend) be referred to arbitration in accordance with the provisions of the Arbitration Act, 1889, or any statutory modification or re-enactment therefore for the time being in force. In witness whereof the joint committee have caused their common seal to be hereunto affixed, and the said parties hereto of the second and third parts have

hereunto set their hands and seals the day and year first above written.

The FIRST SCHEDULE above referred to.

RULES.

1. Subject to the exceptions herein-after mentioned, and to the provisions of these rules, every member of the staff shall, from and after the date of his superannuation or retirement from the service of the joint committee at the prescribed age, receive in accordance with the provisions of this deed during the remainder of his life a superannuation allowance according to the prescribed scale free of income tax.

2. The prescribed age for superannuation from the service of the joint committee shall in all ordinary cases be 65 years; but in the case of any member of the staff who shall be compelled by ill-health, or in consequence of any re-arrangement or abolition of appointments, or by any other cause, of the sufficiency of which the joint committee shall be the sole judges, to be superannuated before the age of 65 years, the prescribed age shall be the age at which such member of the staff shall be superannuated.

3. The prescribed scale according to which the superannuation allowances shall be computed shall (except in the cases herein-after mentioned) be as follows, that is to say, each member of the staff, whether on annual or monthly salary or weekly wages, shall receive annually such a sum as shall be equal to one-sixtieth part of the amount of his salary or wages at the date of his superannuation or retirement for every consecutive year fully ended during which he shall have been in the permanent service of the joint committee, or (in the case of any member of the staff who was in the service of the East and West India Dock Company) for every year fully ended from the date on which, for the purpose of superannuation, his service is, by the terms of his agreement with the said company, to be reckoned. For the purposes of this deed, the service of the London and St. Katharine Docks Company, or of the East and West India Dock Company, before the 1st of January 1889, shall be deemed to have been the service of the joint committee.

4. If any member of the staff shall be superannuated from the permanent service of the joint committee at the prescribed age after he has been in such service for a less period than 10 years, such member of the staff, at the option of the joint committee, shall either receive a superannuation allowance according to the prescribed scale, or shall receive in lieu of such allowance such a sum by way of a gratuity as shall at least be equal to two weeks' salary or wages (according to the rate of his salary or wages at the date of his superannuation) for every consecutive year fully ended during which he shall have been in the permanent service of the joint committee.

5. The scale applicable to the case of every member of the staff who was in the service of the St. Katharine Dock Company on or before the 1st of July 1864, shall not be the prescribed scale, but the scale now known as the St. Katharine Dock Scale, as set forth in the second schedule hereto. Every such member of the staff shall in all other respects be subject to the provisions of this deed.

6. Any superannuation allowance may in any case which the joint committee in the exercise of their discretion consider exceptional, on account of the age at which a member of the staff shall have entered the service or of any other circumstance, be supplemented by such amount in excess of the prescribed scale as they may think fit, and the rate of any superannuation allowance may also be reduced by the joint committee below the prescribed scale in any case in which they shall consider from any intemperance or other misconduct, or continuance of neglect, or of failure of duty not followed by actual dismissal, such reduction would be just and equitable. Provided always that in reducing any allowance to a rate lower than in accordance with the prescribed scale, the joint committee shall not exercise their discretion arbitrarily or oppressively.

7. Any member of the staff who, through accident or impaired mental or physical health shall be found no longer capable of performing the duties of the position to which he was appointed, but whose services shall be retained by the joint committee at a reduced salary or wages, may, upon such reduction taking place, elect to continue his full contribution, and in case of such election the same deduction from his salary or wages shall be made, and he shall be entitled to the same superannuation allowance as would have been the case

respectively if his salary or wages had not been so reduced.

8. If any member of the staff shall at any time be dismissed from the service of the joint committee, or shall, before the prescribed age, resign his post or situation in the service of the joint committee, and such resignation shall, in the opinion of the joint committee, be made in order to escape dismissal, he shall absolutely forfeit all right to any superannuation allowance, or to receive any other benefit under this deed; and he shall have no claim to, or right in respect of, any of the sums deducted from his salary or wages under the provisions of this deed. Every member of the staff who shall, before the prescribed age, resign his post or situation in the service of the joint committee (except in order to escape dismissal as aforesaid), shall be entitled to receive under this deed, as and by way of a superannuation allowance, a sum equal to one-half of the sums deducted from his salary or wages under the provisions of this deed, but without any interest thereon. In the event of the death of any member of the staff before the prescribed age, his representatives shall have no right to any sums so deducted as aforesaid, or to any part of such sums, or to receive any other benefit under this deed.

9. If, in the exercise of their discretion, the joint committee shall think fit after the death of any member of the staff before the prescribed age, or so soon after such age as to deprive his widow or family (if any) of a material part of the sums so deducted as aforesaid, such allowance under this deed as the joint committee may think fit may be paid or applied to or for the benefit of his widow, children, or grandchildren, or any of them, for such period as the joint committee may think fit after such death, or such allowance may, at the option of the joint committee, be commuted for a lump sum and be paid or applied to or for the benefit of such widow, children, or grandchildren, or any of them.

10. Every superannuation allowance shall be paid either weekly, monthly, or quarterly, according as the persons entitled thereto shall elect. If paid quarterly it shall be paid on the 1st of January, 1st of April, 1st of July, and 1st of October; and if paid monthly it shall be paid upon the 1st day of each calendar month.

11. The superannuation allowances payable under this deed shall be substituted for the superannuation allowances agreed to be paid by the joint committee under the said indenture of the 1st day of July 1889, or by the London and St. Katharine Docks Company or the East and West India Dock Company, and every member of the staff who shall become subject to the provisions of this deed shall be deemed to have released the joint committee from all liability in respect of any superannuation allowance agreed to be paid by the joint committee under the said indenture, or by either of the said companies.

12. If any question not otherwise provided for by the rules shall arise respecting the construction, operation, or validity of the rules, or any of them, the decision of the joint committee shall be conclusive and binding on all parties.

The SECOND SCHEDULE above referred to.

Scale of superannuation allowances to St. Katharine Dock officers and *employés* adopted by the directors of that company in 1850:—

After 10 years' service,	4-12ths	of existing salary.
" 15 "	" "	5-12ths "
" 20 "	" "	6-12ths "
" 25 "	" "	7-12ths "
" 30 "	" "	8-12ths "
" 35 "	" "	9-12ths "
" 40 "	" "	10-12ths "
" 45 "	" "	11-12ths "
" 50 "	" "	The whole salary.

The THIRD SCHEDULE above referred to.

1,000*l.* Forth Bridge Four per cent. Guaranteed Stock.

1,000*l.* Great Western Railway Four per cent. Debenture Stock.

1,583*l.* 6*s.* 8*d.* Midland Railway Three per cent. Debenture Stock.

2,000*l.* North-Eastern Railway Four per cent. Debenture Stock.

1,000l. Grand Trunk Railway of Canada Four per cent. Debenture Stock.
 600l. Great Eastern Railway Four per cent. Debenture Stock.

Signed, sealed, and delivered by the above-named Henry John Morgan, in the presence of
 HENRY J. MORGAN. (L.S.)
 EDWARD F. TURNER.

The FOURTH SCHEDULE above referred to.

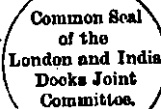
Fractional parts of a Pound.		Amount of Deduction.
s. d.	s. d.	Nil.
0 1	to 1 8	- - - 1d.
1 9	" 5 0	- - - 2d.
5 1	" 8 4	- - - 3d.
8 5	" 11 8	- - - 4d.
11 9	" 15 0	- - - 5d.
15 1	" 18 4	- - - 6d.
18 5	" 20 0	- - -

Signed, sealed, and delivered by the above-named Thomas Beck, in the presence of
 THOS. BECK. (L.S.)
 EDWARD F. TURNER.

Signed, sealed, and delivered by the above-named Alfred Champ, in the presence of
 A. CHAMP. (L.S.)
 EDWARD F. TURNER.

Signed, sealed, and delivered by the above-named Robert Adams, in the presence of
 R. ADAMS. (L.S.)
 EDWARD F. TURNER.

Scaled by Order of the London and India Docks Joint Committee,
 G. T. TEMPLE,
Pro Secretary.



Signed, sealed, and delivered by the above-named George Theodore Temple, in the presence of
 G. T. TEMPLE. (L.S.)
 EDWARD F. TURNER.

Signed, sealed, and delivered by the above-named Henry Willey Williams, in the presence of
 H. W. WILLIAMS. (L.S.)
 EDWARD F. TURNER,
 101, Leadenhall Street,
 London, *Solicitor.*

Signed, sealed, and delivered by the above-named Rodolph Alexander Hankey, in the presence of
 R. A. HANKEY. (L.S.)
 EDWARD F. TURNER.

Signed, sealed, and delivered by the above-named Edward Henry Baily, in the presence of
 E. H. BAILY. (L.S.)
 EDWARD F. TURNER.

Signed, sealed, and delivered by the above-named William Egerton Hubbard, in the presence of
 W. E. HUBBARD. (L.S.)
 EDWARD F. TURNER.

APPENDIX V.

MANSION HOUSE AGREEMENT.

LONDON AND INDIA DOCKS JOINT COMMITTEE,
Dock House, 109, Leadenhall Street, E.C.

Terms of Agreement.

" (1.) The 5d. rate per hour be raised in the case of all labour, not piece-work, on and after November 4th next, to 6d. per hour, and 8d. per hour overtime. No pay for meal times.

" (2.) Men called in not to be discharged with less than 2s. pay, except in regard to special short engagements in the afternoon.

" (3.) Present contract work to be converted not later than November 4th into piece-work, under which the men will be paid not less than 8d. per hour, with 8d. per hour overtime, and the surplus, if any, to be equally divided between them, all payments being made to the men under the supervision of the dock officials.

" (4.) The hours of overtime at the docks and up-town warehouses shall be from 6 p.m. to 6 a.m.

" (5.) The existing strike to be terminated, and all the men connected with dock, wharf, or river work, to return to work forthwith.

" (6.) The strikers and their leaders to unreservedly undertake that all labourers who have been at work during the strike shall be unmolested and treated as fellow-labourers by those who have been out on strike.

" (7.) In employing fresh men after the strike is ended, the directors will make no difference between those who have and those who have not taken part in it, and will not directly or indirectly show resentment to any of the men who have participated in the strike, September 12th, 1889."

"The above terms of arrangement have been fully explained by us to and discussed with the leaders of the strike, and are accepted by them.

" JAMES WHITEHEAD, Lord Mayor;

" HENRY E., Card. Manning,

" SYDNEY BURTON.

" 14th September 1889."

" On behalf of the London and India Docks Joint Committee, and by their authority, I accept the above terms of arrangement.

" RODOLPH A. HANKEY,

" Deputy Chairman.

" 14th September 1889."

" On behalf of the Millwall Company.

" G. R. BIRT."

" On behalf of the Surrey Commercial Dock Company.

" JOHN H. BOVILL,

" Deputy Chairman."

" On behalf of the men on strike, and by their authority, we accept the above terms of arrangement.

" BENJAMIN TILLET,

" JOHN BURNS, TOM MANN,

" JAMES TOOMEY, T. M. WALSH,

" ROBERT LEE, JAMES SULLIVAN,

" CHARLES HAVLOCK, HUGH BROWN.

" JOHN REGAN."

" Witness to the signatures of the representatives of the men on strike.

" W. J. SOULSBY.

" 14th September 1889."

APPENDIX VI.

The Companies Acts, 1862 to 1890.

Company Limited by Guarantee.

MEMORANDUM OF ASSOCIATION OF THE SHIPPING FEDERATION, LIMITED.

1. The name of the company is "The Shipping Federation, Limited."

2. The registered office of the company will be situate in England.

3. The objects for which the company is established are—

(a.) To amalgamate or federate (for the purposes herein-after expressed or some of them) shipowners or firms of shipowners, existing or future protecting and indemnity associations of steamers and sailing ships, shipping associations or companies, and other persons, companies, associations, or bodies corporate, registered or carrying on business in the United Kingdom or any colonies or dependencies thereof, and having interests in common with this company.

(b.) To act jointly by federation, amalgamation, or otherwise, and to co-operate with any other association, company or persons, in furtherance of the objects of this association.

(c.) To consider all questions affecting the interests of the shipping trade or other trades connected therewith, and especially of the members of this company, and to take such action as may be necessary to promote all such interests; to procure the improvement of existing laws, maritime contracts, usages and customs which are prejudicial to such trades, to delay and defeat the enactment of any such laws, and to prevent the use of any such contracts, or the establishment of such usages or customs.

(d.) To protect and indemnify the members of the company or affiliated members thereof, against any loss arising in the management of their trade, without their actual privity or default, which in the opinion of the company should, in its interest or in the interests of the trade, be made good.

(e.) To purchase, lease, hire, occupy, or otherwise acquire any lands, houses, rooms, offices, buildings, wharves, quays, depôts ships, hulks, boats, and other real and personal property, and any right, easement, or privilege necessary or convenient for the purpose of carrying out the objects and pur-

poses of the company, and for the like purpose to engage or dismiss any person or persons, but these powers shall not be used for the purposes of pecuniary gain.

(f.) To sell, lease, mortgage, raise money upon, dispose of, manage, navigate, use or deal with the whole or any part of the real or personal property of the company, and to borrow money with or without security, as may be deemed necessary and expedient for carrying out the objects and purposes of the company.

(g.) To do all such other things as are incidental or conducive to the attainment of the above objects or any of them, with full power to the executive council of the company to contribute to any benevolent, pension, or other fund or institution or to any association or organisation whatsoever, for the defence or in the interests of the shipping trade or other trades connected therewith.

4. Every member of the company undertakes to contribute to the assets of the company in the event of the same being wound up during the time that he is a member, or within one year afterwards, for payment of the debts and liabilities of the company contracted before the time at which he ceases to be a member, and of the costs, charges, and expenses of winding up the same, and for the adjustment of the rights of the contributories amongst themselves, such amount as may be required not exceeding three shillings per gross registered ton in respect of the steam tonnage, or one shilling per gross registered ton in respect of the sailing tonnage respectively entered by such member with the company at the date of the order or resolution to wind up the company or at the date of his ceasing to be a member, whichever date shall be the earlier.

5. The liability under the guarantee mentioned in the last paragraph hereof is to be in addition to and not in substitution for the liability, if any, of any member under the articles of association of the company which may from time to time be imposed for any subscription or call, but this is without prejudice to the power of the company to alter its articles of association according to law.

The several persons whose names, addresses, and descriptions are hereunder subscribed are desirous of being formed into a company, in pursuance of this memorandum of association.

Name.	Addresses and Descriptions.	Witnesses to the Signatures of Subscribers.
THOS. L. DEVITT - - -	39, Fenchurch Street, London, shipowner	J. D. BOTTEHELL, Solicitor, 101, Leadenhall Street, London, E.C.
JNO. GLOVER - - -	88, Bishopsgate Street, London, shipowner	J. D. BOTTEHELL.
THOMAS SCRUTTON - - -	9, Gracechurch Street, London, shipowner	J. D. BOTTEHELL.
JOHN D. MILBURN - - -	Newcastle-on-Tyne, shipowner - - -	Witness to the signatures of John Davison Milburn, Henry Edward Pyle Adamson, James Wait, James Primrose Lindsey, Rowland Mawson, James Henry Wood Culliford, and John Sanderson, JAMES WALLACE, Clerk to Botterell and Roche, Solicitors, Sunderland.
HENRY E. P. ADAMSON - - -	Newcastle-on-Tyne, shipowner - - -	
JAMES WAIT - - -	Newcastle-on-Tyne, shipowner - - -	
J. PRIMROSE LINDEAY - - -	Newcastle-on-Tyne, shipowner - - -	
ROWLAND MAWSON - - -	Newcastle-on-Tyne, shipowner - - -	
J. H. W. CULLIFORD - - -	Sunderland, shipowner - - -	
JOHN SANDERSON - - -	Sunderland, shipowner - - -	

Dated the 30th day of September 1890.

No. 32,482 C.

N.L. 31,565.

CERTIFICATE OF INCORPORATION OF THE SHIPPING FEDERATION, LIMITED.

I hereby certify that the Shipping Federation, Limited, is this day incorporated under the Companies' Acts, 1862 to 1890, and that the Company is Limited.

Given under my hand at London, this thirtieth day of September, one thousand eight hundred and ninety.

J. S. PURCELL,
Registrar of Joint Stock Companies.

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Company Limited by Guarantee.

ARTICLES OF ASSOCIATION OF THE SHIPPING FEDERATION, LIMITED.

1. The regulations in Table A. in the first schedule of the Companies Act, 1862, shall not apply to this company except so far as the same are repeated or contained in these presents.

Interpretation.

2. In these presents the words standing in the first column of the table next herein-after contained shall bear the meanings next set opposite them respectively in the second column thereof if not inconsistent with the subject or context.

Words.	Meanings.
The statutes -	The Companies Acts, 1862 to 1890, and every other Act for the time being in force concerning joint stock companies and affecting this company.
The company -	"The Shipping Federation, Limited."
Member -	Any individual firm, company, association, or body corporate entered as a member with the company.
Affiliated member -	A member of any firm, company, association, or body corporate so entered with this company as aforesaid.
These presents -	These articles of association, and the articles, rules, and regulations of the company from time to time in force.
Executive council -	The executive council or chief administrative body of the company, or, as the context may require, such executive council in meeting assembled.
Member of executive council.	Shall include any person nominated to represent such member at any meeting of the executive council.
Committee -	Any committee appointed by the executive council out of its own members.
District committee -	Any committee appointed by the executive council for any district.
General manager -	The general manager for the time being of the company.
District manager -	The manager of the company in any district not being the general manager.
Secretary -	The secretary for the time being of the company.
Office -	The registered office of the company.
District office -	Any office of the company opened in any district not being the registered office of the company.
Seal -	The common seal of the company.
Ordinary meeting or special meeting.	An ordinary general meeting or special general meeting of the company duly convened and constituted and any adjourned holding thereof.
Special resolution -	A resolution of the company passed in conformity with the 61st section of the Companies Act, 1862.

Words.	Meanings.
Month -	Calendar month.
In writing -	Written, printed, typed, or lithographed, or partly one and partly another.
The day -	The day of any occurrence means the day as computed according to Greenwich mean time.

And words importing the singular number only shall include the plural number and *vice versa*.

Words importing the masculine gender only shall include the feminine gender.

Words importing persons shall include corporations, registered companies, and public or private co-partnerships and trading firms.

3. Subject to the last preceding article, any words defined in the statutes shall, if not inconsistent with the subject or context, bear the same meaning in these presents.

Business.

4. The business of the company shall consist of all the matters and things set forth in the memorandum of association or any of them, and shall be conducted under the control of the executive council of the company according to the terms of these presents.

Offices.

5. The head and registered office of the company shall be at such place in the city of London as the executive council shall from time to time appoint.

6. The executive council may from time to time engage and appoint offices in any district or outport either in the United Kingdom or in the colonies or dependencies of the empire when deemed necessary for carrying on the business or promoting the interests of the company.

Members.

7. The number of members in this company is unlimited.

8. The members shall consist of such ship-owners or firms of shipowners, protecting and indemnity associations, and other persons, companies, or bodies corporate as may enter with the company, subject nevertheless to the absolute and unrestricted right of the executive council to accept or reject and remove such members as they may think fit.

9. Every such person, company, association, or body corporate as aforesaid as shall authorize or request entry in the company in manner herein-after provided, shall from the day of acceptance of such entry be

deemed to have become a member, and shall cease to be a member after due notice of withdrawal as herein-after provided, or as and when he shall have been removed by the executive council but without prejudice to the right of this company against the person, company, association, or corporation so ceasing to be a member in respect of his or their obligations incurred under these presents prior to his ceasing to be a member.

10. Any person, company, association, or body corporate desiring to become a member of the company shall sign or seal in a legal manner an entry form prepared for that purpose, stating amongst other things the full name and address of the intending member, and the tonnage upon which the intending member proposes to contribute to the funds of the company, and it is expressly provided that every such member must enter at least the gross registered tonnage of all the vessels owned by him, or in the case of a protecting or indemnity or other shipping association, the full tonnage entered for benefit with such association, unless otherwise specially authorised by the executive council. In case of the augmentation or diminution of the tonnage so owned or entered for benefit, the member shall as and when required make returns thereof to the company, the true intent and meaning of this provision being that all members, unless specially authorised as aforesaid, shall contribute to each call of the company upon at least the full tonnage at that time owned or entered for benefit respectively. Nothing in this article shall prevent any member from entering as his basis of contribution a larger amount of tonnage than is actually owned by or entered with him for benefit.

11. In case the executive council should accept as members any person, company, association, or body corporate other than those owning ships or having ships entered for benefit, then such intending member shall contribute to the funds of the company on the basis of an assumed tonnage specially agreed with the executive council. The basis so assumed may be increased or diminished at any time by or with the consent of the executive council.

12. In case any member suspends payment or is adjudged or becomes bankrupt or takes proceedings for the liquidation of his affairs or dies or becomes a lunatic he and his estate shall as from the date of any such event cease to be protected or indemnified by the company unless his trustee, legal personal representative, committee, liquidator, or other person approved by the executive council shall within 15 days after the date of any such event or within such further time, if any, as may be allowed by the executive council, guarantee in such manner as the executive council require, the payment of all sums due or to become due from such member.

13. A member may, on his own application, retire from the company at any time on giving three months' notice in writing thereof to the secretary of the company; but any member so withdrawing shall remain liable to the company for any calls made before the day on which he ceases to be a member of the company. Notice of any such withdrawal shall, within seven days of the receipt of any such notice of withdrawal, be communicated by the secretary in writing to the members.

Register.

14. The secretary shall keep a register of the full names and addresses of all members and particulars of the tonnage on which they contribute to the funds of the company, together with the dates of the commencement and cessation of membership, and such register shall be open for the inspection of each and every member of the company at the registered office of the company on reasonable written notice of the desire to inspect.

Funds and Calls.

15. The funds of the company for carrying on the business and promoting the objects thereof shall be obtained by means of calls from time to time, as the executive council shall think fit, to be made upon the members in the proportion which the tonnage entered by each as herein-before provided bears to the total tonnage entered in the company at the date of the call. In apportioning the calls, nevertheless, members owning or having sailing ships entered for benefit shall only pay upon one-third of such sailing ship tonnage entered by them with the company. The adjustment and assessment of all calls is to be under the control of the executive council of the company, provided that

the amount so called in any year shall not exceed the sum of one shilling per ton for steamers or fourpence per ton for sailing ships entered by such member with the company.

16. The executive council shall have power to order the payment of calls in one amount or by instalments and may include in any call such sums of money, in advance, as they may deem necessary or expedient to carry on the business of the company or to promote the objects thereof, with the view of creating a fund for the prompt meeting of prospective or contemplated liabilities of the company when they arise.

17. Every sum payable by a member under these articles or under the rules (if any) for the time being of the company shall be paid to the company, and no member shall be liable to any other member for any such sums.

18. A call shall be deemed to have been made on the day when the resolution of the executive council authorising such call was passed.

19. Notice of a call shall be given to each member by the secretary, and it shall specify the total amount of the call to be paid by such member, and the time and place of payment, and the member shall promptly pay the said calls when due.

20. Any member or any person who shall have ceased to be a member making default in payment of the amount of any such call when due, shall pay interest thereon after the rate of 5*l.* per centum per annum until payment, and the company may forthwith commence legal or other proceedings for the recovery thereof without any further notice to the member, and the executive council may also by resolution declare that such defaulter, being still a member, shall, as from the date of default, or from any later date fixed by the executive council, cease to be in any way protected or indemnified in the company; but the defaulting member shall, notwithstanding such resolution, remain liable to pay to the company the amount of all calls owing by him at the date of the resolution, and of all subsequent calls in respect of obligations incurred during his membership, with interest thereon at the rate aforesaid.

21. Should any of the members of the company be resident or carry on business in the colonies or dependencies of the British Empire, then the executive council shall make such arrangements and regulations as they may deem necessary and proper for the payment of calls by such members under the special circumstances of each case.

Executive Council.

22. The business and affairs of the company shall be conducted under the control and supervision of an executive council.

23. The company being a federation or amalgamation of those having a common interest, the executive council shall consist of representatives elected by the various members of the company as herein-after particularly provided. The president and vice-president for the time being of the Chamber of Shipping of the United Kingdom (if any) shall, if members or affiliated members of the company, be *ex officio* members of the executive council.

24. The first executive council which shall hold office until the 5th day of April 1891, shall consist of the following gentlemen, in addition to the *ex officio* members:—Messrs. J. B. Adam, T. V. S. Angier, J. R. Anderson, Joseph Atkinson, Henry Benham, Nielson Bird, H. H. Brigge, J. L. Clark, James Cormack, E. S. Dawes, John Dent, E. R. Evans, J. Fenwick, E. H. Forwood, Christopher Furness, James Gillison, John Glover, Robert Gordon, Walter Glynn, J. L. Gracie, R. Greenshields, W. Beckitt Hill, Wilfred Hine, G. L. Hodgkinson, F. A. Hulman, Ernest Holmwood, R. M. Hudson, George Jackson, William Laws, W. Lund, R. Mackill, Edward Martin, J. D. Milburn, Wm. Milburn, jun., T. R. Miller, T. W. Noad, T. J. Newbald, Frank Pymon, W. H. Raeburn, E. J. Riley, E. Ropner, John Sanderson, E. S. Scorfield, A. Scholefield, R. Shadforth, W. H. Turner, H. J. Watson, H. H. Watte, John White, A. S. Williams, G. H. Wills, John Wood, J. J. Woods, and F. Yeoman, and such other members as they may from time to time appoint.

25. Each member of the company shall, on or before the 31st day of March in each and every year, elect representatives to serve upon the executive council of the company for the ensuing 12 months, and of such election shall forthwith give notice to the secretary of the company in writing, with the full name, address, and description of each such representative, so that such notice shall be received by the secretary not later

than the 5th day of April in each and every year. No person who is not a member or affiliated member of the company, or a manager, managing director, or person holding a similar responsible position in the business of a member of the company, shall be elected as a representative to serve upon the executive council.

26. Each member shall be entitled to elect a representative or representatives on the executive council in accordance with the following scale:—

For the first complete 100,000 tons entered with the company	- One representative.
For 150,000 tons entered with the company	- Two representatives.
For each complete 100,000 tons entered with the company beyond the first 150,000 tons	- One additional representative.

Should any members so desire, they may combine or group themselves for the purpose of electing one or more representatives, and shall be entitled to elect such representatives in proportion to the total of the tonnage entered by them with the company, and the notice of election to be sent to the secretary of the company, as provided by Article 25 hereof, shall give full particulars of the combination or grouping of such members for the purpose of the said election.

27. Should any vacancy arise in the executive council by reason of the resignation, death, or disqualification of any representative on such executive council, then the member or members of this company whose representative has so ceased to be a member of the executive council shall, with all convenient speed, appoint a new representative to fill up the vacancy, but such new representative shall retain his office so long only as the vacating member would have retained the same, had no vacancy occurred.

28. The members of the executive council shall be entitled to be paid their expenses of travelling to and from the place of meeting when they do not reside or carry on business there, on such scale as the executive council shall determine.

General Powers of the Executive Council.

29. The business of the company shall be managed by the executive council, who may pay all such expenses of, and preliminary and incidental to, the formation, establishment, and registration of the company as they shall think fit, and may exercise all such powers of the company and do on behalf of the company all such acts as may be exercised and done by the company, and as are not by the statutes or by these presents required to be exercised or done by the company in general meeting. No rule or regulation made by the company in general meeting shall invalidate any prior act of the executive council which would have been valid if such rule or regulation had not been made. Any member or affiliated member of the company incurring any liability or expenses, or suffering any damage by any course of conduct adopted at the request of the executive council or of any district committee duly authorised by the executive council, shall be indemnified by the company. The amount of such indemnity shall be fixed by the executive council after hearing the member or affiliated member claiming indemnity (if he so desire it), and their decision shall be final.

30. The executive council may in their absolute discretion institute, conduct, defend, compromise, carry out, terminate and abandon any suit, action, prosecution, defence, arbitration, proceeding, or claim relating to or arising out of the business of the company, and may from time to time at their discretion employ and pay such officers, agents, counsel, solicitors, and other persons as they may deem necessary for all or any of the purposes of the company.

31. The executive council may from time to time raise or borrow in the name or otherwise on behalf of the company, such sums of money as they from time to time think expedient for the purposes of the company, and for that purpose may use all or any of the powers given by the memorandum of association.

32. The executive council may from time to time invest any moneys belonging to the company upon such securities as they think fit.

33. The executive council may make, draw, accept, or indorse any promissory note, bill of exchange, cheque, or other negotiable instrument, for any purpose of the company or they may authorise the general manager or secretary to do so.

Uu 70839.

34. The executive council may execute or assent to any deed of composition, conveyance, or assignment made by any member of the company and give time for payment of his debts either with or without security, and authorise any person on behalf of the company to prove any debt due to the company from any bankrupt or liquidating or compounding debtor, and to act in all things arising out of or in any such bankruptcy, liquidation, or composition, and any member of the executive council who may be appointed for that purpose by the council may become and act as a trustee under any petition or adjudication in bankruptcy on behalf of the company, or as trustee to any deed of arrangement with creditors or in any liquidation.

35. The executive council shall cause a common seal to be made for the company, with such device as they shall think fit, but so that the name of the company shall be plainly inscribed thereon. And whenever any change in the seal shall have been determined upon by the executive council, or in case the seal for the time being shall be lost or damaged, they shall cause a new common seal, with the name of the company plainly inscribed thereon, to be made in substitution for the former. And the chairman, or such other member of the executive council as he shall from time to time appoint, and the secretary of the company, shall have the custody of the seal, which shall not be used except under the authority of the executive council.

36. The seal of the company shall not be affixed to any instrument except by the authority of a resolution of the executive council, and two members of the council and the secretary shall sign every instrument to which the seal shall be so fixed.

37. All moneys, bills, and notes belonging to the company shall be paid to or deposited with the company's bankers, to an account to be opened in the name of the company. Cheques on the company's bankers shall be signed by at least one member of the executive council, and countersigned by the general manager or secretary.

38. The company's banking account shall be kept with such banker or bankers as the executive council shall from time to time determine.

Disqualifications of Members of the Executive Council.

39. The office of a representative on the executive council shall be vacated:—

- (a.) If he suspend payment, become bankrupt, apply for a receiving order, or compound with his creditors, or if his affairs are liquidated by arrangement under any Act for the time being in force for the relief of insolvent debtors.
- (b.) If he be found lunatic or become of unsound mind.
- (c.) If his mandate or authority be withdrawn by a notice in writing to be sent to the secretary by the member electing him, or by any of the members constituting a group for his election as provided by Article 26.

But until any such disqualification shall have been entered on the minutes of proceedings of the executive council, all acts of such members of the executive council shall be valid and effectual.

40. No member of the executive council shall (except as provided in Article 29) take part in the consideration of any of his own claims against the company.

41. Resignation of the office of a member of the executive council shall be effected by his forwarding to the registered office of the company a notice in writing under his hand, and such resignation shall take effect at the expiration of 14 days after the receipt of such notice, or at the expiration of any longer period stated in such notice as the date of resignation.

42. The continuing members of the executive council may at any time act with full and absolute power, notwithstanding any vacancy or vacancies in their body.

Proceedings of the Executive Council.

43. The executive council may meet together at such time and place for the dispatch of business, adjourn, and otherwise regulate their meetings as they think fit, and determine the quorum necessary for the transaction of business. Until otherwise determined, five members present in person shall be a quorum. Questions arising at any meeting shall be decided by a majority of votes. In case of an equality of votes the chairman shall have a second or casting vote.

44. On the request of a member of the executive council, the general manager or secretary shall, and without such request may, at any time summon a meeting of the council by notice in writing, served upon

the several members of the council, or in case of extreme urgency by telegram.

45. A chairman and vice-chairman of the executive council shall be appointed by the council at its first meeting, and they shall continue in office, if continuing to be members of the executive council, until the first meeting of the council, after the next yearly election of representatives on the council.

46. At the first council meeting after every yearly election of representatives on the executive council, a chairman and vice-chairman of the council shall be elected for the year.

47. When the chairmanship or vice-chairmanship becomes vacant during any year, the executive council, at a meeting convened for the purpose, shall elect a chairman or vice-chairman for the remainder of the year.

48. The chairman for the time being, or in his absence the vice-chairman, shall preside at all meetings of the executive council, but if at any meeting neither the chairman nor the vice-chairman be present at the time appointed for holding the same, the members of the executive council present shall choose some one of their number to act as chairman of such meeting, and the member so chosen shall preside at such meeting accordingly, so long as the chairman and vice-chairman shall be absent. The members of the executive council present shall also choose some one of their number to act as chairman in cases when clauses 39 and 40 of these articles take effect.

49. Each member of the executive council shall be entitled to one vote. In case any member of the executive council shall be unable to attend any meeting thereof, of any meeting of a committee thereof of which he is a member, he shall be entitled to nominate some other person, being a member or affiliated member of the company, or a manager, managing director, or person holding a similar responsible position in the business of a member of the company, to represent him at such meeting, by sending in a written nomination of such person on a form approved by the executive council to the secretary of the company, which nomination shall reach him before the meeting to which it refers. The same person may be proxy for one or more members of the executive council, and shall in addition to his own vote (if any) cast as many votes as he holds proxies.

50. At every meeting of the executive council a resolution put to the vote of the meeting shall be decided on a show of hands by a majority of the persons entitled to be present, unless, before or upon the declaration of the result of the show of hands, a poll be demanded by at least three of such persons, and unless a poll be so demanded a declaration by the chairman of the meeting that a resolution has been carried, or has been carried by a particular majority, or lost, shall be conclusive and an entry to that effect in the minute book of the company, shall be sufficient evidence thereof, without proof of the number or proportion of the votes recorded in favour of or against such resolution.

51. If a poll be demanded in manner aforesaid, it shall be taken in such manner as the chairman shall direct, and the result of the poll shall be deemed to be the resolution of the meeting of the executive council at which the poll was demanded.

52. No poll shall be demandable on the election of a chairman of a meeting or on any question of adjournment.

53. The executive council may delegate any of their powers to a committee or committees consisting of such members of their body as they in their absolute discretion may think fit. Any committee so formed shall in the exercise of the powers so delegated, conform to any rules or regulations that may be prepared for their guidance by the executive council. The chairman and vice-chairman of the executive council shall be *ex officio* members of all committees.

54. A committee may elect a permanent chairman of its meetings. If no such chairman be elected, or if at any meeting he be not present at the time appointed for holding the same, the members present shall choose one of their number to be chairman of such meeting.

55. Committees may meet and adjourn as they think proper. Questions arising at any meeting shall be determined by a majority of votes of the members present, and in case of an equality of votes the chairman of the meeting shall have a second or casting vote.

56. All acts *bonâ fide* done by any meeting of the executive council or by a committee of the council, or

by any person acting as a member of the executive council shall, notwithstanding it be afterwards discovered that there was some defect in the appointment of any such member or person acting as aforesaid, or that they or any of them were disqualified, be as valid as if every such person had been duly appointed, and was qualified to be a member of the executive council.

57. The executive council shall cause minutes to be made in books to be provided for the purpose.

(a.) Of all appointments of officers made by the executive council and the terms thereof.

(b.) Of the names of the members of the executive present at each meeting of the council, or committee of the executive council.

(c.) Of all resolutions passed, and proceedings at all meetings of the company, and of the executive council, and committees of the council.

58. Any such minute as aforesaid, if purporting to be signed by the chairman of the meeting, at which such minute is confirmed, shall be sufficient evidence without any further proof of the facts therein stated.

District Committees.

59. When in the opinion of the executive council the interests of the company require it, they shall have power to define the districts of shipping centres whether in the United Kingdom or abroad, and to appoint local committees in such districts to be called "district committees."

60. The district committees shall consist of such of the members of the executive council as shall be resident or carry on business in the district, and such other members or affiliated members of the company as the executive council may select from nominations furnished by the members or affiliated members of the company resident or carrying on business in the district, and assembled in meeting summoned by the general manager of the company.

61. The district committees shall conduct the business of the company arising in their respective localities, the object and intention being that local cases may be more promptly dealt with, and the great advantage of local knowledge and experience be secured. The district committees shall, nevertheless, act under the supervision and control of the executive council, and shall not commit the company to any serious dispute or liability, without enabling the executive council to meet and discuss the same.

62. The district committees shall be subject to and act in accordance with any rules or regulations which may be framed and approved for their guidance by the executive council. And subject to such rules and regulations the district committees shall carry on their business and conduct their proceedings in the manner by these presents provided for the executive council or any committee thereof, or so nearly as the circumstances of the case will allow.

63. The members of the district committees shall be entitled to be paid their expenses of travelling to and from the place of meeting when they do not reside or carry on business there, on such scale as the executive council shall determine.

Scheme of Co-operation.

64. The executive council may conclude agreements for co-operation in support of the objects of this company with any other associations, companies, or persons in such manner and on such terms as they shall think fit.

General Meetings.

65. The first general meeting shall be held at such time within four months after the registration of the company, and at such place as the executive council may determine.

66. Subsequent general meetings shall be held once in every year, at such time and place as may be prescribed by the executive council.

67. The above-mentioned general meetings shall be called ordinary meetings. All other general meetings shall be called extraordinary.

68. The executive council may call an extraordinary meeting whenever they may think fit.

69. The executive council shall call an extraordinary meeting of the company whenever a requisition in writing, signed by not less than five members of the company entitled in the aggregate to at least five votes, and stating fully the general nature of the business for which the meeting is proposed to be called, shall be delivered to the general manager or secretary, or left

at or sent by post to the registered office of the company.

70. If the executive council, within 14 days after the delivery or receipt of any such requisition, do not issue notices calling a meeting, in accordance therewith, for a day not more than 21 days after such delivery or receipt, the requisitionists may themselves convene an extraordinary meeting for the business described in the requisition, to be held at such time within six weeks after such delivery or receipt, and at such place as they think fit.

Proceedings at General Meetings.

71. Seven days' notice at the least (exclusive of the day on which the notice is served or deemed to be served, but inclusive of the day for which the notice is given), specifying the place, the day, and the hour of meeting, and in case of special business the general nature of such business shall be given in manner herein-after mentioned to the members. But the accidental omission to give such notice to, or the non-receipt of such notice by, any member shall not invalidate any resolution passed, or business done, at any such meeting.

72. All business shall be deemed special that is transacted at an extraordinary meeting, and all that is transacted at an ordinary meeting shall also be deemed special, with the exception of the election of president, the consideration of the accounts and balance sheet, and the ordinary reports of the executive council and auditors, and the election of an auditor or auditors in the place of those retiring.

73. No business shall be transacted at any general meeting unless a quorum is present when the meeting proceeds to business. Five members shall be a quorum.

74. If within half-an-hour from the time appointed for the holding of a general meeting a quorum is not present, the meeting, if convened on the requisition of members, shall be dissolved. In any other case it shall stand adjourned to the same day in the next week, at the same time and place, and if at such adjourned meeting a quorum is not present within half an hour from the time appointed for holding the meeting, it shall be dissolved.

75. The chairman, with the consent of any meeting at which a quorum is present may adjourn the meeting from time to time, and from place to place, as the meeting shall determine. Whenever a meeting is adjourned for 10 days or more, notice of the adjourned meeting shall be given in the same manner as of an original meeting. Save as aforesaid, the members shall not be entitled to any notice of an adjournment or of the business to be transacted at any adjourned meeting. No business shall be transacted at any adjourned meeting other than the business which might have been transacted at the meeting from which the adjournment took place.

76. The president of the company, or in his absence the chairman (if any) of the executive council, or in his absence the vice-chairman, shall preside at every general meeting, but if there be no such president, chairman, or vice-chairman present, or if at any meeting the president, chairman, or vice-chairman shall not be present within 15 minutes after the time appointed for holding the same, or shall be unwilling to act as chairman, the members present shall choose some member of the executive council, or if no member of the executive council be present, or if all the members of the executive council present decline to take the chair, they shall choose some member or affiliated member present, to be chairman of the meeting.

77. At every general meeting a resolution put to the vote of the meeting shall be decided on a show of hands by a majority of the members present, and entitled to vote, irrespective of the scale of voting prescribed by Article 83, unless, before or upon the declaration of the result of the show of hands, a poll be demanded by any member entitled to vote, and unless a poll be so demanded a declaration by the chairman of the meeting that a resolution has been carried, or has been carried by a particular majority, or lost, shall be conclusive, and an entry to that effect in the minute book of the company shall be sufficient evidence thereof, without proof of the number or proportion of the votes recorded in favour of or against such resolution.

78. If a poll be demanded in manner aforesaid, it shall be taken at such time and place and in such manner as the chairman shall direct, and at the close of the poll he shall declare the result thereof, and his

declaration shall be conclusive, and the result of the poll shall be deemed to be the resolution of the meeting at which the poll was demanded.

79. No poll shall be demandable on the election of a chairman of a meeting or on any question of adjournment.

80. In the case of an equality of votes, either on a show of hands or at the poll the chairman of the meeting at which the show of hands takes place, or at which the poll is demanded, as the case may be, shall be entitled to a further or casting vote.

81. The demand of a poll shall not prevent the continuance of a meeting for the transaction of any business other than the question on which a poll has been demanded.

Votes of Members.

82. Every member shall be entitled to vote at any general meeting, in accordance with the following scale:—

For the first complete 100,000 tons entered with the company - - - - - One vote.

For 150,000 tons entered with the company - - - - - Two votes.

For each complete 100,000 tons entered with the company beyond the first 150,000 tons - - - - - One additional vote.

For the purpose of voting two or more members may unite and group themselves in the manner provided by Article 26 of these presents, in case of electing a representative to the executive council.

83. If any member be a lunatic, idiot, or *non compos mentis*, he may vote by his committee, curator bonis, or other legal curator, and such last-mentioned persons may give their votes either personally or by proxy.

84. No member shall be entitled to vote in person or by proxy at any general meeting while any moneys are owing by him to the company.

85. A member may vote either personally, or by proxy to be appointed in writing under the hand of the member, or if such member is a company, association, or corporation, then under its common seal. No person shall be appointed a proxy who is not a member or affiliated member of the company, or a manager, managing director, or person holding a similar responsible position in the business of a member of the company.

86. Every instrument appointing a proxy shall be deposited at the registered office of the association not less than 24 hours before the time of the holding of the meeting at which such proxy is to vote.

87. Any instrument appointing a proxy may be in the following form:—

THE SHIPPING FEDERATION, LIMITED.

I, _____, of _____, in the county of _____, a member of "The Shipping Federation, Limited," hereby appoint _____, of _____, in the county of _____, as my proxy, to vote for me and on my behalf at the _____ general meeting of the company to be held on the _____ day of _____ next, or at any adjournment thereof.

As witness my hand this _____ day of _____ 18 ____.

(Signed or sealed, &c.).

Rules.

88. The members in general meeting may, if they think fit, frame, sanction, and approve of, and from time to time alter and amend, rules for the government and regulation of the affairs of the company, and the definition of the rights and obligations of the members, provided always that such rules shall not be at variance or inconsistent with the memorandum and articles of association of the company.

President.

89. The annual general meeting of the company shall elect a president of the company, who shall hold office for a year, and shall be eligible for re-election. The president need not be a member or affiliated member of the company, and shall, *ex officio*, be a member of the executive council during his term of office.

General Manager.

90. The general manager of the company shall be appointed by the executive council, and his term of

office and remuneration shall be from time to time determined by them.

91. The general manager shall conduct the general business of the company under the control of the executive council, and shall keep proper accounts of the funds of the company, which accounts shall be audited from time to time as the executive council shall direct.

Secretary.

92. The secretary of the company shall be appointed by the executive council, and his term of office and remuneration shall be from time to time determined by them.

93. The secretary shall keep the register book and minute book of the said company, in which the several matters mentioned in these articles shall be duly entered, and shall do and prepare such other matters as the executive council may from time to time require.

94. The executive council may unite the offices of general manager and secretary in one person or keep them separate and distinct as they may think fit.

District Managers or Agents.

95. The executive council shall have power to appoint or remove district managers or agents as when or where they may consider the business of the company requires such appointments or removals, and the duties and limits of powers of such district managers and agents shall be prescribed and defined by the executive council from time to time and their remuneration shall be determined by the executive council.

Auditors and Accounts.

96. The accounts and books of the company shall be carefully examined and compared with the vouchers, and the correctness of the balance sheets ascertained by one or more auditor or auditors, being a chartered accountant, once at least in every year.

97. If one auditor is appointed, all the provisions herein contained relating to auditors shall apply to him.

98. The auditors shall be appointed and their remuneration fixed by the company in general meeting.

99. At the ordinary general meeting in each year, the auditor or auditors for the time being shall go out of office, and a new auditor or auditors shall thereupon

be elected by such meeting, but any auditor not otherwise disqualified shall be eligible for re-election on his quitting office, or at any future time.

100. Every auditor shall at all reasonable times have access to the books and accounts of the company, and shall receive from the executive council and every officer of the company every reasonable information and explanation in relation thereto.

101. The auditors shall, on any statement of accounts to be issued to the members, state whether in their opinion it is a full and fair statement, and properly drawn up so as to exhibit a correct view of the affairs of the company.

Indemnity to Officers.

102. The general manager, secretary, executive council, and district committees, and other officers of the company shall be indemnified by the company from all liabilities and expenses incurred by them respectively in or about the discharge of their respective duties, except such as happen from their own respective wilful acts or defaults. And no officer shall be liable for any other officer, or for joining in any receipt or other act for conformity.

Notices.

103. Any notice to any member shall be deemed to have been duly served if duly directed to the address of the member given in the register from time to time, and sent by post prepaid; and its non-receipt by the member shall in no way invalidate or affect any matter or proceeding to which it relates.

Arbitration.

104. Whenever any difference shall arise between the company on the one hand, and any member or affiliated member of the company on the other hand, touching the true intent or construction of these presents or of the statutes, or touching any breach or alleged breach of these presents or any claim on account of any such breach or alleged breach, or relating to any matter affecting the rights of a member of the company, every such difference shall be referred to the decision of an arbitrator, to be appointed by the parties in difference, or if they cannot agree upon a single arbitrator, to the decision of two arbitrators, of whom one shall be appointed by each of the parties in difference.

The several persons whose names, addresses, and descriptions are hereunder subscribed are desirous of being formed into a company in pursuance of this memorandum of association, and in manner provided by the aboye articles of association.

Name.	Addresses and Descriptions.	Witnesses to the Signatures of Subscribers.
THOS. L. DEVITT - -	89, Fenchurch Street, London, Shipowner -	J. D. BOTTERELL, Solicitor, 101, Leadenhall St., London, E.C.
JNO. GLOVER - -	88, Bishopsgate Street, London, Shipowner -	J. D. BOTTERELL. -
THOMAS SCRUTTON - -	9, Gracechurch Street, London, Shipowner -	J. D. BOTTERELL.
HENRY E. P. ADAMSON -	Newcastle-on-Tyne, Shipowner -	Witness to the signatures of Henry Edward Pyle Adamson, John Davison Milburn, James Wait, James Primrose Lindsay, Rowland Mawson, James Henry Wood Culliford, and John Sanderson. JAMES WALLACE, Clerk to Botterell and Roche. Solicitors, Sunderland.
JOHN D. MILBURN - -	Newcastle on-Tyne, Shipowner -	
JAMES WAIT - -	Newcastle-on-Tyne, Shipowner -	
J. PRIMROSE LINDSAY -	Newcastle-on-Tyne, Shipowner -	
ROWLAND MAWSON - -	Newcastle-on-Tyne, Shipowner -	
J. H. W. CULLIFORD -	Sunderland, Shipowner -	
JOHN SANDESON - -	Sunderland, Shipowner -	

Dated the 30th day of September 1890.

APPENDIX VII.

THE SHIPPING FEDERATION, LIMITED.

LIST of MEMBERS, with TONNAGE, entered January 1st, 1891.

Prepared for Executive Council on 10th April, 1891.

Members.	Managers and Secretaries.	Tonnage.	
		Steam.	Sailing.
Aberdeen Shipowners' Association	L. Mackinnon, Yst.	7,121	1,196
Britannia S.S.L. Association, Limited	Tindall, Riley, & Co.	150,000	—
London Mutual Marine I. Association	E. R. Evans & Co.	—	130,000
British Marine Mutual I. Association	D. Cowan	—	187,932
Carron Company	N. Bird	4,186	—
Clark and Service	J. Cuthbert	10,574	1,756
Clyde S. S. Owners' Association	—	—	856,988
Clyde Shipping Company	—	11,623	—
Corry, Jas. P., & Co.	—	6,751	11,558
Gray, Dawes, & Co.	—	117,428	14,571
Grotrian, F. B.	—	2,090	—
Leith, Hull, and Hamburg Company	James Currie & Co.	29,477	—
Lewis & Co.	—	827	—
London Association of Shipowners	Renshaws	266,324	14,560
Montgomery, W., & Co.	—	—	2,368
Newcastle Protection and Indemnity Association	E. S. Scorfield	292,912	—
North of England Protection Association	J. S. Todd	1,632,641	—
Shaw, Savill, and Albion Company	J. A. Potter	75,580	89,127
Shipping Interest Association	A. Bilbrough	104,842	110,552
Shipowners' Protection Association	J. Holman and Sons	—	220,000
Squire and Render	—	209	—
Standard S. S. Protection and Indemnity Association	C. Taylor & Co.	523,750	—
Sunderland S. S. P. and I. Association	R. Shadforth	237,282	—
United Kingdom M. S. O. Association	Lamplough and Miller	650,000	—
West of England S. O. P. and I. Association	J. Holman and Sons	1,030,000	—
Wilson, Thos., Sons & Co.	—	133,383	—
		5,287,000	1,040,573
Total affiliated tonnage, January 1st, 1891		6,327,573	
Anderson, Anderson, & Co. (P. S. N. Co., February)		23,288	
Total affiliated tonnage up to date		6,350,811	
Employers' Labour Association, Liverpool (co-operating)		750,000	
Grand total		7,100,811	

APPENDIX VIII.

CIRCULAR GIVING THE GENERAL SCOPE OF THE OPERATIONS OF THE SHIPPING FEDERATION, LIMITED.

General Scope of Operations.

101, Leadenhall Street, E.C.,
20th October 1890.

DEAR SIR,
I ANNEX some brief notes of the present arrangements of the Shipping Federation which may be of use to you and your friends and guide them in case of need, without their needing to write for instructions.

Constitution.

The Federation acts by an executive council composed of members representing 100,000 tons or more.

It meets periodically as necessary for important business.

Three committees attend to branches of the business—

1. The Finance.
2. District.
3. Law and Indemnity.

These committees meet when required.

Daily business is attended to by the general manager, Mr. G. A. Laws, to whom all inquiries should be addressed.

The Federation intends primarily to secure to every man freedom to work at his own terms without interference, and whether he belongs to any union or not.

Where attempts are made to prevent men (whether sailors, labourers, or others) from engaging to work, or to cause them to break engagements they have made, the Federation will proceed against those who break the law, and will protect those who are threatened or supply substitutes.

It will specially protect masters and officers and other members of a crew who are threatened in any way in consequence of their not belonging to any union, and will prosecute those who threaten.

The Federation, in the event of a dispute respecting wages, will assist owners in procuring crews and labourers at market rates.

It is arranging to establish registry offices at various ports for the purpose of registering those who desire employment.

The Federation does not aim at excluding members of any union from any employment.

It proposes, as above indicated, to assist owners who join it, and compensate them if they detain or lay up their vessels by agreement with the Federation.

Owners are strongly recommended to insert in all charters, &c. the following clause:—

"Ship not to be responsible for any loss, damage, or delay directly or indirectly caused by or arising from strikes, lock-outs, labour disturbances, trade disputes, or anything done in contemplation or furtherance thereof, whether the owners be parties thereto or not."

Plan of Operations.

The Federation is arranging for district committees at different ports.

When difficulties arise within the district of a local committee, owners should apply direct to the secretary of that committee. And where there is no committee they should telegraph and write to the Federation, sending full particulars of the nature of the difficulty; and in case of need the general manager will at once telegraph the name of a local solicitor to act pro tem.

A list of districts and their secretaries (complete to date) is subjoined.

Owners willing to form committees at other ports are invited to communicate with the general manager.

Intimidation.

It is important to check threats of violence, &c. promptly; and owners are therefore requested to record, and send to the Federation, particulars of any threatening language, and to impress upon their masters and others the desirability of recording any threats used to the officers, crew, or other persons.

The words used and the names and addresses of one or more reliable witnesses should at once be forwarded to the Federation in every case with a view to prosecution.

Yours truly,
G. A. LAWS,
General Manager and
Secretary.

LIST OF DISTRICTS AND SECRETARIES.

BRISTOL CHANNEL	-	W. L. HAWKINS, Esq., the Exchange, Cardiff.
"	-	R. L. WATSON, Esq., Newport, Mon.
CLYDE	-	NEILSON BIRD, Esq., 24, George Square, Glasgow.
EAST COAST OF SCOTLAND.	-	JAMES CORMACK, Esq., 28, Constitution Street, Leith.
"	-	Secretary, Aberdeen Shipowners' Association.
"	-	H. A. SALVISEN, Esq., Grangemouth, N.B.
HUMBER	-	J. GREGSON, Esq., Chamber of Commerce, Hull.
LONDONDERRY	-	J. W. CORBETT, Esq., Shipquay Street, Londonderry.
SOUTHAMPTON	-	G. T. HARPER, Esq., 8, Oriental Terrace, Southampton.
PLYMOUTH	-	FRANK PHILLIPS, Esq., Messrs. Weekes, Phillips, & Co., Plymouth.
WEST HARTLEPOOL	-	F. YEOMAN, Esq., West Hartlepool.
TYNE and BLYTH	-	JOHN MORRISON, Esq., King Street, Newcastle-on-Tyne.
TEES	-	EDWARD HARRIS, Esq., Middlesbro'-on-Tees.
WEAR and SEALHAM	-	JOHN RUTHERFORD, Esq., 45, West Sunniside, Sunderland.
MERSEY	-	WALTER GLYNN, Esq., 20, Water Street, Liverpool.
"	-	M. CALLAGHAN, Esq., 7, Mariners' Parade, Liverpool.
BELFAST	-	F. M. HEYN, Esq., Chamber of Commerce, Belfast.

APPENDIX IX

SYNOPSIS OF THE ARTICLES OF THE SHIPPING FEDERATION, LIMITED.

101, Leadenhall Street, E.C.,
1st October 1890.

This body is a Federation of shipowners and companies and persons whose interests are closely connected with the shipping trade, formed to take united action in all questions affecting shipping, and to protect and indemnify its members against all losses they sustain through any course of action which is in the opinion of the Federation calculated in the long run to advance the interests of the trade, though it may result in an immediate loss to themselves. The Federation is registered under the Companies Acts as a company limited by guarantee. The security to its creditors and to any individual member is the guarantee of each of its members that he will be liable, if the company is wound up, for the sum of 3s. per ton on his steam tonnage, and 1s. per ton on his sailing tonnage, to meet the debts and liabilities of the company. As the Federation is already assured of the support of nearly 7,000,000 tons of shipping, this guarantee amounts to over 1,000,000l.

The constitution of the Federation is shortly as follows:—

Members.

Every member enters in the company the full amount of tonnage owned by him. If the member is a protecting and indemnity association (and most of these clubs have already joined), it brings in all the tonnage entered for benefit with it. If the member does not own shipping but is closely connected with the shipping trade (as in the case of dock or colliery companies or shipbrokers), such member agrees with the company an assumed amount of tonnage on which he proposes to contribute to the company. (Arts. 10, 11.)

Management.

The business and affairs of the company are under the control and supervision of an executive council, which is elected as follows:—

A member who has 100,000 tons entered with the company is entitled to one representative.

A member who has 150,000 tons entered with the company is entitled to two representatives. For each 100,000 tons over 150,000 one further representative is given.

Members having less than 100,000 tons may combine their tonnage, and are entitled to elect members of the executive council in proportion to the total tonnage so combined. (Art. 26.)

All shipowners in protecting and indemnity associations which have joined the company will be represented through the members elected by their club in proportion to the total amount of tonnage entered in such club. As meetings may sometimes be called by telegraph, a power is given to members of the executive council to nominate persons to represent them at any meeting thereof, but their power is so limited as to ensure that their nominees shall be responsible persons, substantially interested in shipping. (Art. 49.)

Members will have votes at the general meeting on the same scale of representation as at the executive council. (Art. 82.) It is intended that the general meeting shall decide on important questions of policy affecting all the members, the conduct of the business of the Federation being, as a rule, in the hands of the executive council. (Arts. 22, 29.)

The funds necessary for carrying on the company's operations and for providing indemnity for members as stated above, will be derived from calls made on the members in proportion to the tonnage entered by them with the company. These calls are not to exceed 1s. per ton per year on steam tonnage, and 4d. per ton per year on sailing tonnage. (Art. 15.)

The head-quarters of the Federation will be in London (Art. 5), and it is proposed to constitute district committees for the various shipping centres at home or abroad. These committees will be appointed by the executive council from a list submitted

to them by the members of the company residing or carrying on business in the district, and will include those members of the executive council who carry on business in the district. (Arts. 59, 60.) The district committees will conduct the business of their district under the supervision of the executive council, the object being that local cases may be more promptly dealt with, and the great advantage of local knowledge and experience secured. (Arts. 61, 62.)

A member of the company who incurs any liability or expenses, or suffers any damage by any course of conduct adopted at the request of the executive council, or of any district committee duly authorised by the

executive council, will be entitled as of right to an indemnity from the company. The amount of indemnity will be fixed by the executive council after hearing the member making the claim. (Art. 29.)

Members may withdraw from the company at any time on giving three months' notice, and will not be liable for any calls made after the expiry of their notice (Art. 13), except in the event of the winding-up of the company within a year of their leaving it, in which case they will only be liable for debts incurred before they ceased to be members thereof, and to the extent of their guarantee. (Memo., clause 4.)

Power to
withdraw.

APPENDIX X.

CIRCULAR TO SHIPOWNERS ISSUED BY THE SHIPPING FEDERATION, LIMITED.

FREEDOM OF CONTRACT.

101, Leadenhall Street, E.C.,
23rd September 1890.

SIR,

IN the opinion of the executive council of this Federation, it is of the utmost importance that all shipowners should at once warn their masters, officers, and engineers against being coerced into joining the so-called "Union of Shipmasters and Officers of Great Britain and Ireland," or any other union or society not under the control of its own members.

It is hardly necessary to point out that such demands on the part of the crew, if acceded to by shipowners, must at once deprive the masters and officers of that self respect and independence, without which discipline cannot be maintained, and vessels so commanded must eventually become risks that neither ship nor cargo underwriters can willingly cover at usual rates.

There are several shipmasters' societies of the highest standing, which for many years have existed to the great advantage of their members, and which have tended to elevate the position of those who seek advancement in the profession; it will greatly assist at the present time if shipowners will encourage their masters and officers to support these well established and independent institutions.

The executive council will in every case assist owners to maintain freedom of action on the part of their officers in this important matter, and enable them to resist all unreasonable demands.

Yours very truly,

G. A. LAWS,
General Manager and
Secretary.

APPENDIX XI.

THE SHIPPING FEDERATION, LIMITED.

REGISTRY OFFICE _____ DISTRICT No. _____

REGISTRATION TICKET.

Reg. No. _____ Date _____

Name _____

Capacity _____

Address _____

Seamen's Signature _____

RULES.

1. Registration tickets shall be issued to every seagoing person, of whatever capacity, making application for same, subject to the following rules:—

2. The official in charge shall, before granting a registration ticket, make reasonable inquiries as to the *bond fides* of the applicant, by examining his certificates of discharge or other references, and by other necessary means.

3. Registration tickets shall only be issued at the Seamen's Registration Offices during office hours, and will only be recognised when properly filled in, signed, and stamped. The official in charge shall have power to detain, or refuse to renew, any registration ticket improperly obtained, or in the possession of any person not entitled thereto.

4. That for the protection of seamen, this ticket must be renewed once in every six months, or, if at sea, as soon after as practicable. The fee for registration (including registration ticket and rules) is 1s., and for each renewal, 6d., which also entitles to membership

in the "AMALGAMATED BRITISH SEAMEN'S PROTECTION SOCIETY" if desired. Members of any other seamen's trade union may, however, avail themselves of the advantages of registering for employment, without prejudices.

5. This registration ticket entitles the holder to preference of employment—at the recognised port wages—for any vacancies in any ship, or with any shipmaster or owner affiliated with the "SHIPPING FEDERATION, LIMITED."

6. Every seaman, by registering, pledges himself to carry out his agreement in accordance with the Merchant Shipping Acts, and to proceed to sea in any vessel in which he signs articles, notwithstanding that other members of the crew may, or may not, be members of any seamen's union.

7. This registration ticket is not transferable.

N.B.—All inquiries should be made through the General Superintendent, at the Registration Offices, either personally or in writing.

APPENDIX XII.

RECORD OF EVENTS.

- | 1890. | 1891. |
|---|--|
| Sept. 2nd. SHIPPING FEDERATION FORMED, and interim committee appointed. | Jan. 22nd. LONDON STRIKE. — Stevedores — Partial. Ended 5th March. |
| „ 5th. LEITH STRIKE. — Dockers to support N.A.S.F.U. monopoly. | „ 27th. Deputation of London stevedores to T. D. Committee. |
| „ 10th. BO'NESS STRIKE.—Dockers v. Free Crew. Collapsed 22nd Sept. | Feb. 5th. CARDIFF STRIKE (coal tipplers and N.A.S.F.U.). Collapsed 14th March. |
| „ 23rd. Freedom of contract circular issued. | „ 12th. Deputation of London stevedores and others to executive. |
| „ 29th. GRANGEMOUTH STRIKE. — Wood Carriers' wages. Ended 29th Oct. | „ 13th. EXECUTIVE COUNCIL (third meeting).—Manifesto agreed. |
| Oct. 1st. EXECUTIVE COUNCIL (first meeting). | „ 17th. Thames District Emergency Committee appointed. |
| „ 10th. Registry instructions issued. | „ 19th. EXECUTIVE COUNCIL (fourth meeting).—Resolution. |
| „ 15th. DUNDEE STRIKE.—Dockers' Union v. Free Crews. Collapsed 29th. | „ 19th. "Wade's Arms" Manifesto (cancelled). Work resumed 5th March. |
| „ 28th. CORE STRIKE v. Landlord Cattle, &c. Finished 28th January 1891. | „ 24th. ABERDEEN STRIKE.—Seamen and dockers about ticket. |
| Nov. 12th. STATUTORY MEETING AND EXECUTIVE COUNCIL (second meeting). | March 2nd. Insurance Scheme suggested (Belfast). |
| „ 18th. "Darro" boycott.—Liverpool Dockers v. Free Labour. | „ 3rd. NEWRY STRIKE.—Shore men v. Non-union stevedores. |
| „ 19th. GARSTON STRIKE v. Barrow loaded vessels. | „ 10th. General acceptance Federation ticket by seamen and firemen. |
| Dec. 5th. "Wade's Arms" Manifesto.—London boycott and STRIKE. | „ 23rd. Registry Insurance Scheme (Mr. Martin). |
| „ 6th. FEDERATION NOTICE to seamen. | „ 23rd. Deputation from Master Stevedores' Association; and 6th April. |
| „ 11th. Thames District Committee nominated. | April 10th. FIRST ANNUAL GENERAL MEETING, and EXECUTIVE COUNCIL (fifth meeting). |
| „ 13th. First batch of free labour into docks, and "Scotland" arranged for. | |
| „ 15th. First meeting T. D. Committee. Acting sub-committee appointed. | |
| „ 30th. HULL STRIKE.—Dockers v. Free Labour. Till 1st January 1891. | |

APPENDIX XIII.

MANIFESTO !!!

UNITED LABOUR COUNCIL OF THE PORT OF LONDON, "Wade's Arms."

To all whom it may concern.

The shipowners of London having broken through the custom of shipping their crews at properly constituted shipping offices, and decided to sign on board, to the detriment of unionism generally, the above council have decided to call upon workmen represented here to abstain from doing any work, either direct or indirect, that will conduce to the sailing of the vessels of

MESSRS. SHAW, SAVILL, & Co.,
NEW ZEALAND SHIPPING Co., and
BRITISH INDIA STEAM NAVIGATION Co.,

until they give an undertaking that, for the future, they will sign and discharge their respective crews at the regular shipping offices provided by the Board of Trade, and sign no other than members of N.A.S.F.U.

This manifesto to take effect on Friday morning, December 5th, 1890.

By order of the above council.

December 3rd.

APPENDIX XIV.

NOTICE TO SEAMEN.

The shipowners of London and other large ports, in order to protect their officers and men from insult, intimidation, and assault when approaching or leaving the shipping offices, will, under Board of Trade sanction, continue to engage crews on board their vessels until a better spirit prevails, so that engagements may be resumed at the usual offices with safety and convenience.

It is generally most inconvenient for officers and engineers to leave their work and lose the day at the shipping office, while on the other hand it is a great advantage to seamen and firemen that they should be able to sign articles on board vessels in which they have to sail, so that they can inspect their quarters and satisfy themselves on all points before agreement.

The shipowners will not consent to engage members of one particular union only, to the exclusion of others, but the ship's articles will be open to all qualified seamen and firemen, whether they are union men or not, provided they agree to work together in harmony and for the benefit of all concerned.

Preference will be given to seamen who present certificates from the registry offices, but these certificates can also be obtained by union men on same conditions as others, except that foreigners must show four years' service in British vessels.

THE SHIPPING FEDERATION, LIMITED.

London, 6th December 1890.

APPENDIX XV.

AMALGAMATED STEVEDORES.

FELLOW MEMBERS.

You will have seen by the aggressive action of the Shipping Federation, the unscrupulous manner in which they have withdrawn all concessions they themselves put forward, and breaking off all negotiations, that they have initiated a policy of

EXTERMINATION AGAINST ALL RIVERSIDE TRADES' UNIONS except their own. Whilst actually preaching the right of every man to work on an equal footing, irrespective of whether he is a union man or not, they are trying to establish a

TRADE MONOPOLY OF THE WORST KIND when they want to force you to hold a Federation ticket before they will employ you. Men, will you submit to that? Mark the difference in our policy and theirs! Our society is maintained for the purpose of upholding our rights—rights that your forefathers upheld before you—and from which we will not deviate one atom. Their policy is an aggressive one, formed and made for the express purpose of smashing you. But we do not propose to allow ourselves to be smashed! We do not propose to take their scornful advice and return to work before they will treat with us. We mean to have

A VOICE IN THE MATTER FIRST!!

We have gone as far on the road of conciliation as we possibly can with dignity and manhood, believing we were treating with gentlemen, and not wishing to involve the riverside labour in another great

STRUGGLE WITH CAPITALISTIC GREED.

But whilst they have been outwardly fair and asking us for a truce (which we have granted), they have been secretly arming themselves and bringing unskilled labour into an already congested market. Thinking they are all ready, they have thrown down the gauntlet and revealed themselves in their true colours. Now, men, we as

THE STEVEDORES OF THE PORT OF LONDON,

seeing that the Shipping Federation, at any cost, are trying to supersede us by the use of free or blackleg labour, do hereby call upon all members of our organisation to

ABSTAIN FROM WORKING ON ALL SHIPS IN THE PORT OF LONDON ON AND AFTER WEDNESDAY, FEBRUARY 25TH.

By order of council.

APPENDIX XVI.

REPLY to "WADE'S ARMS" MANIFESTO by the SHIPPING FEDERATION, LIMITED.

NOTICE.

13th February 1891.

1. On 5th December last a manifesto was issued from the Wade Arms, by the United Labour Council of the port of London, directing all shipworkers to boycott certain lines of ships until the owners give an undertaking that, for the future, they would sign and discharge their crews at the shipping offices, and engage none but the members of the National Amalgamated Sailors and Firemen's Union.

2. Under the authority of the Board of Trade shipowners have long exercised the right to engage and pay off crews on board their vessels, and this new and extraordinary demand (made on behalf of a comparatively new and very aggressive union, whose proceedings had rendered it unsafe for non-union men to attend at the shipping offices), interfering at one and the same time with the legal rights of shipowners, and of sailors and firemen, whether belonging to other unions or firemen, was at once met by the Shipping Federation coming to the protection of the boycotted lines and of sailors and firemen who are willing to work. On the next day a manifesto was issued in reply, stating that—

"The shipowners will not consent to engage members of one particular union only to the exclusion of others, but the ships' articles will be open to all qualified seamen and firemen, whether they are union men or not, provided they agree to work together in harmony and for the benefit of all concerned."

3. This was followed by sections of union labourers refusing to work, and the consequent introduction of a limited number of free labourers, who have been accommodated and fed on board ship, and have carried on the work under special police protection; but in order not to disturb the labour market more than could be avoided, and in the hope that wiser counsels would soon prevail, as little as possible was done in bringing in outside labourers.

4. During this protracted struggle the inconvenience to the public and shipowners has been very great, and the loss of wages to shipworkers in the port of London has been considerable, many thousands of tons of coal,

which would otherwise have been supplied in London, having been taken at foreign and other ports, and other work has been restricted.

5. The Shipping Federation has abundant information that the coercion, intimidation, and violence practised under the new Trades Union propaganda are most distasteful to a large portion even of the men enrolled in the unions, and that vast numbers of union and non-union workmen would gladly be in accord with their employers and be free to carry on their avocations undisturbed by the turmoil and exactions which now oppress them.

6. This condition of unrest is not confined to London. Every week new troubles are developed at one or other of the ports in the kingdom. At present the trade of Cardiff is paralysed by the struggle resulting from the dictation of the unions. At Hull, according to a manifesto published in the "Times," of 9th inst., members of the combined labour unions have pledged themselves not to work upon or handle goods in any vessel partly or wholly manned by non-unionists.

7. By these proceedings it has become almost impossible for shipowners to carry on the work of their ships in port, whilst at sea the position is intolerable. Seamen and firemen no longer own allegiance to their employers, but to the officials of their union, the result of which is a degree of insubordination seriously menacing the security of life and property at sea.

8. The members of the Shipping Federation feel that the time has now arrived when, in the interests of British shipping (in some respects the most important industry of the nation), also in the interests of the great body of workers connected with this industry, more decided measures should be taken, and with this object the following resolutions have been adopted:—

(a.) That on and after Monday, the 23rd instant, no member of the Federation shall employ on board his vessels any seaman or fireman who is not willing to pledge himself to adhere to the following regulation, viz.: That every seaman, by signing, pledges himself to carry out his agreement in accordance with the Merchant Shipping Act, and to proceed to sea in any vessel in which he signs articles, notwithstanding that other members

of the crew may or may not be members of any seamen's union.

- (b.) That the Shipping Federation are determined at all costs to maintain the right of their individual members, in accordance with the Merchant Shipping Acts, to sign their crews at the shipping offices or on board ship, as may be most convenient to them.

9. In adopting the above resolutions the members of the Shipping Federation desire it to be distinctly understood that they do not wish to interfere with any union of men

so long as the legal rights of others are respected. Further, this Federation is not seeking to effect any reduction of wages, and it earnestly invites all industrious and well-disposed shipworkers to co-operate with their employers in putting an end to a state of things alike injurious to themselves, their wives and families, and the trade of the country.

By order of the executive council,
G. A. LAWS,
General Manager and Secretary.

APPENDIX XVII.

SHIPPING FEDERATION, LIMITED.

CASE and OPINION of COUNSEL on SECTIONS of the MERCHANT SHIPPING ACT.

QUESTIONS.

1. Is the present system which is being adopted by the Federation as above indicated, sufficient to constitute in a legal sense free labour officials as *bonâ fide* servants in the constant employ of the owners of ships obtaining crews with their assistance, so as to legally justify their present action?

2. If the foregoing question be answered in the negative, is there any, and what alternative possible under the present system, by which this procedure can be made legal?

3. If the present system is not legal, is there any other mode in which counsel's opinion can be adopted by the Shipping Federation, by which the officials of the Federation at the various free labour registries can afford legal assistance to owners and masters in obtaining and supplying seamen and firemen for their crews?

4. And generally advise the Shipping Federation in the premises?

OPINION.

I have very carefully considered this case and the position of the Shipping Federation in connection with the points raised, and I think I can best deal with the questions submitted collectively.

I am of opinion that the sections of the Merchant Shipping Act dealing with the engagement of seamen, have in reality, no provisions which were intended to affect such a question as that now raised. That is to

say, the 146th and 147th sections did not contemplate any such question, and were probably passed to prevent crimping and other dealings with seamen disadvantageous to them. I think, further, that it is open to doubt whether those sections even technically prevent steps being taken to furnish shipowners with the names of men willing to serve on vessels though they might possibly be so construed, but they appear to prohibit the actual supply of men and their engagement.

The Shipping Federation appear to me to have done all that practically lies in their power to comply with those sections, though the officials do not appear to me to be servants in the owners' constant employ within the section. If it be ultimately determined that they have committed any technical breach of the provisions of those sections, it seems to me that the Board of Trade might avert that difficulty by licensing the officials under the 146th section.

I notice that the 124th section provides for the shipping masters (now marine superintendents, 25 & 26 Vict. c. 63. s. 15), keeping registries, &c., but I do not know to what extent, if at all, this section is acted upon.

The question is one of great importance, and the *bonâ fide* of the Federation is undoubted, and if sections 146 and 147 affect their action, relief may be afforded as I have pointed out.

Temple,
December 16, 1890.

J. GORELL BARNES.

APPENDIX XVIII.

COPY of LETTER reporting INTIMIDATION by SAILORS' AND FIREMEN'S UNION.

The General Labour Union,
18, Parliament Street, S.W.,
December 12, 1890.

SIR,

In compliance with your instructions, I proceeded to the Shipping Office, Tower Hill, to meet members of this union desirous of shipping on board the Union Royal Mail Steamer "Moor," Captain Griffin, R.N.R., at 1 p.m. yesterday.

The men had assembled in the yard of the shipping office to the number of about 40, but the intimidation of the officials of the Seamen's and Firemen's Union (wearing the badges of the union on their caps) was so great that not one-half of the firemen desiring to ship dared enter the door of the shipping office, round which some 150 to 200 pickets of the union were violently gesticulating and threatening "to break the head" of any man who signed on, and to send "100 men to stop

the train at Waterloo and break the heads," &c. of the men willing to fulfil their engagements.

Police should, I think, be posted, *i.e.*, a sergeant and two officers, at this side door of the shipping office.

At Waterloo, thanks to the capital arrangements made by the two inspectors of police and the station master and railway police, all the men got in safely, notwithstanding that the chief secretary of the Wilson Union was himself present at the head of a very large body of pickets. The secretary and several of his delegates indulged in the most unmeasured abuse of my officials and myself.

I am
Sir,
Yours obediently,
ROBERT H. ARMIT,
Organising Secretary,
General Labour Union.

APPENDIX XIX.

COPY of LETTER received from a BOARD OF TRADE OFFICIAL.

Re DESERTIONS.

Your owners evidently labour under a great mistake in this matter. Parliament (most unfortunately) abolished imprisonment for desertion by the Merchant Shipping (Payment of Wages and Rating) Act, 1881, s. 10. The offence is now merely a breach of a civil contract, giving them the right to receive damages. But this is no use, as a seaman is "a man of straw." There is also the power of hunting up and bringing back a deserter, but this is also a most in-

effectual remedy. In fact your firm is powerless, except to get the Shipowners' Association or Chamber of Commerce to move in the matter and press for an amendment in the law by re-imposing imprisonment. Desertion is certainly a gigantic evil, done as it is with perfect impunity. There is not even power to refuse shipment to the worst offenders so far as we are concerned.

APPENDIX XX.

MANIFESTO issued by the SAILORS' UNION with replies thereto by the SHIPPING FEDERATION, LIMITED.

101, Leadenhall Street, London.

The following matter in parallel columns will be read with interest. In the left-hand column will be found the claims put forward by Mr. J. H. Wilson as the basis on which a settlement, in his favour of existing disputes might be arrived at. In the right-hand column will be found some comments which suggest themselves on the different points put forward by Mr. Wilson, in the order in which they appear:—

MR. WILSON'S MANIFESTO.

1. We claim the right for union men to sign and sail with union men only; but at the same time we do not object to a shipowner who may have more than one ship manning one vessel with union men, and we shall not attempt to block his other vessels should they be manned with non-union men.

2. Previous to signing on of any crew, we should like proper notice from the owner of his intention as to whether he intends to sign on a union or a non-union crew. Should he adopt the course of signing on a full union crew we are prepared to collect the cards of such crew and hand the same over to the custody of the captain. Should any member so engaged absent himself at the time appointed at which he should be on board, or fail to join at the time of sailing, we are prepared to furnish substitutes, and should we be unable to do so our members will undertake to sail with any substitute provided by the owners if such substitute can prove he is duly qualified to do his duty. We should, however, prefer that the owners should give us an opportunity of providing substitutes in the place of our members in order to avoid friction as far as possible on board ship during the voyage. Should any of our members be engaged as above and break the conditions of engagement, we are prepared, upon proof from the owners that he has incurred expenses through his ship being detained in consequence thereof, to refund to the owner ample compensation for such detention after the matter has been thoroughly investigated by a joint committee of the Shipping Federation and the National Seamen's Union.

3. Crews, as far as practicable, to be signed on 48 hours prior sailing.

In the event of any case of desertion of our members abroad and substitutes being provided, our members agree to sail with substitutes where they be union men or non-union men.

4. We also demand a guarantee from the Shipping Federation that no members of that company will insist upon members of the National Union taking the "Federation ticket."

REMARKS IN REPLY.

1. Not three months ago the same officials claimed that *only* members of this union should be employed on board certain lines of steamers, under plan of block, and the lines in question remain boycotted. The union in question has considerably less than half of the British seamen employed in our merchant service. The claim made is equally improper and inconvenient, though the officials may consider it a concession to abstain from blocking other vessels manned by non-union men.

2. Owners intend to remain neutral between union and non-union men. They require good sailors and firemen, without regard to whether they are society men or not, and either class have a right to enter the shipping office premises without let or hindrance, so that the captain may select those men whose papers satisfy him as to their ability as seamen. It is improper to suggest that the crew is to be made up of all and sundry, who come in with a red ticket, when more suitable men with a blue ticket, or with no ticket, are there, with an equal legal right to offer their services. When vessels proceed from the docks to sea the owners cannot afford, and do not intend, to wait and communicate with union officials; when men do not join, owners must take the first good men they can get as substitutes, and the shipping offices have proper officials to look after this.

The Shipping Federation cannot join any union in forming a special court to investigate or punish such cases.

3. Vessels of 2,000 tons frequently arrive, load, and sail in 24 hours, and cannot therefore give 48 hours' notice of signing articles.

4. The Shipping Federation does not *insist* on any person taking a registry ticket, but will register any competent seaman who offers without asking whether he belongs to any union or not; he may be a member of several if he wishes, it does not affect the ticket in any way.

5. We also desire that, previous to crews being signed on, a copy of the proposed articles shall be furnished to the secretary of the branch of the union at the port at which the vessel signs on.

After our members have once signed articles approved of we shall insist on such members sailing in the ship. Should they refuse we will provide other men, and further guarantee that the men who shall have refused shall not have any legal protection.

6. We also insist upon members of the Shipping Federation paying an uniform rate of wages as may be agreed upon by a joint committee of the Shipping Federation and the National Union. Should any members of the Federation attempt to reduce the wages of seamen below the rate decided upon, we shall expect the Federation to withhold their support from any such members, and we guarantee on our part that sailors and firemen shall not demand more than the recognised rate. Should they do so we will withdraw from them the support of this union.

7. All cases of salvage between members of the Shipping Federation and of our union to be regulated by a joint committee, to be appointed hereafter.

8. All cases of breaches of contract on the part of owners or men shall, before either party receives support from the Federation or the union respectively, be submitted to a joint committee. Should they be unable to arrive at a satisfactory settlement, and decide that the seamen or the owner is in fault, whichever party so found in fault shall not have the support of his or their union or Federation in conducting his case.

9. Conciliation boards to be established in each district, consisting of dockers, coal porters, sailors, firemen, stevedores, and others connected with the unloading and loading of vessels.

10. All vessels that signed on at mercantile marine offices previous to September 1890, to continue to sign on and pay off at mercantile marine offices in the various ports. This to be binding on all members of the Shipping Federation. Should any member of the Federation not agree to this, the support of that body to be withheld from him or them.

In order to maintain discipline on board, we propose that:—

- (a.) Members of the National Union threatening captains or officers with the power of the union shall be reported to the union, and a fine of three days' pay inflicted, which shall go to the widow and orphans' fund of the National Union.
- (b.) All bad language to be reported to an official of the National Union, and the man's card to be sent with such report. It must be further stipulated in the articles that any breach on the part of the men shall be reported to the head office, and such report shall be accompanied by the card of the member complained against.
- (c.) Cases of drunkenness or absence from work in foreign ports to be reported to the head office of the union, who will inflict fines upon such members, in accordance with the gravity of the offence. Should the union decide to expel or suspend any member until such fine or fines are paid, a list of such expelled or suspended members will be furnished to the Shipping Federation, the members of which must guarantee not to ship such men as non-union men until the fine or fines so inflicted are paid.
- (d.) Bad language used by officers to men shall be reported to the secretaries of the various branches, who in turn will report the same to the head office of the union, to be dealt with by a joint committee.
- (e.) No reduction of wages shall take place until two months' notice shall have been given by the Shipping Federation to the union, and no advance in wages shall be sought until a similar notice shall be given by the National Union.

5. The ship's articles (foreign-going) can only be opened by the captain in presence of the shipping master, who reads and explains all conditions to the men before signing, and none need sign unless they choose.

The shipowner offers the conditions of service, which must be legal and proper, and agreed as such by the shipping master. Articles approved by the union secretary would be useless unless agreed to as above.

6. The Shipping Federation has nothing to do with wages and cannot form a joint committee with any union to control wages. The men are at liberty to combine for the purpose of obtaining the best price for their labour, and there is nothing in the Federation ticket to prevent this.

7. Salvage cannot be legally settled in this way. The claim is made by one vessel against another, and if the parties cannot agree there is a proper court to settle the amount, and the judge will always award the crew's proportion if requested to do so. These suits cost the men nothing. No members of a crew could be bound by the award of the joint committee suggested.

8. The Federation does not support owners in cases of breach of contract unless there is union interference causing refusal of duty. No special court can be formed for such cases.

9. The Shipping Federation is always in favour of conciliation, but this clause as it stands is unintelligible.

10. The Shipping Federation cannot agree to waive any legal right of the shipowners and seamen to ship and discharge on board as provided by the Board of Trade rules under the Merchant Shipping Acts. It will support its members in doing all that they are legally entitled to do.

- (a.) The captain has a proper remedy in such cases, and it would be a waste of time to attempt what is here suggested.
- (b.) The captain has a proper remedy in such cases (*see* official log and ship's articles).
- (c.) The captain has a proper remedy and the union cannot make its officials a special court to try such cases.
- (d.) The captain must hear such reports and deal with them (*see* ship's articles), neither the Federation nor the union could find time to deal with such matters.
- (e.) The Shipping Federation has nothing to do with reducing wages, and has no power to bind its members in such matters. The men are entitled to ask for an advance of wages when they please.

APPENDIX XXI.

(Reg. No. 650.)

RULES OF THE AMALGAMATED SEAMEN'S AND TRADESMEN'S UNION OF GREAT BRITAIN AND IRELAND.

Registered under the Trades Union Acts, 1871 and 1876.

RULE I.

1. That this society shall be called the Amalgamated Seamen's and Tradesmen's Union of Great Britain and Ireland.
2. The head office shall be No. 6, West Bute Street, Cardiff, in the county of Glamorgan, and may be removed to such other place or places as the annual general meeting may deem expedient. Notice of such change to be given to the registrar in the form provided by the Secretary of State's regulations.
3. The union is intended, subject to the rules, to include British and foreign seamen, as well as such tradesmen whose interests are bound up with those of the seafaring community. Its objects are as follows:—
 - i. To use every possible means to prevent loss of life at sea, and to provide for the safety of ships.
 - ii. To provide for the merchant service a better class of seamen, and to see all such seamen engaged through this union on board at appointed times in a fit and proper condition to proceed to sea.
 - iii. To improve and protect the interests of seamen and tradesmen generally.
 - iv. To provide such assistance as may be required by shipwrecked seamen.
 - v. To promote the formation of a board or boards of conciliation, whereat seamen as well as their employers shall be fairly represented, the representatives of both classes having power to fix a fair rate of wage, according to a sliding scale system, governed by the freight market.
 - vi. To use every effort to have seamen directly represented in Parliament at local marine boards, conciliation boards, and other similar institutions.
 - vii. To compensate members whose interests have been damaged by reason of prominent services rendered to this union.
 - viii. To afford legal assistance to members in all cases where their just rights are interfered with.
 - ix. To assist members who are in search of employment.
 - x. To provide funds for the relief of members in sickness or temporary disablement, and for their respectable interment.
 - xi. To provide a fund for parliamentary representation.
 - xii. To provide a fund for the relief of men on strike.
 - xiii. To regulate the relations between workmen and employers.

RULE II.

GOVERNMENT OF THE UNION.

1. For the supreme government of the union, there shall be an executive council consisting of a president, vice-president, and general secretary, and 20 representatives, chosen at the annual general meeting.
2. By the term "promoters" is meant the first members of the union and the officers they have appointed. All admitted as members by the promoters, and also the promoters themselves, shall not hereafter have their right of membership called in question, because any formality required by the rules has been dispensed with.
3. The annual general meeting shall be held in January of each year. Its sittings shall commence at 11 o'clock on the first Monday of January. A special general meeting, if necessary, may be called by the executive council, or, if desired, by the majority of the members of the union. A member of the executive council or any other officer may be removed by a special general meeting.
4. The annual general meeting shall have power to amend, rescind, or make rules, to remove any officer, to distribute the funds of the union for the benefit of

the members, to decide all appeals against the decision of the executive council, and to inaugurate any movement or decree any proceedings, in the interest of the union and its members, and it shall govern the executive council.

5. The cost of the annual general meeting shall be defrayed out of the general management fund, but a separate account of same shall be published for the information of members.

6. Each representative shall receive the sum of 10s. 6d. for each day's attendance, and the time actually occupied in travelling to and from the place of meeting, and be allowed second class railway fare only, the same to be paid from the fund as per clause 5.

RULE III.

CONDITIONS OF MEMBERSHIP FOR SEAFARING MEN.

1. Foreign as well as British seafaring men shall be eligible as members of this union, upon the terms and conditions herein-after appearing.
2. Any seafaring man, whose competency is guaranteed by two seafaring members, and who is proposed and seconded by two other members (at a meeting of the branch, and who is accepted by the branch), shall be admitted a member of the union, on complying with the conditions herein-after mentioned.
3. The entrance fee shall not exceed 2s. 6d., and the weekly contributions (unless altered by the executive council) shall not exceed the sum of 3d. payable in advance.
4. Any member failing to pay his contributions within four months of the time he was proposed shall forfeit his entrance fee and all claims on the union. Any person refused membership shall have his money returned to him.
5. Every financial member who has paid his contributions of 3d. per week for a period of not less than three months shall be entitled to the following benefits, viz. :—

Legal protection	- - -	Rule 12.
Travelling relief	- - -	Rule 13.
Shipwreck	- - -	Rule 15.
Protection fund	- - -	Rule 14.

6. Formation expenses both for the general management and branches shall be chargeable on the entire funds of the union. Each branch shall retain its own entrance fees and one halfpenny per week per member for its own management expenses, and the remainder shall, as herein-after mentioned, be transmitted to the head office. One halfpenny per week per member, including all members of branches, shall be set apart for general management expenses, and, subject to the formation and general and local management expenses aforesaid, the moneys of the union shall form a general fund to be applied to the objects for which the union is constituted.

7. Each member shall be supplied with a copy of the rules, for which he shall pay 3d., and also with a copy of the annual report and financial statement, for which he shall pay cost price. Each member shall be supplied with the yearly general statement of the receipts, expenditure, funds and effects of the union free of cost.

RULE IV.

1. For the general management of the union there shall be a committee, called the executive council, consisting of a president, vice-president (the vice-president to act in the absence of the president), general secretary, treasurer, and 12 representatives chosen by the annual general meeting. Seven representatives in addition to the chairman shall form a quorum, with power to act, provided always that the annual meeting shall have power to alter the number if deemed expedient.

2. The 12 members of the executive council, president, and vice-president, shall be chosen annually by

ballot, and all candidates receiving the highest number of votes shall hold office for the ensuing 12 months only. Should any vacancy arise before the expiration of 12 months, it shall be filled for the remainder of the year by the candidates who obtained the next highest number of votes to the successful candidates at the ordinary election.

3. The meetings of the executive council shall be held quarterly at the head office of the union. The president or general secretary shall have power to summon a special meeting, if necessary. The members of the council shall appoint a chairman of the company present in the event of the absence of the president and vice-president.

4. The powers of the executive council shall be limited to the management and superintendence of the union. It shall take every means to secure the observance of the union's rules, to perform all duties allotted to it by the said rules, to further the objects of the union, and to protect its funds from misappropriation. It shall direct the action of the trustees, and be responsible for the right administration of the general funds dealt with at the general office. It shall suspend any member obtaining benefits by misrepresentation or improperly receiving the same. It shall diligently fulfil the duties prescribed for the protection of members, and seek first to settle disputes by arbitration. When authorised by the members, it shall represent them in disputes about hours and wages, and administer the protection fund in the manner laid down in Rule 14. It shall institute legal proceedings on behalf of members of the union and direct the trustees to take legal proceedings against any officer of the union who misappropriates the funds of the union. It may remove any incompetent or insubordinate branch officer and suspend members acting contrary to rules. It shall have authority to reverse the decision of the branch, to decide appeals made by members, to appoint special auditors to examine at any time the books and accounts of a branch, or any accounts relating to the union's funds. It shall have power to interpret doubtful rules. It shall cause the general secretary to present a quarterly financial statement, which, with the resolutions passed at each meeting of the committee, shall be printed and issued to the branches. It shall also be responsible for the due issuing of the yearly report, and for the requisite arrangements for holding the annual general meeting. It shall provide all branches with necessary and uniform books and stationery. It shall direct the labours of the general secretary for the best interests of the union. It shall suspend and prosecute the general secretary if he be found guilty of fraud. It shall have power also to suspend the general secretary for absence from or gross neglect of duty, and report to the annual general meeting (through the president) any neglect or incompetence of the general secretary, but he shall have the benefit of appeal at the annual general meeting against the decision of the council. The executive council shall have power to appoint delegates to represent the union at conferences and other meetings.

5. The decision of the executive council shall be binding on members and branches, unless an appeal against it has been submitted to the judgment of the annual general meeting. No question shall be submitted to the members or branches to be voted on a second time within the same year.

6. Each executive councillor shall receive such sum as the annual general meeting may decide for each day's attendance at the executive council, and the time actually necessary for travelling to and from the place of meeting, and third class railway fare, the same to be paid from the general management fund.

7. The executive council shall have full power to make all necessary byelaws for the conduct of business and other objects of the union, which shall be binding on the union until the next annual general meeting, which shall confirm them or make such modifications therein as they shall think proper. Until the executive council is appointed the promoters of this union shall make the byelaws referred to, which shall be supervised and dealt with by the first annual general meeting.

RULE V.

GENERAL SECRETARY.

1. The general secretary shall remain in office during the will and pleasure of the majority of the executive council, who shall, through the annual general meeting, have power to call on him to resign. He shall be and remain a member of the union.

2. Each branch of the union having 60 good members shall have power to nominate a candidate for the office of general secretary, which nomination must be seconded by another branch of the union to become valid. Nominations must be sent to the president of the union 28 days prior to the election, and shall be submitted to the executive council for their votes. The candidate who has the majority of votes shall be elected general secretary and retain office as per clause 1 of this rule. No candidate shall be eligible unless he is a *bona fide* member of the union.

3. The general secretary shall obey the orders and be under the control of the executive council. He shall keep all books, documents, papers, and accounts belonging to his office, in such form as the council may direct, and devote the whole of his time, if required to do so by the executive council, to the business of the union.

4. He shall attend the annual general meeting and all meetings of the executive council and finance committee, and record the minutes. He shall have the right to speak on any business of the annual general meeting or executive council, but shall have no vote.

5. He shall conduct the general correspondence of the union, keeping a copy of all letters written by him, and the letters received, and submit to the annual general meeting and executive council all correspondence requiring the attention of those bodies.

6. He shall deliver over all moneys received from the branches and other sources to the treasurer of the general funds without delay.

7. He shall keep in a book, provided for the purpose, a register of the members of the union, stating to which branch each member belongs, the date of entry, and, if excluded, the cause and date of such exclusion.

8. He shall prepare a quarterly financial statement for the executive council, which, with all resolutions rejected or adopted, with the mover and seconder's name, and how each member voted, attached thereto, shall be printed and issued by him to the branches within 21 days after each meeting; failing to do so in 31 days he shall be fined the sum of 10s.

9. He shall prepare the yearly general statement required by section 16 of the Trades Union Acts, 1871, and supply the same to the registrar by the time appointed, and copies of the same to the branches of the union during the month of February in each year. He shall also prepare an annual report (including financial statements of the whole union, giving therein the attendances of the executive councillors, the dates and places of the branch meetings, the names of honorary members, and a full report of the union's proceedings, and report at the same time all branches which have not made the necessary returns, &c. to the general office.

10. He shall audit the branch balance sheets.

11. The accounts of the general office shall be audited each half year by two auditors appointed by the annual general meeting, to whom the general secretary shall produce all books and papers of the general office necessary for a complete examination of the union's accounts. The senior auditor shall retire each year, and shall not be again eligible for re-election within a period of five years. The amount of remuneration for their labour to be left to the annual general meeting.

12. The general secretary shall receive a salary not exceeding 150*l.* per annum, payable quarterly. Should there be any change in the person of the general secretary, the incoming officer shall be paid according to the decision of the executive council if deemed necessary.

13. The executive council shall engage a clerk to assist the general secretary, if found necessary, at a salary not exceeding 100*l.* per annum.

14. When there is a necessity for the attendance of the general secretary at any place, he shall charge his expenses to the general management fund, and submit an account of the same to the next meeting of the executive council.

15. The general secretary shall give security for 200*l.*, the premium to be paid from the general management fund.

16. On resigning or being discharged, the general secretary shall give or receive three months' notice, or one month's salary. If found guilty of fraud, absence from or gross neglect of duty, or incompetency, he shall be subject to suspension or dismissal by the executive council. The executive council may institute legal proceedings against him in the event of fraud, if in the interests of the union.

17. A member when elected general secretary shall be paid the reasonable expenses attending the removal of himself and family to the place in which the general office is situated, from the general management fund, such expenses to be sanctioned by the executive council.

18. The books of the union and the names of the members shall be open to the inspection of any member or person having an interest in its funds.

RULE VI.

ASSISTANT OR TRAVELLING SECRETARY.

1. There shall be an organising secretary appointed by the annual general meeting. In the event of a vacancy occurring, the executive council shall arrange for the performance of the duties until the following annual general meeting.

2. The organising secretary shall act directly under the control of the executive council and general secretary, or either of them, visit such branches and places as the interest of the union and members may require, and at his discretion such visits may be made at irregular intervals without giving notice thereof, and he may require the production of all books, vouchers, and accounts, and information from all branch officers relative to their duties and the working of their branches, and it shall be their duty to give him their most unreserved information, and facilitate him to the utmost of their power in the discharge of his said duties. He shall also attend at inquests and Board of Trade inquiries when requested to do so by the executive council, and reside wherever most convenient for the union's work. The organising secretary shall render to the executive council, on a form provided for the purpose, a statement of his travels and attendances during each quarter; and his visit to each place shall be certified by the signature of the branch officer thereat. He shall attend the annual general and executive council meetings if required; but shall not be eligible to be elected as a representative to the annual general meeting. He shall be subject to suspension by the general secretary or executive council for neglect of duty, or dismissal by the executive council.

3. The salary of the organising secretary shall be fixed by the annual general meeting, and his reasonable travelling expenses shall be paid out of the general management fund.

RULE VII.

MANAGEMENT AND CONSTITUTION OF BRANCHES.

1. Each branch of the union shall have for its management a chairman, vice-chairman, secretary, check steward, treasurer, three trustees, and a committee of not less than seven members, which seven members shall, together with the chairman and vice-chairman, form the full committee, of which five shall form a quorum; but in cases of emergency the secretary shall take such steps as he deems expedient, and report the same at the next meeting, which shall, if it think fit, confirm and approve of the steps so taken. Also (when the branch considers it necessary) two stewards shall be appointed to direct the secretary in any important business during the intervals of the branch committee meetings, to look up members going in arrears, and to supervise the affairs of the branch, reporting the same to the following branch committee meeting. Collectors may be appointed to collect the contributions of members in out-lying districts and those who are unable to attend the branch meetings.

2. Should 20 seafaring men and 10 tradesmen in any locality desire the formation of a branch of the union, and forward a request signed by such persons to the general office, the general secretary shall instruct the organising secretary, or the nearest branch secretary, to take the necessary steps for opening a branch. Each new branch shall be opened by a dispensation from the executive council.

3. The funds of each and every branch shall be the common property of the union, and shall only be applied for the purposes and in the manner prescribed in these rules. Any branch seceding from the union, or any branch which is dissolved, shall thereby forfeit every claim to the possession, and its trustees and officers to the administration of the funds of the branch, which shall become the property of the remaining members of the union. All moneys, books, and other property belonging to the union, held by any branch which shall secede from the union, or be dissolved, or be reduced below 20 members, shall be delivered to the general

secretary for the general fund trustees, or forwarded to the general office by the officers of such branch, together with a detailed account of all income and expenditure. Failing which the general secretary for the executive council shall take proceedings before the registrar of friendly societies (in cases of savings bank deposits), or in any suitable court of law for the obtaining or recovery of the funds, &c. held by any such branch. Should any member of a closed branch desire to remain in the union, he shall be transferred to the most convenient branch, and a proportionate amount of the funds be remitted to such branch by the general secretary.

4. Each branch shall make byelaws for the government of its local affairs; such byelaws to be made in accordance with the general rules, and approved of by the executive council. In the interval of the executive council meetings, the general secretary shall be empowered, on behalf of the executive, to approve such byelaws.

5. Each branch shall have power to form sick, accident, or death benefit funds for the benefit of its members. (Rules of "the sick and burial fund" are appended.)

6. The quarterly meetings of each branch shall be the last meetings in January, April, July, and December; to which all members owing more than one month's contributions at the last meeting shall be summoned. Any member owing more than two months' contributions and not clear on the books shall be fined 2*d.*, the same to go to the branch management fund. The branch shall have the power to remit the fine in case of illness. Each branch shall have power to call special meetings when necessary. (Or such special meetings may be called by the chairman as provided in clause 3 of rule 8.)

7. Any branch having occasion to complain of the conduct of the executive council shall instruct the general secretary to bring the case before the annual general meeting. Any branch having occasion to complain of the neglect of the general secretary shall do so to the executive council.

8. Any branch unable to meet the claims made upon it shall apply to the executive council for assistance, and send with the application a correct detailed statement of its income and expenditure. The executive council shall have power to assist such branch from the central fund to such an extent as the council consider necessary, if the statement of the branch is satisfactory.

9. No branch shall issue or entertain any circular or address relating to the union in general, or any branch thereof, unless such circular or address is sanctioned by the executive council or the general secretary. Any member violating this rule shall be fined 10*s.* and suspended from all benefits until one month after such fine is paid.

10. Any branch which has not paid to the general office the quarter dues or moneys required to be paid by rule 9, or has failed to send to the general office its half-yearly or yearly balance sheet, within one month from the dates at which they should be paid or sent, shall take no part in the union's business, and the members of such branch shall be suspended from benefit until the dues or balance sheet are received at the general office.

11. All necessary books and stationery for the use of each branch shall be obtained from the general office.

12. Each branch is responsible for the sending in of the half-yearly and yearly balance sheet and register of members within 28 days after the close of each half year and year. For each neglect a fine of 2*s.* 6*d.* shall be inflicted by the executive council on the branch secretary.

13. In the event of a dispute between members and their employers, and of the said members appealing to union to support them from the protection fund, it shall be the duty of the branch secretary to notify the fact to the members, and of the branch committee to arrange for a vote by ballot to take place at the branch meeting house on such four successive days, and in such manner as the executive council shall order.

RULE VIII.

BRANCH OFFICERS AND THEIR DUTIES.

1. All officers shall be elected and retire at the half-yearly meetings, and hold office for six months. Members alone shall be eligible to hold office, excepting for the office of treasurer; but no member suspended from benefits shall continue to hold or be elected to office. No member shall hold two offices, unless by request of the branch committee, for the transaction of temporary

business. Candidates for office must be proposed and seconded by two free members; the candidate who has a majority of votes shall be elected. All officers on retiring from office shall be eligible for re-election, but may claim exemption for six months.

2. Should any officer be incompetent, or fail to perform his duty, or act contrary to the interests of the union, he shall be dismissed, and the branch shall elect another in his place. The branch secretary in resigning shall give one month's notice, or forfeit one month's salary; and any officer leaving his branch or the union shall have his accounts at once audited, and deliver up to the branch all property belonging to the union; failing to do so he shall be expelled, and prosecuted according to law, and another officer shall at once be appointed in his place.

3. The chairman shall preside at all meetings of the branch, and conduct the meetings with propriety and order. He shall sign all minutes of the branch and all official documents, and, through the secretary, order special meetings of the branch or of the committee when necessary, or on request of 12 free members.

4. The vice-chairman shall assist the chairman in conducting the business of the branch meetings, and preside in the chairman's absence.

5. The branch secretary shall keep all books, accounts, &c. belonging to his office in an intelligible manner, perform all duties devolving upon him by these rules, conduct the correspondence of the branch, attend all branch and committee meetings, and take the minutes of the same.

He shall keep in a book provided for that purpose (and shall each year forward to the general office) a register of each member in the branch, giving the age and date of entrance, and if transferred, excluded, or expelled, the date and cause of the same; and, with the return, give the amount of benefit paid to each member. He shall supply the general office with a balance sheet showing the income and expenditure of the branch for the half year ending June, and also an annual balance sheet showing the income and expenditure for the year, which shall also be supplied to the members of the branch. All balance sheets and returns to be forwarded within 28 days after the close of the half year or year; failing which a fine of 2s. 6d. for each omission shall be inflicted on the branch secretary. The executive council have power to remit such fines, should there be a justification for so doing. In each report the names and addresses of the chairman, treasurer, trustees, and meeting house shall be given, and notice of any change within 28 days thereof.

He shall inform the general secretary every quarter what money is held by the treasurer, and the amount deposited with the bank; failing to do which he shall be fined 2s. 6d. When required by the general secretary he shall obtain and forward to the general office the branch bank book.

He shall summon all members who were more than one month in arrears at the previous meeting to the quarterly meeting.

His salary shall in all cases be regulated by the number of members in his branch in proportion to so much per member as the executive council may decide for each branch; and in addition the executive council shall pay him such fixed salary (if any), either permanently or temporarily, as may be determined for each branch.

6. The check steward shall keep an account of the amount paid by each member each meeting night, and see that it tallies with the amount entered in the secretary's book.

7. The treasurer shall receive from the secretary the money received on account of the branch, and bank in the name of the trustees and the union all moneys in excess of the amount allowed for the current payments of the branch, such sum not to exceed 10*l.* He shall make any payment authorised by an order signed by the chairman and secretary of the branch. He shall keep an account of the amounts he has received and paid, producing it and all other documents he may hold when necessary. He shall enter into such bond with sureties as the executive council may require.

He shall deliver up the bank book to the branch secretary on an order from the general office; and shall receive such remuneration as the branch may decide on.

8. The trustees shall be held responsible for the safe keeping of the funds entrusted to their care, and hold such funds subject to rule 7, clause 3, and rule 9, clauses 1 and 2. In opening an account, which shall

be done in the name of the union, the money shall be deposited by the whole of the trustees; and no withdrawal shall be made but in the same manner, and then only by the sanction of a majority of members at a branch meeting, and of the chairman and secretary; or by order of the executive council. The trustees shall, within 12 hours of the withdrawal, place the same in the hands of the treasurer.

9. The accounts of each branch shall be audited by two auditors appointed at the half-yearly meeting by the branch, such audit to be made in time to allow the secretary to forward his returns at the proper date; and the accounts so audited shall be laid before the next meeting of the branch.

10. The branch committee shall, under the direction of the chairman and secretary, superintend the business of the branch, and co-operate with the executive council in carrying out the rules of the union. The committee shall meet as often as required, and be summoned by the secretary. Five members, in addition to the chairman and secretary, shall form a quorum. The secretary shall have no vote, and the chairman only the casting vote, but both shall have the right of speaking.

RULE IX.

FUNDS OF THE UNION.

1. Each branch shall, through the trustees and in the name of the union, deposit in the union's bank or in the Post Office Savings Bank sufficient to meet the current demands (but not exceeding 10*l.*), which shall be retained by the treasurer. Excepting deposit in the union's bank no investment of any portion of the union's funds shall be effected until the sanction of the executive council has been obtained. The executive council shall have full power to decide on the best mode of dealing with the general funds so as to effect the objects of the union, and may delegate such power to general and branch officers as may be required.

2. All moneys received from the members of the union to raise funds for the benefit of those who by these rules may become entitled thereto, shall not be applied otherwise than in the manner prescribed by these rules. The executive council shall have power to institute legal proceedings against any person or persons misapplying, withholding, or receiving by imposition, any part of the funds, for the recovery of the same, and the punishment of such person or persons.

3. Three trustees of the general funds shall be appointed by the annual general meeting, each of whom shall hold office during pleasure of the union, and shall act under the direction of the executive council.

4. The treasurer to the general funds shall be elected by the annual general meeting, and retain office at the will of the union, and receive such salary as the executive council fix. He shall, with the finance committee, see that all the moneys of the union received at the general office by the general secretary are weekly deposited with a bank chosen by the executive council in the name of the union and of the trustees. The treasurer shall be held responsible for the correct keeping of the banker's pass book. He shall see that the pass book is made up each fortnight in time for the finance committee meeting. He shall, when required by the trustees of the executive council, render a true account of all the union's money received and paid by him; and shall, when required by the annual general meeting or the executive council, deliver to whoever may be appointed all moneys and property belonging to the union. He shall be under a bond of 200*l.*

All withdrawals from the bank shall be made by cheques signed by any two of the executive council, and countersigned by the general secretary.

For the supervision of the receipts and expenditure of the general funds there shall be a finance committee consisting of the three trustees, the general treasurer, and the general secretary.

The finance committee shall meet every fortnight at the general office, or oftener if specially summoned by the general secretary. Three (including two of the trustees) shall form a quorum with power to act.

All expenditure of the general funds (except as herein-after mentioned) must be first approved by the finance committee. No expenditure shall be effected otherwise than by cheques drawn on the union's bank, and no cheques shall be signed by the trustees, except by the authority and at a meeting of the finance committee.

Every expenditure expressly authorised by the union's rules, or ordered by resolution of the annual

general meeting, or of the executive council, must be regarded as already sanctioned, and each and every such authority shall be a sufficient warrant to the trustees to issue cheques; but the finance committee shall see that all such expenditure has been properly applied.

At each meeting of the finance committee the general secretary shall present statements, showing therein the amount received for the general funds since the preceding meeting, the amount paid into bank, the expended amount of moneys drawn from bank, the balance at the banker's and at the general office, and a list of all claims awaiting payment. These statements shall be filed or recorded in a book for reference. The members of the committee present at a meeting shall attach their signature to such statements when approved, and also by their signatures certify the committee's sanction to all expenditure agreed upon.

So far as practicable, each payment exceeding 5*l.* shall be by cheque drawn in favour of the payee and to his order. But the finance committee shall from time to time sanction the withdrawals of sums from the bank by cheques payable to the general secretary, sufficient to enable the latter officer to meet the constant claims for wages, travelling expenses, postage, and other sundry disbursements of general management. The general secretary will render an account to the committee of all money thus entrusted to him.

The committee are empowered to examine at each meeting the cash books kept by the general secretary, and the banker's pass book, so as to ascertain that all moneys received have been paid into bank, and all expenditure properly applied. The committee shall also from time to time examine the securities of invested funds, and ensure their safe deposit. All such books and documents, with the blank cheque book, must be submitted to the committee when called for.

The finance committee shall give effect to any decision or instructions of the annual general meeting or executive council in regard to the disbursement or investment of moneys.

Each member of the committee shall receive 6*s.* per attendance, and third class railway fare in addition.

The executive council shall have power to instruct the trustees to invest any available balance of the general fund in Government securities, mortgage, railway debenture stock, or on the security of any colonial government or of the rates of any county, borough, or parish authorised to be levied and mortgaged by Act of Parliament.

5. For the support of the general office and officers and the general management of the union, the expenses of the annual general meeting, and any other lawful purpose, there shall be a general management fund, towards which such proportion of the contributions received from the members shall be paid as is hereinafter stated. The fund shall be under the control of the executive committee, and used only for such purposes as are sanctioned by rule.

6. The branch secretary shall also forward any levy which shall be made by the executive committee or annual general meeting.

7. Each branch shall, within 28 days of the close of each quarter, remit to the general office all moneys that they have in hand after deducting such moneys as they may have paid in accordance with the rules, namely, their own management expenses, claims for shipwreck, protection travelling allowances, sick and burial allowances, and all other proper disbursements; and full accounts shall be sent showing the gross amount received, and aforesaid disbursements, and the transactions in advances of money on security of allotment notes, wages, or otherwise authorised by these rules. The branch secretary shall remit the foregoing moneys; should he fail to do so within the time laid down he shall be fined 2*s.* 6*d.* for each omission.

8. For the management of each branch there shall be a branch management fund, to which the entrance fees of new members and half of the contributions of 3*d.* per week received, shall be transferred. From this fund every management expense of the branch shall be paid, and an account of it shall be rendered to the general office and to the members each half year.

9. Should any branch fail or refuse to remit to the general office the proportion of its funds required by these rules, or should it be known that there is any intention to apply the funds of the branch otherwise than as provided in these rules, then the executive committee, through the general secretary, shall appeal to the registrar of friendly societies (in cases of savings bank deposits), or take proceedings in a law court to

order the moneys deposited in the Post Office Savings Bank, or elsewhere invested in the name of such branch, to be paid to the trustees of the general fund for the purposes named in these rules.

RULE X.

CONDITIONS OF MEMBERSHIP OF TRADESMEN AND BOARDING MASTERS.

For the enrollment of tradespeople as members of this union, every applicant shall be proposed and seconded by two financial members, and if elected by the branch, he shall be entitled to all benefits to be derived from this union.

Any financial seafaring member of this union, whose contributions are no more than 13 weeks in arrear, shall be entitled to bring any complaint against the boarding master with whom he may reside with regard to unfair or unjust dealings, before the executive council, but the same rule shall apply to tradespeople who feel themselves aggrieved, and the executive council, after full investigation of such cases as are referred to in this clause shall have power to order payment of such sums as they think are justly due; and if a member is proved guilty of unfair or dishonest practices a second time he shall be expelled from the union.

Any member or members found guilty of attempting to injure the union, or to break it up otherwise than as allowed by these rules, and the same being proved to the satisfaction of the executive council, the council shall expel him or them from the union, and he or they shall forfeit all claims on the funds and benefits of the union.

RULE XI.

HONORARY MEMBERS.

Any person subscribing 10*s.* 6*d.* or more per annum may be enrolled as an honorary member by a vote of two-thirds of the members present at a branch meeting properly convened for such a purpose. An honorary member shall have the right of attending any meeting of the union, and of speaking, and voting, on all matters except financial. He shall be eligible for the office of vice-president, and his name, with the branch to which he belongs, shall be inserted in the annual report of the union.

RULE XII.

LEGAL ASSISTANCE.

1. Any member who is in benefit, as heretofore defined, shall be entitled to the legal assistance set forth in the objects and benefits of the union. If he has fallen out of benefit by reason of absence at sea on a long voyage, sickness, want of employment, or any other just excuse, the committee of the branch to which he belongs may in their discretion take up his case. The branch committee shall determine in all cases whether legal assistance shall be given.

2. If it is absolutely necessary that a member who is plaintiff or defendant in any case should remain for any time on shore until his case is heard and until his evidence therein is given, the union in the discretion of the council, and if the funds are sufficient, may advance to such member such sum for maintenance not exceeding 4*s.* per working day as may at the request of such member be required during the time he is kept on shore, and is thereby unable to earn a living. Such advance or advances shall be charged on the sum recovered by the member if successful, but if otherwise the advance shall be borne by the union.

3. If any member have a claim or defence in respect of wages, salvage, forfeiture of wages, penalty or otherwise, which the union decides to support, and it is necessary that immediate proceedings should be taken in respect thereof at any port in the United Kingdom at which a branch is not established, it shall be the duty of the solicitor by himself or his agent to attend at such port and conduct such proceedings as may be required.

4. The solicitor, on happening of any vacancy, shall be appointed by the annual general meeting, any two members of which may propose and second any competent solicitor for the office, whose election shall be decided by the majority of members present, the chairman to have a casting vote. He shall remain in office until resignation, decease, or dismissal by the annual general meeting for negligence or misconduct. It shall be his duty to attend all meetings of the union whenever his presence shall be required in writing by

an official duly authorised, where his legal advice and opinion shall be reasonably required. He shall appoint such legal agents at the various ports as he may deem necessary, but shall change any agent to whom any branch committee may object and be in his discretion guided by their wishes in making another appointment. If in any case it shall be absolutely necessary for the interests of the union, or of any member with a good claim or defence, that the solicitor shall take immediate action, and there is not time to call a council or committee meeting, the chairman of the branch, or in his absence the vice-chairman, may, conjointly with the branch secretary, authorise the same, and report the matter to a committee meeting to be called as soon as possible, but this course shall only be taken in cases of exceptional emergency. The solicitor shall not hold the union liable to such arrangements as he may make with the agents, save for out-of-pocket expenses, but the union through its executive council shall allow such fair remuneration beyond what is herein provided as is just and reasonable.

Messrs. Downing and Handcock, of Cardiff, be the first solicitors to the union, and act provisionally until these rules are confirmed and approved at the first annual general meeting.

5. The executive council shall have power to institute any legal proceedings it may deem to be in the interest of the members.

6. No claim or defence in behalf of members shall be taken up by the union unless a declaration be made by the member authorising the proceedings, and in the event of any settlement being made by the member without the knowledge of the union, such member shall undertake the liability of any legal costs incurred, and if he leaves unpaid those incurred before such settlement they shall be paid by his branch and deducted from his subscriptions, which shall be considered arrears to the same extent as if subscriptions to that amount were unpaid.

RULE XIII.

TRAVELLING RELIEF.

1. Any member wishing to travel in search of work shall apply to the chairman of his branch, who shall instruct the secretary to issue a travelling card. In it the secretary shall enter the name of the branch and member, with the secretary's address and the amount owing for contributions.

2. Each member on travel with a regular certificate shall receive—

For the first six weeks 1s. 6d. per day for six days in the week, excluding Sundays.

For the second six weeks 8d. per day for six days in the week, excluding Sunday.

3. No member shall receive more than one day's relief at any one place, unless he has leave to stay more than one day, or unless the next branch is more than 25 miles away, when he shall receive one day's relief for every 25 miles, and for any fractional portion thereof; but he shall not become entitled to any further relief until the time is expired when the relief advanced becomes due. A member shall not be allowed to stay more than 24 hours in any place, unless by permission of the branch secretary at such place, and he must also report himself each day to the secretary of a branch, or forfeit his relief for each day's neglect, unless he can give satisfactory explanation. He shall not be entitled to travelling relief unless he has been one month out of employment, which must be proved to the satisfaction of the committee, and unless also he is at the time of applying for such relief fully paid up in his contributions. As soon as he obtains employment, he must repay at once out of his wages all money advanced to him or paid on his account for travelling relief, but without interest, and also all arrears of subscriptions.

4. Each branch secretary shall enter on the member's travelling card the amount of relief and date when it is given, the amount of contributions then due, and if the member has stayed more than 24 hours in the place, the reason shall be given. Secretaries should take every precaution to cause this benefit to be paid only to those who are entitled thereto, and in the event of a card not being considered genuine, it shall be tested by the secretary at once writing to the branch which issued it.

5. A member shall cease to be entitled to this benefit as soon as he owes more than six weeks' contributions. To enable a member to keep in benefit the contributions

shall be paid to the secretary of any branch such member visits, and each secretary shall at once forward the amount to the branch the member belongs to, and also enter the same on his card.

6. The officers and members of branches shall use every effort to obtain employment for a member on travel, and if such member on travel should refuse to accept employment without a satisfactory cause, or not endeavour to obtain employment, he shall forfeit all claim to this benefit. He may, if he thinks fit, seek or obtain employment on shore, in which case his travelling relief shall cease on obtaining it, but if employment on shore be offered him by the committee he shall not be bound to accept it, nor shall his travelling relief cease because of his refusal.

7. Any member on travel shall forthwith on obtaining employment deposit his travelling card with the secretary of the branch nearest to which he is, which card shall be at once forwarded to the branch it has been issued from.

RULE XIV.

PROTECTION FUND.

For the more effectual protection of the labour and rights of members, and for the better carrying on of any movement having that end in view, and for compensating members and officers for loss suffered in consequence of taking part in any movement, or in the work of the union, protection shall be granted under the following conditions:—

FIRST OBJECT: PROTECTION OF INDIVIDUAL MEMBERS.

1. Any member (not being over four months in arrear in his contributions) discharged from his employment for taking an active part in any movement carried on by, or under the sanction of the union, or being an officer of the union, and for doing his duty in that capacity, shall, on the cause being clearly proved to the satisfaction of the executive council or annual general meeting, be granted a weekly sum not exceeding 12s. per week by the executive council until he again obtains employment. Should he be unable to again obtain employment equivalent to that from which he has been discharged, the executive may, in lieu of the weekly allowance, grant to the member a lump sum not exceeding 20l.

If weekly payments have been made to a member, then the lump sum of 20l. shall be reduced by the total amount of the weekly payments of 12s. received by the member.

2. A member discharged from his employment or reduced in the service for the causes which are named in this rule shall state to the secretary of his branch in writing the full circumstances within four days of the date of his discharge. The branch secretary shall call together the branch committee, who shall investigate the case, and send a report of the facts to the executive council, accompanied by the member's own statement.

3. In either case it must be proved beyond doubt that no breach of rule, misconduct, or neglect of duty of any description on the part of the member justified his discharge or reduction.

In the event of a member failing to seek for employment, or refusing to accept the same when offered to him, the branch to which he belongs shall, immediately on proof thereof, suspend him from the benefit of this fund, and report the same to the executive council.

The executive council shall have power to withhold further payment of the grant if the report of the branch as to the circumstances be correct, or if from other reliable sources it is proved that the member burdens the fund when employment is obtainable.

4. Any member who obtains, or endeavours to obtain, the benefit of the fund by misrepresentation or by false pretence, shall be expelled from the union by the executive council.

SECOND OBJECT: PROTECTION OF THE RIGHTS AND LABOUR OF BODIES OF MEMBERS.

5. In any movement against a reduction of wages, or an increase of hours not justified by events, or in any movement for obtaining a justifiable increase of wages or a reduction of hours, the union shall assist the members concerned in the conduct of such movements through the executive council.

In the event of every effort by appeal and memorial failing to attain the end sought, it shall be the duty of the executive council, when required to do so on behalf of the men, to offer to the owners in whose service the men are, to refer the matter in dispute to arbitration;

this offer of arbitration shall be repeated if unnoticed or unaccepted on the first occasion.

6. Should the owner or owners refuse to consent to arbitrate, or ignore the requests made for reference to arbitration, it shall be open for the members affected to appeal to the union through the executive council to support them should they deem it desirable to withhold their services from the owner or owners till such time as arbitration or their demands have been acceded to.

7. It shall then be the duty of the executive council to state the circumstances of the dispute to the branches of the union, and take a vote of all the members at home able and willing to vote on the appeal of those members affected by the dispute. The voting shall be by ballot, and be open for four successive days at the respective branch meeting places. The votes shall be returned to the executive council, submitted to a scrutiny, and counted. A majority of votes shall decide for or against the appeal, and determine whether or not assistance shall be given to enable the members to withhold their labour. Without the consent of a majority of members, no movement, or any members taking part in it, can be supported from the fund.

8. In the event of members sanctioning the withdrawal of men from work, it shall be a paramount duty of the executive council to use every lawful means to assist them in their struggle. The executive council are hereby empowered to employ the fund for that purpose in such manner as may be found necessary and expedient. Branches and members shall also render such assistance as the executive council may require of them during the continuance of the dispute.

9. A member when unemployed, in consequence of taking part in any dispute sanctioned by the members of the union shall receive an allowance of 12s. per week, or 2s. per day from the fund, and an additional shilling per week for each of his children under 12 years of age.

SOME REGULATIONS OF THE FUND.

10. Each member in receipt of protection money shall report himself to the branch every week, or, if necessary, oftener. A member shall receive the benefit of this fund as soon as he has been one month a member and is fully paid up. Any member in arrears when leaving his employment will not be entitled to the benefit of this fund until his arrears are fully paid up, unless he can show to the satisfaction of the committee that it was no fault of his being in arrears. No clause in these rules shall be construed as contradictory to this rule or this clause.

11. Each branch shall pay the benefit by an order on the treasurer signed by the secretary. Any member unable to attend personally and receive his payment shall state the reason and, if it be satisfactory, the allowance shall be sent to him.

12. All payments of benefits or for movements as above, shall be paid from the general office and only with the authority of the executive council.

13. The benefits of protection on the scale above stated shall be subject to the state of the union's funds, and it shall be in the power of the union to allow them on a reduced scale if there be not sufficient money to allow them in full. They shall not be allowed at all if the funds in hand are lower than in the proportion of 1l. per member in the union.

RULE XV.

PAYMENT ON SHIPWRECK.

If a member is shipwrecked, and at the time of shipwreck is in benefit, as herein-before defined, he shall for the loss of his clothes, or for such portion of them as in value do not exceed the sum allowed, be paid the sum of 2l. if such loss has not arisen through his own default, negligence, or design. All questions of proof, value, and evidence required must be rendered in the discretion and to the satisfaction of the council.

RULE XVI.

FINES.

1. Fines inflicted by the executive council shall go to the general management fund, and by the branches to the branch management fund. The executive council and branch officers shall be held responsible for the inflicting of the fines in cases under their respective authority.

2. The executive council shall have power to inflict a fine not exceeding 3l., and the branches a fine not exceeding 2l.

RULE XVII.

OPTIONAL SICK AND BURIAL FUND.

1. A fund shall be formed (1) for insuring to members sums of money for their relief or support during sickness, or when temporarily disabled by accident; (2) for insuring sums of money payable to the nominees, widows, children, or relations of members at their death.

2. The fund shall be raised by the entrance fees and regular contributions of members, by interest or invested capital, by donations of the benevolent, and out of all such means as are available according to the letter and spirit of these rules.

3. It shall be optional with all present members of the union, or with such as may hereafter join, and who are under forty-five years old, to participate in the benefits of this fund by becoming contributors. Each member of this fund shall be and remain a member of the union. On leaving or being expelled from the union a member shall forfeit all claims on this fund.

4. A member must be of sound health at the time of joining the fund, and produce satisfactory medical certificates to that effect, on a form to be provided by the union.

5. SCALE OF CONTRIBUTIONS AND BENEFITS.

Age next birthday.	To provide 10s. per week for 16 weeks, 5s. per week for 20 weeks more, and 2s. 6d. for any further period in the discretion of the committee; and 10l. at the member's death if he is a bachelor, or if married and dies before his wife, but 4l. if his wife dies first, and the remaining 6l. on his own death, whether the death arises from sickness or accident (but not from suicide).
18 to 30	- One shilling per month.
31 to 45	- One shilling and fourpence per month.

6. A member shall be in benefit as herein-before defined, and shall be out of benefit if he is three months' subscriptions in arrears. If he is six months' subscriptions in arrears his name shall be struck out from the list of members under this fund, but this shall not affect his position as ordinary member if he has in other ways complied with the rules of the union. The branch committee shall have full discretion to grant to any member for good cause unable to keep up his subscriptions temporary suspension of payments without loss of benefits, subject to such conditions, if any, as they may determine.

CONDITIONS OF SICK ALLOWANCE.

7. A member of the fund incapacitated from work by illness or accident shall make or have made for him a declaration to that effect, specifying on a form provided the nature of his complaint or injury, which shall be certified as true by two free members to whom he is known. He shall forward the same to the secretary of the branch to which he belongs. If the declaration is satisfactory payment shall be made to the member in accordance with the scale of the class he belongs to. Members resident at a distance from the branch may obtain either the certificate of the medical attendant who has visited them, or of a minister in their parish, if two free members cannot be easily reached.

8. If required by the branch, or the executive council, an applicant member, or member in receipt of sick benefit, shall furnish a medical certificate, or consent to be visited by a medical man, or by visitors appointed by the union.

9. A member must be unable to follow any occupation for three days before being eligible to declare on the fund. When admitted on the fund payment shall be made from the first day of illness, provided always the member's contributions be not three months in arrear.

10. Members must declare off the fund immediately they resume work. The declaration must be sent to the branch secretary.

11. The sick allowance shall be paid weekly, and on Friday.

12. For each odd day of the six working days that a member is sick, he shall receive one-sixth of the weekly allowance he is then entitled to.

13. A member having declared off the sick fund, and again declaring on within the space of 20 weeks, shall be placed in the same position as when he last received sick allowance. Excepting always when the second declaration on the fund is caused by accident received when on duty.

14. A member incapacitated from work by the effects of immorality, or drunkenness, or by reason of injuries received in an illegal quarrel or combat, shall not be entitled to sick allowance for the period of such incapacity.

15. A member guilty of fraud against the union, or guilty of felony, shall lose all claim to the sick and all other benefits, and be liable to expulsion from the union.

16. A member during sickness may exercise liberty as to his hours of absence from home, provided that by the exercise of such liberty he does not aggravate or continue his complaint or affliction.

17. A member in receipt of sick benefit shall continue to pay his contributions to the fund.

FUNERAL ALLOWANCE OR INSURANCE.

18. A member when joining the fund shall nominate in writing under his hand the person (allowed by the Trades Union Acts) to whom the sum insured is to be paid at his death. Such person's name shall be registered in the branch book provided for the purpose. A member may change the nominee by due notice to the secretary of his branch.

19. In the event of the person so nominated dying before the member, and of the member dying intestate, the sum insured shall be paid to the deceased member's nearest relative; or, if necessary, shall be employed for the decent interment of the deceased member.

20. Upon proof of a member's death having been made to the branch secretary, and providing the member at time of death was not three months in arrears of contributions, the branch secretary shall at once obtain from the treasurer the sum assured by the deceased, and hand it over to the person entitled to receive it; and the general office shall repay the amount to the branch.

21. The union, through the executive council, are hereby empowered to make whatever arrangements they deem expedient with any life assurance company or companies for the purpose of insuring the lives of members of the union as such claiming under the sick and burial fund.

MANAGEMENT OF THE FUND, &c.

22. For all financial purposes the branch officers of the union shall be the officers of the sick fund; that is to say, the branch secretary, treasurer, check steward, trustees, and auditors. The duties pertaining to the moneys of this fund shall be performed by such branch officers.

23. The moneys of the fund shall be the common property of its members throughout the union, and be invested as are the other moneys of the union, of which they shall be considered a part.

The sick fund contributions received from members shall be centralised at the general office, and for that purpose shall be remitted by the secretary at the end of each quarter. All payments will be made from the general office through the branch secretary.

24. The general office of the union shall furnish the branches with all the necessary books for the purposes of this fund. Such books shall be of a uniform character throughout the branches. When possible, the books, forms, and cards used for this fund shall be the same as those used for the other purposes of the union. An account of each member's payments will be kept at the general office, compiled from returns made by the branch secretary each quarter.

25. A register of members of the fund belonging to each branch shall be kept in the register book of the branch. A general register of members of the fund shall be kept at the general office, compiled from copies of branch registers furnished by the secretaries each quarter.

26. A member's contribution to this fund must be paid to the branch secretary with the other contributions to the union, and a member's arrears of contributions will be calculated on the fund only to which they are payable.

27. The branch secretary shall enter separately on the member's cards and in the branch books the specific purposes for which the member's contributions are paid.

28. A separate account of the receipts and expenditure of the sick and funeral fund shall be kept by the branch secretary, and the balance of money in hand belonging to this fund shall be separately shown in the quarterly financial statement and the general balance sheet of the union. The branch secretary shall be paid a sum equal to 6d. in the £ of the moneys received by him as contributions to the fund.

29. An amount equivalent to one ¼d. per week shall be devoted to the management purposes from each member's contributions to the sick and funeral fund, and an account of the same be published.

30. Two visitors shall be appointed by the members of this fund from each branch, whose duty it shall be to periodically visit sick members and report on their condition to the branch; to assist sick members in any manner necessary or desirable; and, so far as is in their power, to assist in the arrangements of the funerals of deceased members.

31. In the event of a vote being taken on any question solely affecting the sick fund, only members of the fund may take part in the same.

32. It shall be in the power of the members of the fund in any branch assembled in meeting to decline to grant or continue in sick allowance, or to grant the funeral allowance, should the applicant or recipient be deemed to be imposing on the fund, or to have contravened the rules thereof. For this purpose a special meeting may be called consisting only of members of the fund.

33. A member of the fund dissatisfied with the decision of his branch, may refer the subject in dispute to the arbitration of two members of the union, chosen one by the member and the other by the branch; or the executive council, whose decision shall be final.

34. In all matters relating to sick and burial fund the powers of the annual general meeting and of the executive council shall be equally as binding and respected as in other matters of the union.

RULE XVIII.

UNEMPLOYED DONATION.

If a member has been two weeks out of employment, and is fully paid up in his contributions up to the time he was previously in work, he shall be entitled to receive weekly the amount of his contributions, and shall forthwith repay them to the secretary, so that he may be kept clear on the books. But no member shall be entitled to this benefit for more than a total of eight weeks in any one year; and the number of weeks may be either consecutive or at different times. The member so entitled must present himself weekly at the usual meetings of the union, unless absent from any unavoidable cause, and will be considered in arrears unless he complies with this condition.

RULE XIX.

ALTERATION OF RULES.

1. No new rules shall be made, nor shall any of the rules herein contained be amended, altered, or rescinded, except by the annual general meeting elected for that purpose by a majority of members as provided by rule 2.

2. All proposed alterations of rules shall, two months before the annual general meeting, be forwarded to the general office in time to enable them to be printed and issued to each branch of the union. A branch represented by a member of another branch in the group shall forward to such representative, in writing, any opinion they may desire to express in regard to the proposed alterations signed by the branch chairman and secretary. The representative shall submit the opinion to the annual general meeting.

RULE XX.

DISSOLUTION OF THE UNION.

The union may be dissolved by a vote of five-sixths of the whole of the financial members.

HENRY FREDERICK ROSSITER
THOMAS PIDDELL
WILLIAM RICHARDS
CHARLES BROWN
WILLIAM GRAFFUNDER
JOHN JOHNSON
CHARLES BURKE

Members of the
Union.

TRADE UNION ACTS, 1871 AND 1876.

Certificate of Registry of Rules.

Amalgamated Seamen's and Tradesmen's Union of Great Britain and Ireland—a Trade Union.

Register No. 650.

It is hereby certified that the Amalgamated Seamen's and Tradesmen's Union of Great Britain and Ireland has been registered under the Trades Union Acts, 1871 and 1876, this 24th day of September 1890.

Copy kept.

(L.S.)
Seal of Central Office.

APPENDIX XXII.

COPIES OF LETTERS ON THE SUBJECT OF THE SHIPPING FEDERATION REDUCING WAGES OF UNION SEAMEN ON THE CONTINENT.

WAGES.

DEAR SIR,

24th January 1891.

YOUR letter of 22nd received with enclosure, for which I am obliged. If the statements made in regard to the S.S. "Manchester" and "Thos. Radcliffe" are correct, there has, no doubt, been some good reason for the crew being discharged, but I have had no intimation from the owners on the subject, and am glad to note that the Dutch crew were only paid 3*l.* 5*s.* so as not to encourage competition that would tend to depress the wages of our registry men, for you seem to forget that at this time of year the Continent can spare enough men for half our vessels if required.

In regard to the "Ludgate Hill" you are misinformed, and equally so if you refer to the "Richmond Hill," which sailed last week; the firemen, a splendid lot of men, were brought from the North, and shipped at 5*l.*, the same as the previous union crew received. A copy of the owner's requisition is enclosed herewith for your information, and they always pay the highest wages out of the port.

PLEASANCE.

The information you received from me at the interview you refer to was correct. Robert Pleasance has never been in the employ of this Federation, and he never said so in the witness box, or it would have been contradicted. If you will refer to the shorthand notes you will find that you are mistaken in regard to his employment.

Upon agreed facts I shall always be pleased to discuss with you unofficially any matter concerning the welfare of our sailors and firemen, and submit to my council any real grievance that you may be able to show me.

Yours truly,

(Signed) G. A. LAWS,
General Manager and Secretary.

J. H. Wilson, Esq.,
London.

Shipping Federation,
Bristol Channel District,
Cardiff, 26th January 1891.

DEAR SIR,

I AM in receipt of yours with enclosures. I have seen Mr. Radcliffe re the "Manchester" and the "W. J. Radcliffe," not the "Thos. Radcliffe," as stated in Mr. Gardiner's letter.

It appears the vessels left here for the Black Sea, and from there with grain to Rotterdam, where they could not discharge for six days owing to the ice, and if the frost had not given out, they might have been detained for an indefinite period.

Under these circumstances they agreed with the men to pay them off, and pay their fares to London, the men being perfectly agreeable, and when the vessels were ready for sea they shipped a Dutch crew at 3*l.* 5*s.* per month in preference to coming round with runners.

Yours very faithfully,
(Signed) W. L. HAWKINS.

G. A. Laws, Esq.,
101, Leadenhall Street,
London.

APPENDIX XXIII.

INSTRUCTIONS TO THE FEDERATION'S AGENT WITH REGARD TO THE DUBLIN STRIKE.

The Shipping Federation, Limited,
101, Leadenhall Street, London, E.C.,
June 16, 1891.

"BRENDA."

DEAR SIR,

REFERRING to the subject of anticipated trouble with this vessel in Dublin, I will feel obliged if you will now proceed there by night mail and apply to the owners' agents, Messrs. Mackenzie & Co., Great Brunswick Street, for news of the vessel, and I herewith enclose a letter of introduction to them, which please deliver first thing, and then telegraph me the name of an hotel or other address where I may communicate with you. Herewith I also hand you correspondence between the owners, their agents, and myself in regard to the dispute which is likely to arise, and which I will be glad if you can deal with by employing local labour if possible, and to facilitate which I now hand you a letter of introduction to Messrs. J. McCormick & Co.,

shipowners and coal merchants of Dublin, who have hitherto only employed free labour for their own purposes, and they may be able to give you advice and assistance in the present matter.

My council here are anxious that the General Labourer's Union, which is causing the difficulty, should have every opportunity of considering the matter before you commence operations, therefore either see their leaders yourself or get the ship's stevedore to do so, and point out that the shipowner is satisfied with the arrangements made by seller and buyer of the cargo to weigh same, and does not wish to check the weights, but if on this account the corn-porters refuse to discharge the cargo you must procure men who will do so.

Please also see the receivers of the cargo and learn their views on the subject so as to work with them as far as possible if our interests do not clash in any way. You are at liberty to employ about 50 men, or such number as may be required to discharge the vessel in

the usual time, and to pay them whatever rate you consider necessary, but if possible do not exceed the usual rate paid for this class of work, as far as the actual wages are concerned, but you may induce the men to work willingly by providing them food on board if required, together with a reasonable amount of beer or spirits if necessary. Your experience in Aberdeen will no doubt lead you to consider the possibility of intimidation and trouble with the union men, but kindly prepare for this before you go to work by seeing the police

authorities, and by giving them notice that protection may be required alongside the vessel, &c.

Please wire me directly the vessel arrives, and write fully as to the prospects of dealing with the matter at a reasonable expense.

Yours truly,

General Manager.

Graeme Hunter, Esq.

APPENDIX XXIV.

COPIES of LETTERS relative to INTIMIDATION and PICKETING.

TRADE UNION TYRANNY.

To the Editor of the "Times."

SIR,

I ENCLOSE an exact copy of a letter received at this office on the 3rd inst. It speaks for itself.

Having ascertained by inquiry at the workhouse that the writer holds good discharges for the voyages named, I have arranged to obtain employment for him.

Yours truly,

The Shipping Federation (Limited), G. A. LAWS.
101, Leadenhall Street, London, E.C.
February 4.

"To G. A. Laws, General Manager and Secretary,
The Shipping Federation (Limited).

SIR,

"I HAVE read with much interest your very truthful letter in the 'Times' of the 24th of January, drawing public attention to the despotic manner adopted by the leaders of the 'Sailors' and Firemen's Union,' towards shipowners and non-union seamen. As a free agent and non-unionist, I beg to give you my personal experience, which I think corroborates your statement. About this time last year, I met with an accident, on board of a steamer in which I was boatswain, in consequence of which, the captain had to leave me in hospital at Galveston, Texas. Having recovered my health, I signed articles in a Novo Scotia ship bound for Liverpool where I was paid off. I again shipped as boatswain of a steamer, but when the crew came on board, and, I as boatswain 'turned them too' They demanded to see my 'ticket,' I told them I had none, and, moreover, I had no intention of joining a union, who's object was to compel sailors to starve, if they refused to become slaves to the union's delegates who treated them as senseless Machines. The upshot was they refused to go in the ship unless I joined their union or the Captain shipped a unionist boatswain. The Captain reluctantly yielded to their demand, being unwilling to detain the ship. I was, therefore, thrown out of employment, simply because I was unwilling to join a Society, who's principle I did not believe in, and who's despotic actions I entirely disapproved of. I had a little money, enough to pay my fare to London, where I was born, so I came here thinking that perhaps I might have a better chance of shipping, unmolested by the union men or their delegates. But there I made a mistake, I found it was impossible to get a ship—i.e., any that a decent sailor would care to go in—at any of the shipping offices unless I belonged to the 'union.' At the Tower Hill shipping office I got into conversation with a Swedish sailor, who had but just left his own country, and in English that would be very difficult for any but a sailor to understand, he told me 'he vass 'pay a lot of money to joining the union, but that vass 'noting, he vass soon get him back now he vass able to 'go in de english ship, vere he vass get £4 de month, 'and she vill not sail vid any Got dam blackleg.' Here am I, a British sailor, born in London, and brought up in the employ of Messrs. Green's, Wigram's, Smith's, Marshall's, and various other large employes With over 20 years' experience as a seaman, with very good testimonials as a boatswain, Walking night after night the streets of London, hungry and almost frozen to death, and at last compelled, through sheer exhaustion, to accept that charity which the State provides for those who have not the impudence to beg or the dishonesty to steal, Simply because I am unwilling to

barter my independence of action and become the tool of the 'union's' agitators.

"I beg to remain,

"Sir, yours respectfully,

"(Signed) WILLIAM MORGAN.

"St. George's Workhouse, Fulham Road, S.W.,

"Sunday, Feb. 1, 1891.

"P.S.—Sir, I respectfully venture to apply to you for some employment. I am able and willing to work either as a labourer in the docks or in any other capacity in which I may be required, having no fear of union pickets. A reply will be obliged.

"W.M."

PICKETING.

"Shipping Gazette," 21st January 1891.

"The Rev. A. Osborne Jay, writing from Holy Trinity Vicarage, Shoreditch, says:—'I cannot help thinking that the public would be surprised to hear of an incident which has just come under my notice. A poor man here, out of work, with five hungry children, obtained the offer of work at 30s. a week on board the Scotland in the Albert Docks. I paid his fare and he was delighted with his prospects. When he arrived there he was protected by the police from the mob who stand at the dock gates to prevent any from going in. It was of no avail. Two burly pickets (in the enjoyment, no doubt, of ample strike pay), ran after him and literally drove him back. It was in vain he pleaded his weakness through hunger and his wretched family and implored freedom to work if he chose. Such arguments to such men are worthless. He is once more therefore back here starving as before.'"

A STRIKE VICTIM.

To the Editor of the "Times."

SIR,

Not too soon has the Government determined to give police protection to men desirous of working. On Saturday, the 17th instant, a respectable young labourer was admitted under my care in Guy's Hospital, suffering from an extensive blood extravasation in his right thigh, consequent upon a ruptured blood vessel, and also an injury to his knee joint. His statement was to the effect that, on leaving work, he and his comrades were set upon by a gang of unionists, and he was struck on the thigh by a huge mass of coal. Though seriously injured, he refused at first to remain in the hospital, as he had a wife and five children unprovided with food at Tooting. It was not until my dresser, Mr. Bunting, with a student's characteristic good nature, offered to take relief to his wife that the man consented to stay. He had with him a leg of mutton and a pound of tea. With these under his arm and the wages in his pocket, my dresser started off to Tooting, and found, as the patient stated, that the wife and children were unprovided with food for the Sunday meals. The patient is still in the hospital suffering from the effects of his injuries.

I am, Sir,

Your obedient servant,

R. CLEMENT LUCAS, B.S., F.R.C.S.,
Surgeon to Guy's Hospital.

No. 18, Finsbury Square, January 27.

SAVAGE ASSAULT by a UNIONIST.

"Evening Express," January 14, 1891.

This morning, at the City Police Court, before Mr. W. J. Stewart, stipendiary, a young man, 20 years of age, named John Peters, living at 18, Pleasant Hill Street, was charged in custody with assaulting an elderly man named James Campbell, who lived in the same house. The prosecutor said that late on Saturday night, whilst he was in bed, the prisoner came and burst open the door of the apartment in which he was sleeping, and calling him a "— Federation scab," threatened to cut him open. Prosecutor ran into the street, partially dressed, and was followed by the prisoner, who knocked him down and kicked him on the breast. He also struck him several times and broke one of his teeth.

Mr. Marsh (conducting the prosecution).—Do you belong to the Employers' Labour Federation?

Prosecutor.—Yes, and he says I am keeping a good union man out of a job. I think it is very hard that a man cannot get an honest living without being liable to be killed.

The prisoner said that he was first attacked by the prosecutor, who was a quarrelsome man.

Mr. Stewart considered the charge proved, and expressed his determination to punish any man, to whichever organisation he belonged, who attacked another. Considering the prisoner's youth, he would sentence him to only six week's imprisonment, with hard labour.

APPENDIX XXV.

RULES of the NATIONAL FEDERATION of SAILORS, FIREMEN, DOCK LABOURERS, WHERRYMEN, MINERS, COAL PORTERS, GAS STOKERS, FLATMEN, BARGEMEN, CARTERS, and OTHERS of GREAT BRITAIN and IRELAND, and all KINDRED SOCIETIES connected with the SHIPPING INDUSTRY.

I.—HEAD OFFICE.

1. The head office shall be in London, in the county of Middlesex, or such other place as the annual general meeting shall deem expedient.

2. This Federation shall be called "The National Federated Unions of Sailors, Firemen, Dock Labourers, Wherry-men, Miners, Coal Porters, Gas Stokers, Flatmen, Bargemen, Carters, and other kindred trades connected with the shipping industry."

3. The objects and benefits of this Federation are to secure more combined efforts by societies connected with the industries before mentioned, and in the event of any dispute between an employer and any society connected with the Federation, to allow a sum of money to each member of such society involved in such dispute:—

- (1.) To organise the working men connected with the shipping industry.
- (2.) In the event of any dispute in any trade connected with this Federation (which may have the sanction of the executive council), to withdraw the other members of the Federation in support thereof.
- (3.) To secure by joint and united action, any alteration in the laws affecting the interests of the members of any society or union in this Federation.
- (4.) To arbitrate in all disputes that may arise between any of the societies or unions so federated.

II.—GOVERNMENT OF THE FEDERATION.

1. For the supreme government of the Federation there shall be an annual general meeting of delegates elected from each society or union so federated, which shall not consist of more than . . . Delegates to be elected so as to allow each society or union to be fairly represented, and so that a large society or union may have a relative representation greater than that of a small society or union. Each society or union shall elect its proportion of representatives, the number of which shall be determined hereafter by these rules.

2. The annual general meeting shall be held on the first Monday in August every year, and be moveable. Its sittings shall commence at two o'clock on the first Monday in August, and terminate at such time as the majority of delegates assembled may determine. It shall at each sitting determine the next place of meeting, but such meeting shall not be held twice in one place within five years. A special general meeting of the Federation, if absolutely necessary, may be convened by the executive council, or if desired, by a majority of the societies or unions federated, who shall communicate their desire direct to the executive council.

3. The annual general meeting shall have power to amend, rescind, or make rules, to remove from office any officer, to distribute for the members' benefit the funds of the Federation, to decide all appeals, and to in-

augurate any movement or decree any proceedings in the interest of the Federation. It shall govern the executive council.

4. The cost of the annual general meeting shall be met from the general management fund; but a separate account thereof shall be published for the information of the various societies or unions so federated.

5. Each representative attending the annual general meeting shall receive . . . for each day's attendance and time actually necessary for travelling to and from the place of meeting, and be allowed third class railway fare, the same to be paid from the fund as per clause 4.

III.—POWERS OF EXECUTIVE COUNCIL.

1. For the general management of the Federation there shall be an executive council, consisting of a president, vice-president, general secretary, general treasurer, and 20 representatives chosen by the annual general meeting. Seven representatives in addition to the chairman shall form a quorum, provided always that in no case shall more than two members of any union connected with this Federation be allowed to sit on the executive council.

2. The 20 members of the executive council, president, and vice-president, shall be chosen annually by ballot, and the candidate receiving the largest number of votes shall hold office for the ensuing 12 months. Should a vacancy occur before the expiration of 12 months, it shall be filled for the remainder of the year by the candidate who obtained the next highest number of votes to the successful candidates at the election.

3. The meetings of the executive council shall be held monthly at the head office of the Federation. The president or the general secretary may summon a special meeting should one be necessary. In the event of a president being absent a vice-president may preside, or the executive council shall appoint a chairman from among the members of the executive council.

4. The executive council shall have the entire management and superintendence of the Federation. It shall take every means to secure the observance of the rules of the Federation, and perform all duties allotted to it by the said rules. To further the objects of the Federation, and to protect its funds from misappropriation, it shall direct the action of the trustees, and be responsible for the right administration of all the funds dealt with at the head office. It shall diligently fulfil the duties prescribed for the protection of members and also when authorised by any branch of any society or union so federated. It shall have power to determine questions on which any rule is silent. It may remove the general secretary or any incompetent or insubordinate officer, and suspend any society or union acting contrary to the interests of the Federation. It shall have authority to reverse the decisions of any union or society so federated, and to decide appeals made by any union or

society against the decision of any local or district committee. It shall have power to interpret doubtful rules. It shall have power to suspend the general secretary for absence from or gross neglect of duty, and report to the annual general meeting any incompetency or neglect of the general secretary.

5. The decisions of the executive council shall be binding on all societies or unions connected with the Federation, unless an appeal against it has been submitted to the judgment of the annual general meeting assembled.

6. Each executive councillor shall receive a sum as the annual general meeting may decide for each day's attendance.

7. The executive council shall have full power to make all necessary byelaws for the conduct of business and other objects of the Federation until the annual general meeting, which shall confirm them or make such modifications as they may think proper.

8. The general secretary shall be elected by a majority of the delegates attending the annual general meeting, who shall have power to call upon him to resign. He shall be elected by ballot.

IV.—MODE OF NOMINATION FOR OFFICE OF GENERAL SECRETARY.

1. The Federation shall be divided into districts. Each branch of the various industries federated in a district shall have power to nominate a candidate; and a special meeting of delegates representing each branch in the district shall be held, and the candidate so nominated by the branches for the general secretaryship shall be ballotted for. The candidate securing the highest number of votes at the district meeting shall be the candidate to be nominated by the district at the annual general meeting if they so choose. Nominations must be sent to the president of the Federation within 28 days prior to the annual general meeting. The candidate who shall have the majority of votes at the annual general meeting shall be elected general secretary, and retain office until the annual general meeting next ensuing.

2. No candidate shall be eligible unless he is a bona fide member of a society or union connected with the Federation.

3. The general secretary shall obey the orders and be under the control of the executive council. He shall keep all books, documents, papers, and accounts belonging to his office in such form as the council shall direct, and devote the whole of his time to the business of the Federation should the council deem it necessary, and are prepared to pay him for the same.

5. He shall conduct the general correspondence of the Federation, and submit to the annual general meeting and executive council all the correspondence requiring the attention of these bodies.

6. He shall deliver over all monies received from the societies or unions federated, and from other sources, to the treasurer of the general fund without delay.

7. For the transaction of business he shall attend at the office at whatever time the executive council may determine. He shall cause district secretaries to keep a book (provided for the purpose) which shall contain a register of all branches in the district, giving the date of entry of such union or society, and, if excluded, the cause and date of such exclusion. A copy of such register to be forwarded quarterly to the head office.

8. He shall prepare a quarterly financial statement for the executive council, which shall be sent to the various societies and unions within 10 days after the meeting of the executive council.

9. The accounts of the general office shall be audited every half year by auditors appointed by the annual general meeting, to whom the general secretary shall produce all books and papers of the general office necessary for a complete examination of the Federation's accounts. The senior auditor shall retire each year, and shall not again be eligible for re-election within a period of five years. The amount of remuneration for their labour to be left to the annual general meeting.

10. The general secretary's salary shall be fixed by the annual general meeting.

11. The executive council shall have power to allow him whatever clerical assistance they may deem necessary.

V.—DISTRICT SECRETARIES.

1. District secretaries shall be nominated and elected by the district committees in the same manner as the

general secretary is nominated and elected by the annual general meeting.

2. The branches of the various societies and unions in each town will elect delegates to represent them on the Federation committee. Such representation to be in the proportion of one delegate for every 100 members; but in no case shall more than three delegates be allowed to each society or union represented on the Federation.

3. The local committee shall meet once in every week, when all complaints from societies or unions connected with the Federation will be considered.

4. The local committee shall elect a secretary, president, vice-president, treasurer, and a committee of 12.

VI.—MODE OF ELECTION OF DISTRICT COMMITTEES AND OFFICERS.

1. The branches of the various societies and unions in each town will elect delegates to represent them on the Federation committee. The representation to be one delegate to each 100 members, but in no case shall more than three delegates be allowed to each society or union.

2. The local committee shall elect a secretary, president, vice-president, treasurer, and a committee of 12, on which committee not more than one member shall represent the same society or union. The committee in each town shall have power to elect from their own body two delegates to represent them on the district committee, and the district so elected shall elect a district president, vice-president, and a committee of five. The president and vice-president being members of the committee ex-officio.

3. The mode of election of the district secretary shall be in the same manner as the election of the general secretary. Each branch of an union or society shall have power to nominate a candidate, and the voting shall be by ballot. The candidate receiving the highest number of votes shall be the candidate nominated by them to the district committee meeting, and the candidate receiving the highest number of votes at such district committee meeting shall be considered elected to the district committee for the time being.

VII.—CONDITIONS OF FEDERATION.

1. Each society or union shall contribute one penny per member to the funds of the Federation, which shall be divided as follows:—One halfpenny to the general management fund, and one halfpenny to the general fund.

2. The management fund shall be devoted to the purpose of paying the general secretary and the expenses of the general office and district expenses. The remaining one halfpenny shall be devoted to a fund for the payment of strike pay to any members of the Federation who may be involved in any dispute.

VIII.—LEVIES.

1. The executive council shall have power when they deem it necessary to put a levy on each branch or branches of any union or society connected with the Federation.

IX.—BENEFITS.

1. Five shillings per week as strike pay will be paid to each member of unions so federated.

All members of the Federation must be members of a trade's union, and fully entitled to benefit in their respective societies.

X.—FUNDS AND PROPERTY.

1. The funds and property of this Federation shall be the common property of all unions and societies, and any union or society seceding from the Federation or any branch or branches so doing, shall forfeit every claim to the possession of any property or funds of the Federation, or any portion which may be in their hands, and such funds and property shall become the property of the remaining societies or unions connected with the same.

2. All monies, books, or other papers belonging to the Federation and held by any district committee, local committee, or any officer or officers of any branch or branches which shall secede or be dissolved, shall on demand be delivered to the general secretary, or to

whom he may appoint, together with a detailed account of all income and expenditure, failing which the general secretary, on behalf of the executive committee, shall take proceedings before the Registrar of Friendly Societies (in case of savings banks deposits), or any suitable court of law for the recovery of all funds, books, documents, letters, and papers relating to the

Federation, and held by such committee or any other person or persons.

2. The executive council shall have full power to suspend any union or society that may act contrary to the rules of the Federation, and the annual general meeting shall have power to make absolute such suspension if they deem it expedient.

APPENDIX XXVI.

REPORT of SPEECH made by the PRESIDENT of the DOCKERS' UNION on the 13th January 1891.—“Daily Chronicle,” 14th January 1891.

THE DOCKERS.

At the Assembly Hall, Mile End, last night, the Millwall branch of the Dockers' Union met to unfurl their handsome new banner. The great hall was crowded in every part, and the meeting was preceded by processions of bands and banners from the various branches, including a strong contingent from the Victoria and Albert Docks, headed by their own band. Mr. Harry Clarke presided at the organ, and Mr. Douglas gave a dramatic recital during the evening. Mr. Tom M'Carthy was announced to preside, but was prevented by serious illness. Mr. Tom Mann, in opening the meeting, referred to the Scotch strike, and said that the dockers had done as much as they were able to support their Scotch brethren, and would have done more had it not been for the severe trial that many of their own members had passed through. The Millwall branch was in as good a position as any in the union; it had 582 members, and its income was 67*l.* 6*s.* 3*d.* during the last quarter. They were met to unfurl their new banner, which had cost 46*l.*, every penny of which, he was glad to say, had been paid. (Cheers.) He was obliged to confess that two months ago he looked forward with apprehension to the winter which was before them, but he was pleased to say that whilst a few had used rough language, the great majority had stood firm to their trade union principals and stuck to their guns. (Cheers.) Whilst many of their members had been out of work

for weeks at a time, the first money they earned went to pay not only the current week's subscriptions, but also the arrears—(cheers)—and although an extra penny had been put on the weekly subscriptions, it had hitherto been paid without a murmur, and in three weeks' time he hoped that the dockers, the gas-workers, the watermen, the lightermen, the stevedores, the sailors, the firemen, and other unions would be federated, and then they would put down their foot and say they did not intend to work with non-union men. (Loud cheers.) Whether it was illegal or not, and in spite of the decision of Mr. Bompas upon this point, they meant to fight that matter out. (Cheers.) He was sorry to say that during the past month 9,000 of their members had to submit to poverty and starvation, and he put it to them whether this was a proper state of society, in which a man who wanted work could not get it, and was obliged to ask for charity. Trade unionism, as they understood it, was not merely a machine for raising wages and shortening hours, but in the hands of the workers a power by which they could banish poverty from the land—(cheers)—and then stand a fair chance of obtaining their share of the good things of life. (Cheers.)—Mr. H. Mead, the secretary of the Millwall branch, then read a statement of the position of the branch, after which Mr. Tom Mann unfurled the banner, amid loud cheers.—Mr. Charrington and others also spoke.

APPENDIX XXVII.

CIRCULAR issued by the DOCKERS' UNION concerning “COAL TRIMMERS' Claims.”

Dock, Wharf, Riverside, and General Labourers' Union of Great Britain, Ireland, and the Netherlands.

To the
GENTLEMEN,

We have been authorised by the men in your employ to submit the following claims to your consideration, and to request an interview or conference for the discussion of several demands.

We are earnestly desirous that through an amicable arrangement of this kind the relationships of capital and labour shall not be estranged, and for this reason, we feel assured you will meet us in a frank spirit.

Our experience has been that direct contact has at all times removed prejudices, as it is an effectual check to misinterpretation of motives.

We, at the same time, beg to assure you that we have in no way authorised the exclusion of *non-unionists* from the quays. This has been, so far as we can understand from the public press, the ground of your objection to treating with our men.

We heartily approve of the resolution passed at the Cardiff Chamber of Commerce for the formation of a conciliation board, and may say that we have assisted in the establishment of similar bodies in other districts

covered by our union, and have found them instrumental in facilitating a satisfactory adjustment of all labour difficulties.

Signed on behalf of the executive committee,
BEN TILLST, General Secretary.

THE COAL TRIMMERS' CLAIMS.

Steamships.

1. That the following be the tariff for trimming steamships:—

Bunkers—		
One deck	-	5½ <i>d.</i> per ton.
Two decks	-	7½ <i>d.</i> „
Three decks	-	10½ <i>d.</i> „

2. That 1*d.* per ton more than cargo be charged for all coals up to 200 tons, but if this quantity be exceeded, cargo prices only shall be charged.

3. That 1*d.* per ton more than cargo shall be charged for all coals tipped into “thwart” ships, but if the thwart bunker hatchway cannot be used, and the coal for that place has to be passed through the side-bunker hatch, the rate shall be according to side-bunker price.

4. That if bunker coal be wheeled the rate shall be 4d. per ton extra on the quantity wheeled.

5. That if there is no permanent bulkhead between the thwart and side-bunkers, all bunkers shall be charged side-bunker price.

Cargoes—				
One deck	-	3 hatchways	2½d.	per ton.
		2	"	3d.
		1	"	3½d.
One deck and a half		3	"	2½d.
		2	"	3½d.
		1	"	3½d.
Two decks	-	3	"	3½d.
		2	"	3½d.
		1	"	4½d.
Two decks and a half		3	"	4d.
		2	"	4½d.
		1	"	5d.
Three decks	-	3	"	4½d.
		2	"	5d.
		1	"	5½d.

That small coal be charged the same as large.

Sailing Vessels.

1. That all sailing vessels be required to pay at the rate of 1d. per ton more than that charged for steamers in the above list.

2. That all coals that go through proper cabin deck, or any deck above the main deck, be charged ½d. per ton extra.

3. That all small vessels be charged the same rate as large ones.

4. That all coals which are to be levelled and matted be charged 3d. per ton extra, according to the quantity moved.

5. That all coals on board as cargo, in steam and sailing vessels coming into port, pay the same rate as above tariff.

6. That all vessels having on board iron or fuel as part cargo, pay 1½d. per ton extra for all coals taken on board on the above tariff, but only in case the iron or fuel exceeds one-third of her cargo.

7. That all vessels and steamships having temporary bulkheads and not removing the same, pay ¼d. per ton extra for each bulkhead all through the cargo.

8. That any vessel or steamship having any obstacle in the way of loading, will be liable to an extra charge according to the increased labour.

9. That steamships termed "self-trimmers" that require trimming in the "hold" shall pay the tariff prices.

10. That all work shall cease at 5.0 p.m., also at 5.0 p.m. Christmas Eve, and at 5.0 p.m. Thursday before Good Friday.

11. That all foremen be paid by merchants, and in no case shall one of the trimmers act as deputy foreman, lessening thereby the number in gang, and consequently, the effective working strength.

12. That all moneys earned by the trimmers be paid directly by the merchants through a representative selected by each gang.

General Rules.

1. That the number of men employed in the trimming of vessels be regulated by the following scale:—

Tons.	Men.
1,000, or under	8
1,200 to 1,400	10
2,000 -	12
3,000 -	14
4,000 -	16

and so on at the rate of two men for every 1,000 tons.

2. That if two shoots or cranes are working on any one vessel, two gangs of men, according to the above scale, shall be employed.

3. That 1d. per ton be allowed for all "screens."

4. That all well-decked boats be required to pay at the rates for double-decked vessels.

APPENDIX XXVIII.

Circular issued by the FEDERATION of TRADES and LABOUR UNIONS connected with the SHIPPING and other INDUSTRIES.

President, Tom Mann. General Secretary, Clem Edwards. Vice-President, H. Quelch.

Re PRESENT LONDON SHIPPING DISPUTE.

57, Gracechurch Street, E.C.

February 20, 1891.

GENTLEMEN,

Having received a resolution from Mr. G. A. LAWS, of the Shipping Federation, passed by the council of that body at their meeting yesterday, which we consider to be a distinct breach of faith on their part, and in which we cannot believe you acquiesce, I beg to submit a few facts for your careful consideration.

1. I understand that the resolution in question was based on a consideration of the written correspondence only that had passed between Mr. Laws and myself, and without any knowledge of the personal interviews that had taken place. Now, without such knowledge, it is impossible for the real position to be understood; but with such knowledge, I believe that the position cannot only be understood, but that a good deal will have been done towards averting what must otherwise inevitably become a struggle disastrous for the general shipping interests.

2. We very distinctly understood, in our interview with Messrs. Devitt, Laws, Cayford, Cattarns, and Captain Darke, on Thursday, the 12th instant, that they, on behalf of the Shipping Federation, conceded the following:—

- (1.) That the Shipping Federation will not give preference of employment to non-union men.
- (2.) That the Federation will sign on men at the mercantile marine offices in those cases where ships have been in the habit of having their crews so signed prior to the present dispute, providing, first, that the manifesto issued by the United Labour

Council of the Port of London on December 5, 1890, is withdrawn; second, that the Seamen's and Firemen's Union shall not insist upon a monopoly of employment for members of that union; and, third, that men having once signed on to go to sea shall observe their contract in accordance with the Merchant Shipping Acts, this, however, not to be construed as depriving an individual man of the right to refuse to ship with an incompetent man.

On Friday, 13th, I wrote to say that we agreed to these terms, and further—

Providing the Shipping Federation will agree that as each successive ship of the following lines—Shaw, Savill, & Co., British India, New Zealand, Messrs. Hill, Messrs. Houlder Bros., Blue Anchor, and others affected by the present dispute—comes into port, the work of coaling shall be given to the coal porters who have always followed up the work, we are prepared to declare the dispute at an end, and to recommend the resumption of work by our members.

On Saturday, 14th, Mr. Laws wrote saying the manifesto must be withdrawn as a condition precedent to a continuance of negotiations. I ascertained from him on Monday 16th, that by this he meant a public withdrawal. This was done on Tuesday, 17th.

On Thursday, 19th, however, I received a letter from Mr. Laws with the following resolution:—

That this council adheres to the public notice passed and issued on the 13th inst., and is surprised that

the withdrawal of the "Wade's Arms" Manifesto has not been followed by the resumption of work. Subject, however, to the "block" on the boycotted lines and other ships in London and the outports being removed forthwith, and the men returning to work, this council will be prepared, if desired, to meet responsible representatives of the various labour unions interested in ship work, accompanied by actual workers interested.

This we consider a distinct breach of faith in going back upon what had already been conceded to us on Thursday, 12th. You will notice that it provides for an impracticable condition as matters now stand, for it asks for the men to resume work. Now it is impossible

for them to resume work whilst a large number of their places are filled by men from the "Scotland," &c.

All we ask is that the terms already conceded to us shall be maintained; that the men who make it impossible for our men to resume work shall be taken away, to make such a condition as the Federation lays down possible; and that the Federation shall not coerce men into the acceptance of a Federation ticket as a *sine qua non* of employment.

With these conditions there need be no trouble on Monday, and further there will be no attempt to block the ships of any individual firm who act up to the same.

Yours truly,
CLEM EDWARDS.

APPENDIX XXIX.

THE SHIPPING FEDERATION (LIMITED).—BLACK LIST.

REPORT from Tyne and Blyth District, 20th July 1891.

Name.	Regd. No.	District.	Age.	Address.	Rating.	Name of Union (if any.)	Name of Vessel.	Character and Date of Offence.
Melia, Michael	2,818	North Shields	32	2, Lishman's Quay, North Shields.	Fireman	S.F.U.	S.S. Wolveston.	Failed to join, 9th July.
Hindmarsh, Robert	754	"	29	Collingwood Street, North Shields.	Fireman	do.	S.S. Wolveston.	Failed to join, 9th July.
Jamieson, John	3,188	South Shields	27	42, Bath Street, South Shields.	Steward	do.	S.S. Wolveston.	Deserted, 9th July.
Cuthbertson, John	2,106	North Shields	25	13, Lawson Street, North Shields.	Fireman	do.	Fremons.	Never joined, 16th July 1891.
Campbell, James	3,917	"	18	8, Harding's Bank, North Shields.	Fireman	Nil.	Ixia	Never joined, 17th July 1891.

Registrar.

APPENDIX XXX.

UNION STEAMSHIP COMPANY OF NEW ZEALAND, LIMITED.—DECLARATION BY CREWS.

Notice.

Dunedin 4th March, 1891.

On the termination of the recent strike, the company had great hope that their announcement that union men and freemen would enjoy equal chances of employment in their service as vacancies arose would result in both classes working amicably side by side for the good of their employers. The company have consistently carried out their promises, but regret to be obliged to acknowledge that in consequence of the antagonism displayed towards them and the freemen by the executive and many members of the Federated Seamen's Union, the attempt to reconcile the interests of the union and non-union men has proved a failure. The company have found that many members of the Seamen's Union consider that the executive of their union have a greater claim to their allegiance than their employers, and that the result of their attempt to serve two masters is equally harrassing to the non-union men and detrimental to the interests of the company. They therefore find themselves compelled to adopt such a course as will ensure their being served by men who feel themselves free to give their whole duty to their employers. Such a result cannot be attained by employing men who feel themselves bound to support the

policy of the Seamen's Union as at present carried out, and the company have therefore decided that from this date no one shall be appointed to any vacancy on board their ships unless he is prepared to sign and observe the following declaration:—

I HEREBY DECLARE THAT I AM NOT A MEMBER OF THE FEDERATED SEAMEN'S UNION OF NEW ZEALAND, OR OF ANY SIMILAR UNION, AND THAT I SHALL NOT JOIN ANY SUCH UNION OTHER THAN ONE THAT MAY BE FORMED UNDER THE APPROVAL AND SANCTION OF THE UNION STEAMSHIP COMPANY OF NEW ZEALAND, LIMITED.

We, the undersigned, on joining the S.S. _____ subscribe to the above declaration:

The officer engaging the crew shall read over to applicants, either individually or collectively, the above notice and declaration before signing them on.

APPENDIX XXXI.

REPLY TO WADE'S ARMS MANIFESTO BY MESSRS. GRAY, DAWES, & Co.

13, Austin Friars, London, E.C.,
5th December 1890.

A poster, printed in very large type, by the United Labour Council of the Port of London, has to-day made its appearance, of which the following is a copy:—

"Wade's Arms, December 3.—To all whom it may concern. The Shipowners of London having broken through the custom of shipping their crews at properly constituted Shipping Offices and decided to sign on board, to the detriment of

" Unionism generally, the above Council have decided to call upon workmen represented here to abstain from doing any work either direct or indirect that will conduce to the sailing of the vessels of

Messrs. Shaw, Savill & Co.,
New Zealand Shipping Co., and
British India Steam Nav. Co.,

" until they give an undertaking that for the future they will sign and discharge their respective crews at the regular Shipping Offices provided by the Board of Trade, and sign no other than members of N.A.S.F.U.

" This manifesto to take effect on Friday morning, December 5th, 1890.

" By Order of the above Council."

As this is the first step in what may turn out to be a very severe struggle in the Port of London it would be useful at once to explain the position.

About two years ago a new Seamen and Firemen's Union, controlled by Mr. Wilson, called "The National Amalgamated Seamen and Firemen's Union," came into existence, and from its inception has been extremely aggressive. Its action in endeavouring to compel all the Masters and Officers of the Mercantile Marine to join it and thus deprive Shipowners of the control over their property was the main cause of the formation of the Shipping Federation.

We came into collision with this Union under the following circumstances:—

The Manager of our Repairing Works at the Royal Albert Docks, on 10th September, attended at the office and stated that the Delegates of the above Union had demanded that all the labour work connected with

the repairs of the hull, machinery, and boilers of the vessels was to be done by Members of their Union.

On inquiry, we learn that this work had always been done by Labourers connected with the "Amalgamated Protection Union of Hammermen, Enginemen, Helpers, and General Labourers' Union," and we accordingly declined to accede to the demand.

The Seamen's Union thereupon intimated that crews would not be permitted to take the ships to sea, and accordingly in the case of the first ship we were driven to engage Freemen, and in order to prevent their being intimidated and maltreated by the Unionists—who surround the Shipping Offices—as not unfrequently happens, we, in conformity with the Act of Parliament, paid the extra expense and caused the articles to be signed on board ship.

Since that date, several other crews have been engaged, both Unionists and Freemen, and for the protection of men not belonging to the aforesaid aggressive union, we have continued the practice of having the articles signed on board ship.

For this, our ships are to be boycotted, notwithstanding the fact that the measure has been forced upon us as much for the protection even of certain Unionists, as specified above, as for the protection of Freemen and freedom of contract.

We have only to add that in the matter of shipping crews in the manner best calculated to preserve the independence of our Captains and Officers, and to afford protection to the men themselves, we shall not depart from the position I have taken up. In selecting men, no inquiry is made as to whether they are Unionists or Freemen.

GRAY, DAWES & Co.

APPENDIX XXXII.

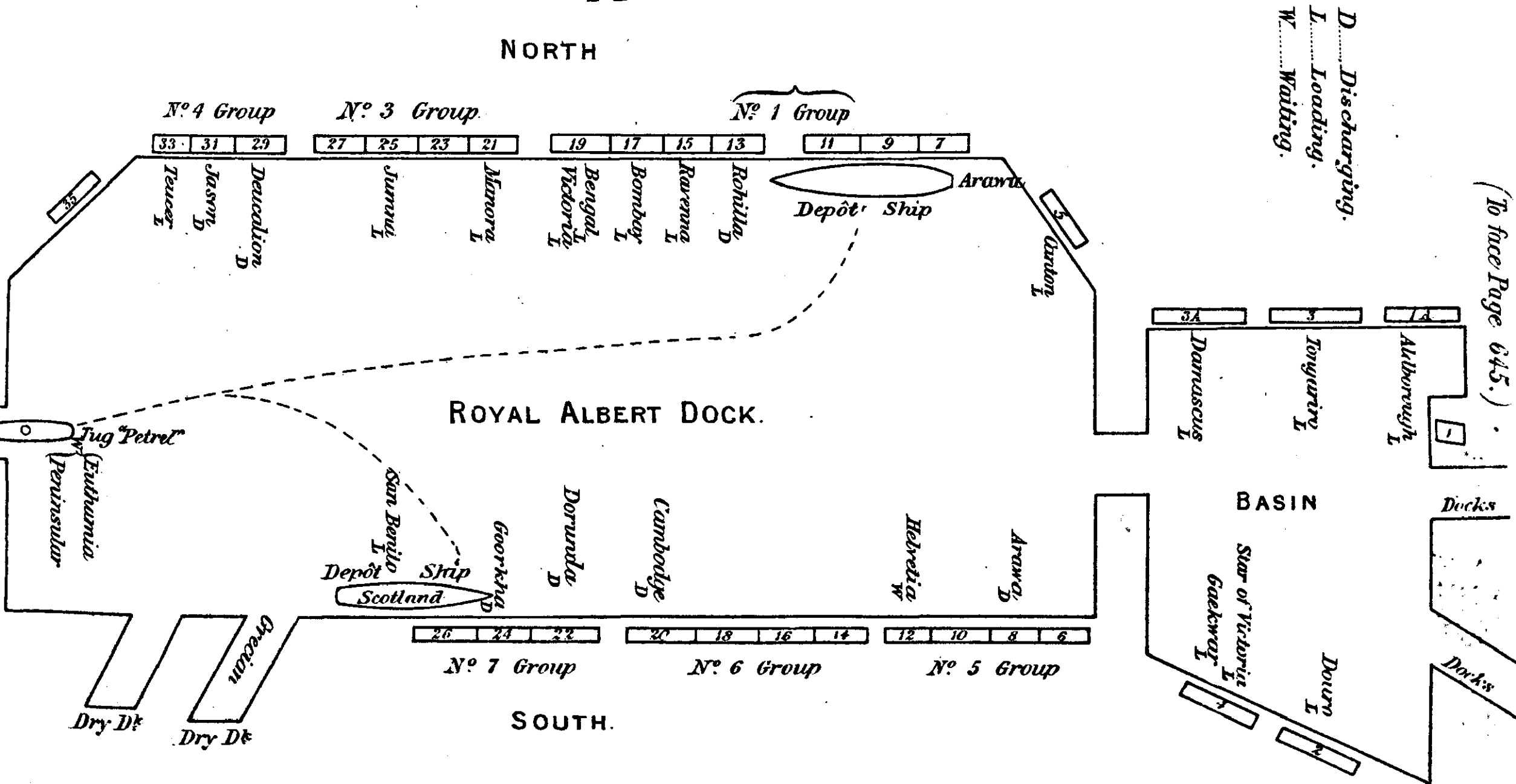
LIST of CASES in which PROSECUTIONS have taken place at WEST HAM and SOUTH WOOLWICH POLICE COURTS for ASSAULTS, &c. on MEN working on VESSELS employing FEDERATION LABOUR.

Date.	Prisoner's Name.	Offence.	Result.	Prosecutor's Name, &c.
Jan. 5, 1891	T. Hadley, fireman	Assault and intimidation	3 months' hard labour	Morgan Kelly, S.S. "Scotland."
Jan. 5, 1891	P. Richardson, boiler cleaner		3 " " "	David Foster, S.S. "Scotland."
Jan. 5, 1891	B. Lynch, fireman		3 " " "	Timothy Coleman, S.S. "Scotland."
Jan. 8, 1891	J. Kluth, seaman	Robbery and intimidation.	4 " " "	William Phillips, S.S. "Scotland."
Jan. 8, 1891	H. Hart, dock labourer		Discharged.	
Jan. 15, 1891	P. Kears, fireman	Assault and intimidation.	4 months' hard labour	Wm. James, S.S. "Jelunga."
Jan. 23, 1891	C. Fox, fireman	Robbery and intimidation.	6 " " "	F. Adams, S.S. "Jelunga."
Jan. 31, 1891	W. George, dock labourer	Assault and intimidation.	1 " " "	Wm. Brown, S.S. "Scotland."
Feb. 2, 1891	E. Flynn, seaman	Intimidation	1 " " "	Christian Jensen, engine greaser, S.S. "Jelunga."
	W. Currie, fireman		1 " " "	
	G. Pyatt, seaman		1 " " "	
Feb. 16, 1891	W. Smith, dock labourer	Assault	1 " " "	A. Jeatt, S.S. "Scotland."
Feb. 16, 1891	W. Howes, fireman		21 days " " "	W. Watson, S.S. "Scotland."
Feb. 20, 1891	E. Dillon, labourer	" police	14 " " "	H. Allen, S.S. "Scotland."
	" " "		7 " " "	Metropolitan Police.
Feb. 21, 1891	W. Roberts, dock labourer	Assault	14 " " "	W. Jarrett and A. Rand, S.S. "Scotland."
Feb. 21, 1891	A. W. Phillips, dock labourer	"	6 weeks " " "	W. Pope, S.S. "Scotland."
Feb. 27, 1891	C. Alman, stevedore	"	Discharged	A. Gibbs, S.S. "Scotland."
	D. Calligan, "	"		No evidence given in three cases.
	J. Barnes, "	"		
	C. Jones, "	"		
			1 month hard labour	On appeal, conviction quashed.
Mar. 31, 1891	C. Cole, fireman	Intimidation and assault	Discharged at trial, Central Criminal Court	M. Wall, S.S. "Scotland."
	T. Phillips, "			
	E. Potton	Stone throwing	Discharged, afterwards summoned, and on appeal non-suited, with 20 <i>l.</i> costs.	

Total 28 prisoners; 17 convictions; 6 discharged.

Average earnings per man per year	-	63	17	6
Or per week	-	1	5	4
The average number of casual men varied from 108 on the 29th May 1891, to 883 on the 23rd January 1891.				
Total number of first preference men	-	-	-	158
Total number of second preference men	-	-	-	169

Appendix 34.



APPENDIX XXXIII.

Copy of LETTER to the LONDON and INDIA DOCKS JOINT COMMITTEE re "Extra Police Protection."

The Shipping Federation, Limited,
101, Leadenhall Street, London, E.C.,
19th January 1891.

To the Manager,
London and India Docks Joint Committee.

DEAR SIR,

ON behalf of the steamship companies and ship-owners, members of this Federation, whose vessels are discharged, loaded, or coaled in the Victoria and Albert Docks, I am requested to draw your attention to the want of police protection given to the employees of the Federation on recent occasions, especially at the bridges over the docks, between the basins at either end of the Albert Docks, where large bodies of men have been permitted to assemble, and stone the workmen from the "Scotland," when passing through in the tug, on their way to and from work.

My committee have therefore to request that you will take immediate steps to prevent a recurrence of the recent rioting, by applying to the Metropolitan Police for the protection which Mr. Hubbard, your vice-chairman, has to-day told us your own men are unable to afford.

My committee have further instructed me to ask if a deputation from your board will be prepared to join them in a personal representation to the Home Secretary, of the grave danger which threatens the public peace through the attitude of the uncontrolled union labourers in your docks. A letter has already been written to the Home Secretary asking him to grant an interview.

Your early reply will oblige,

Yours very truly,

Secretary.

APPENDIX XXXV.

HAY'S WHARF.—TEA FLOORS.

AVERAGE WEEKLY EARNINGS of CASUAL LABOURERS employed at HAY'S WHARF from 30th June 1890 to 27th June 1891.

From	To	Average Number of Men each Day employed.	—	From	To	Average Number of Men each Day employed.	—
30 June 1890	5 July 1890	179	£ s. d.	5 Jan. 1891	10 Jan. 1891	347	£ s. d.
7 July	12 "	190	1 5 8	12 "	17 "	389	1 10 0
14 "	19 "	181	1 4 0	19 "	24 "	383	1 10 0
21 "	26 "	171	1 4 5	26 "	31 "	370	1 9 6
28 "	2 Aug.	197	1 8 3	2 Feb.	7 Feb.	330	1 8 2
5 Aug.	9 "	192	1 1 3	9 "	14 "	343	1 8 1
11 "	16 "	293	1 9 3	16 "	21 "	322	1 7 10
18 "	23 "	308	1 8 2	23 "	28 "	288	1 6 7
25 "	30 "	303	1 6 6	2 Mar.	7 Mar.	248	1 7 1
1 Sept.	6 Sept.	293	1 7 7	9 "	14 "	263	1 6 2
8 "	13 "	268	1 6 9	16 "	21 "	287	1 3 2
15 "	20 "	260	1 5 10	23 "	28 "	218	1 0 0
22 "	27 "	315	1 9 11	31 "	4 April	260	1 0 4
29 "	4 Oct.	312	1 8 0	6 April	11 "	279	1 3 10
6 Oct.	11 "	285	1 7 11	13 "	18 "	227	1 8 10
13 "	18 "	294	1 7 4	20 "	25 "	246	1 8 3
20 "	25 "	311	1 8 2	27 "	2 May	222	1 3 6
27 "	1 Nov.	339	1 8 8	4 May	9 "	220	1 3 4
3 Nov.	8 "	322	1 8 2	11 "	16 "	146	1 3 11
10 "	15 "	327	1 5 9	18 "	23 "	108	0 19 7
17 "	22 "	305	1 5 0	24 "	29 "	115	1 0 9
24 "	29 "	319	1 4 10	1 June	6 June	308	1 8 8
1 Dec.	6 Dec.	347	1 8 3	8 "	13 "	181	1 8 0
8 "	13 "	339	1 4 8	15 "	20 "	167	1 8 8
15 "	20 "	278	1 8 8	22 "	27 "	124	1 8 8
22 "	27 "	242	0 15 8				
29 "	3 Jan. 1891	298	1 1 11				£65 17 6

Average earnings per man per year £ s. d.
Or per week 1 5 4
The average number of casual men varied from 108 on the
23rd May 1891, to 383 on the 23rd January 1891.
Total number of first preference men 158
Total number of second preference men 169

**AVERAGE WEEKLY EARNINGS of WEEKLY MEN employed at HAY'S WHARF from
21st July 1890 to 27th June 1891.**

From	To	Actual Number of Men each Day employed.	—	From	To	Actual Number of Men each Day employed.	—
21 July 1890	26 July 1890	71	£ s. d.	19 Jan. 1891	24 Jan. 1891	68	£ s. d.
28 "	2 Aug. "	70	1 3 4	26 "	31 "	68	1 10 2
4 Aug. "	9 "	71	1 10 3	2 Feb. "	7 Feb. "	68	1 10 1
11 "	16 "	74	1 4 6	9 "	14 "	68	1 9 3
18 "	23 "	73	1 8 8	16 "	21 "	67	1 9 9
25 "	30 "	71	1 10 0	23 "	28 "	66	1 9 7
1 Sept. "	6 Sept. "	70	1 6 9	2 Mar. "	7 Mar. "	65	1 6 5
8 "	13 "	70	1 8 0	9 "	14 "	65	1 8 0
15 "	20 "	72	1 7 10	16 "	21 "	65	1 6 1
22 "	27 "	72	1 6 11	23 "	28 "	65	1 5 7
29 "	4 Oct. "	71	1 11 4	30 "	4 April "	65	1 8 6
6 Oct. "	11 "	71	1 9 8	11 "	11 "	65	1 3 0
13 "	18 "	70	1 9 8	13 "	18 "	65	1 4 0
20 "	25 "	71	1 8 4	20 "	25 "	63	1 4 0
27 "	1 Nov. "	71	1 9 3	27 "	2 May "	63	1 8 7
3 Nov. "	8 "	70	1 11 2	4 May "	9 "	63	1 2 1
10 "	15 "	70	1 9 11	11 "	16 "	63	1 2 10
17 "	22 "	70	1 7 2	18 "	23 "	62	1 3 10
24 "	29 "	70	1 4 6	25 "	30 "	63	1 1 3
1 Dec. "	6 Dec. "	69	1 3 5	1 June "	6 June "	60	1 3 8
8 "	13 "	69	1 11 1	8 "	13 "	60	1 4 6
15 "	20 "	69	1 4 5	15 "	20 "	62	1 5 3
22 "	27 "	69	1 3 11	21 "	27 "	61	1 4 0
20 "	3 Jan. 1891	69	1 2 9				1 4 5
5 Jan. 1891	10 "	68	1 2 9				
12 "	17 "	68	1 6 0				
			1 10 7				
							£65 18 7

Average earnings per man per year - - - - - £ s. d. 65 18 7
Or per week - - - - - 1 6 11

The average number of weekly men varied from 60 on the 13th June 1891 to 74 on the 16th August 1890.
These men are paid for Bank Holidays, Christmas Day, and Queen's Birthday, and Good Friday (seven days in all).

APPENDIX XXXVI.

HAY'S WHARF.

ACCOUNT OF WAGES paid to the PREFERENCE MEN employed on WHARF and QUAY WORK for FOUR MONTHS, 1891.

—	March.	April.	May.	June.	Total.	—
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
1	6 1 9	6 7 3	6 18 0	6 2 4	25 9 4	15 men receive 332l. 14s. 5d. for 1/3 of a year, or average of 22l. 3s. 7d., equal to 1l. 6s. 1d. per week.
2	6 5 9	5 15 7	6 8 3	6 4 0	24 13 7	
3	5 17 7	5 8 9	6 0 9	6 2 4	23 9 5	
4	5 14 7	5 11 10	5 18 9	5 10 1	22 15 3	
5	5 17 6	5 14 1	6 4 2	5 12 10	23 8 7	
6	5 8 9	5 8 0	5 18 8	5 12 2	22 7 7	
7	5 16 5	5 10 6	5 19 11	5 6 7	22 13 5	
8	6 5 4	5 6 10	5 12 6	5 8 4	22 13 0	
9	—	—	—	—	—	
10	5 9 7	5 9 2	5 9 8	5 7 4	21 15 0	
11	5 6 6	5 2 3	5 11 10	5 6 7	21 7 2	10 men receive 145l. 15s. 5d., average of 14l. 11s. 6d., equal to 17s. 2d. per week.
12	5 10 11	5 1 7	5 10 4	5 4 7	21 7 5	
13	5 1 9	5 1 10	5 8 9	5 5 3	20 17 7	
14	5 3 7	5 0 7	5 2 10	5 10 11	20 17 11	
15	5 3 5	5 2 4	4 11 0	5 7 8	20 4 5	
16	4 14 5	4 10 4	4 11 8	4 17 7	18 14 0	
17	4 16 5	4 8 6	4 4 5	4 17 10	18 7 2	
18	4 10 10	4 6 8	3 13 0	4 17 4	17 7 10	
19	3 11 4	4 1 4	3 15 7	4 15 1	16 3 4	
20	4 9 3	3 10 7	3 7 0	4 12 11	16 0 9	
21	4 8 9	3 3 3	3 8 3	4 2 10	15 2 4	5 men receive 50l. 19s. 9d., average of 10l. 3s. 11d., or 12s. per week.
22	3 16 5	3 4 10	3 8 11	4 3 6	14 13 8	
23	3 13 11	2 15 1	2 15 8	3 19 5	13 4 1	
24	3 8 7	2 12 3	2 6 9	3 14 0	12 1 7	
25	3 9 6	2 8 3	1 18 3	3 10 0	11 6 0	
26	3 11 3	2 10 6	1 16 5	3 10 6	11 8 8	
27	3 5 10	2 8 6	1 13 11	3 10 4	10 18 7	
28	3 5 8	2 5 0	1 16 0	3 8 0	10 14 8	
29	3 4 9	2 5 7	1 15 0	3 4 3	10 9 7	
30	3 3 2	2 0 1	1 18 9	3 0 1	9 17 1	
31	2 13 1	1 17 3	1 14 0	2 15 6	8 19 10	
	139 5 10	124 8 7	124 14 0	141 1 2	529 9 7	

HAY'S WHARF QUAY DEPARTMENT.

Consists of 18 permanent weekly men at 26s. per week of 60 hours = 5½d. per hour.

" 6 " " " 28s. " " = 5½d. per hour (cranemen).

" 3 " " " 29s. " " = 5½d. per hour (assistant foremen).

Overtime paid after 6 p.m. 8d. per hour. Averages 3s. to 5s. per week per man. The above men are paid for all public holidays and Queen's Birthday, also allowed three days in addition on full pay, making ten days in the year.

APPENDIX XXXVII.

TABLE of WAGES paid at WILLSON'S and SYMONS' WHARVES. (January 1st to June 30th, 1891.)

SUMMARY. 40 Men. January 1, 1891 to March 31, 1891. General Holidays included.

No.	Name.	Actual Payments.			Average. 12 Months.
		Daily Average.	Weekly.	Three Months.	
1	Miles - - - -	s. d. 4 7½	£ s. d. 1 7 9	£ s. d. 17 12 8	£ s. d. 72 3 0
2	Dyer - - - -	4 8	1 8 0	18 2 5	72 16 0
3	Mason - - - -	4 10	1 9 0	18 8 11	75 8 0
4	Clark - - - -	4 10	1 9 0	18 9 7½	75 8 0
5	Seabrook - - - -	4 8	1 8 0	18 1 11	72 16 0
6	Daniels - - - -	4 8	1 8 0	18 8 7½	72 16 0
7	Bowdery - - - -	4 8	1 8 0	18 0 3	72 16 0
8	Lyons - - - -	4 7½	1 7 9	17 16 1	72 3 0
9	Scott - - - -	4 7½	1 7 9	17 12 4	72 3 0
10	Martin - - - -	4 8	1 8 0	17 19 1½	72 16 0
11	Vaughan - - - -	4 7½	1 7 9	17 16 3	72 3 0
12	Burns - - - -	4 8	1 8 0	18 4 10	72 16 0
13	Hays - - - -	4 8	1 8 0	18 2 6	72 16 0
14	Squires - - - -	4 7½	1 7 9	17 16 10½	72 3 0
15	Bryant - - - -	4 8	1 8 0	17 18 9	72 16 0
16	Connor - - - -	4 7½	1 7 9	17 17 7½	72 3 0
17	Murphy - - - -	4 7½	1 7 9	17 15 10	72 3 0
18	Good - - - -	4 7½	1 7 9	17 13 1½	72 3 0
19	Collyer - - - -	4 7½	1 7 9	17 14 4	72 3 0
20	Howsey - - - -	4 7½	1 7 9	17 12 6½	72 3 0
21	Huck - - - -	4 7	1 7 9	17 17 0	72 3 0
22	Nash - - - -	4 9	1 8 6	18 7 3½	74 2 0
23	Russell - - - -	4 9	1 8 6	18 6 11½	74 2 0
24	Swigg - - - -	4 7½	1 7 9	17 18 1½	72 3 0
25	Alexander - - - -	4 3½	1 5 9	16 12 0½	66 19 0
26	Aroher - - - -	4 1	1 4 6	16 1 10	63 14 0
27	Smith - - - -	4 3	1 5 6	16 7 7	66 6 0
28	Nicholls - - - -	4 8	1 8 0	18 2 1½	72 16 0
29	Shay - - - -	4 8	1 8 0	17 18 4	72 16 0
30	Hoare - - - -	4 8	1 8 0	17 19 1½	72 16 0
31	Williams - - - -	4 7½	1 7 9	17 15 9	72 3 0
32	Woodcock - - - -	4 7½	1 7 9	17 16 1½	72 3 0
33	Seager - - - -	4 7½	1 7 9	17 16 10½	72 3 0
34	Simmonds - - - -	4 7½	1 7 9	17 17 8½	72 8 0
35	Cooper - - - -	4 8	1 8 0	17 19 5½	72 16 0
36	Henton - - - -	4 8	1 8 0	18 0 0½	72 16 0
37	Donovan - - - -	4 7½	1 7 9	17 17 11	72 3 0
38	Clark - - - -	4 8	1 8 0	17 19 4½	72 16 0
39	Willson - - - -	4 7	1 7 6	17 14 9	71 10 0
40	Connor - - - -	4 7	1 7 6	17 14 2	71 10 0

	£ s. d.
Total actual payments to 40 men for three months, 1st January 1891 to 31st March 1891, 77 days	712 2 2½
Daily average	0 4 7½
Weekly "	1 7 9
Monthly "	5 18 8
3 months	17 16 1

SUMMARY.—40 Men. April 1, 1891 to June 30, 1891. General Holidays and Lost Days included.
Permanent Men excluded.

No.	Name.	Actual Payments.			Average. 12 Months.
		Daily Average.	Weekly.	Three Months.	
1	Miles - - - - -	s. d. 4 6	£ s. d. 1 7 0	£ s. d. 17 12 10	£ s. d. 70 4 0
2	Dyer - - - - -	4 10	1 9 0	18 15 2	75 8 0
3	Mason - - - - -	4 11	1 9 6	19 0 4½	76 14 0
4	Clark - - - - -	4 9	1 8 6	18 12 1½	74 2 0
5	Seabrook - - - - -	4 7	1 7 6	17 18 6	71 10 0
6	Daniels - - - - -	4 9	1 8 6	18 10 9½	74 2 0
7	Bowdery - - - - -	4 7	1 7 6	17 15 0	71 10 0
8	Lyons - - - - -	4 8	1 8 0	18 4 0½	72 16 0
9	Scott - - - - -	4 7	1 7 6	17 18 11	71 10 0
10	Martin - - - - -	4 5½	1 6 9	17 7 3½	69 11 0
11	Vaughan - - - - -	4 6	1 7 0	17 9 0½	70 4 0
12	Burns - - - - -	4 4½	1 6 3	17 1 4½	68 5 0
13	Hays - - - - -	4 7	1 7 6	17 16 3	71 10 0
14	Squires - - - - -	4 7	1 7 6	17 18 9	71 10 0
15	Bryant - - - - -	4 5½	1 6 9	17 8 6	69 11 0
16	Connor - - - - -	4 5	1 6 6	17 5 9½	68 18 0
17	Murphy - - - - -	4 6	1 7 0	17 11 10½	70 4 0
18	Good - - - - -	4 3	1 5 6	16 14 1	66 6 0
19	Collier - - - - -	4 4	1 6 0	16 17 5	67 12 0
20	Hussey - - - - -	4 3	1 5 6	16 11 1½	66 6 0
21	Buck - - - - -	3 10	1 3 0	14 18 6½	59 16 0
22	Nash - - - - -	4 5	1 6 6	17 6 1½	68 18 0
23	Russell - - - - -	4 5½	1 6 9	17 6 6½	69 11 0
24	Swigg - - - - -	4 5	1 6 6	17 5 8	68 13 0
25	Alexander - - - - -	3 11½	1 3 9	15 8 9	61 15 0
26	Archer - - - - -	4 5	1 6 6	17 5 2	68 18 0
27	Smith - - - - -	4 3½	1 5 9	16 14 6½	66 19 0
28	Nicholls - - - - -	4 1½	1 4 9	16 2 9	64 7 0
29	Shay - - - - -	4 5	1 6 6	17 3 9	68 18 0
30	Hoare - - - - -	4 4½	1 6 3	17 3 0	68 5 0
31	Williams - - - - -	4 4½	1 6 3	17 2 0	68 5 0
32	Woodcock - - - - -	4 4½	1 6 3	17 2 0	68 5 0
33	Seager - - - - -	4 5	1 6 6	17 3 7½	68 18 0
34	Simmonds - - - - -	4 2	1 5 0	16 5 11½	65 0 0
35	Cooper - - - - -	4 3½	1 5 9	16 14 8	66 19 0
36	Benton - - - - -	4 3	1 5 6	16 11 4	66 6 0
37	Donovan - - - - -	4 2	1 5 0	16 3 8	65 0 0
38	Clark - - - - -	4 1½	1 4 9	16 1 5	64 7 0
39	Willson - - - - -	4 0½	1 4 3	15 16 3	63 1 0
40	Connor - - - - -	3 10½	1 3 3	15 1 9½	60 9 0

		£	s.	d.
Total actual payments to 40 men for three months,				
1st April 1891 to 30th June 1891, 78 days		685	6	5
Daily average per man	- - - - -	-	0	4 4½
Weekly	" - - - - -	-	1	6 3
Monthly	" - - - - -	-	5	14 3
3 months	" - - - - -	-	17	2 8

APPENDIX XXXVIII.

CIRCULAR LETTER issued by the DOCK, WHARF, RIVERSIDE, and GENERAL LABOURERS' UNION.

The STRIKE at HAY'S WHARF.

TO THE MEMBERS OF OUR UNION.

DEAR SIRS AND BROTHERS,

THE action taken by your executive council in regard to the strike at Hay's Wharf is being made the subject of a number of press paragraphs, casting reflections upon the executive council and officers of the Union. We, therefore, deem it our duty to make the following statement, and thus place you in possession of the full facts of the case from the outset.

When the great strike of last year terminated, the men employed at the docks and some of the wharves returned to work under an agreement which stipulated "no pay for meal times." This was interpreted by the principal dock company as only applying to day workers. To the piece-workers (at least three-fifths of the whole) who were receiving a minimum pay of 6d. per hour, they made payment for meal time, several of the wharves doing the same.

The length of time taken for dinner varied, some men having only half an hour, others three-quarters, and others an hour.

At a number of the Wapping wharves, where the proprietors had not been parties to the agreement terminating the strike in September last, the men demanded payment for meal times; and during October, November, and December a dozen or more short strikes took place, lasting from a few hours to several days, all of which ended by the men obtaining the payment for meal times.

Then anxiety sprang up on the south side of the river to get payment for meal times from the wharves who were parties to the agreement. This resulted in the men turning out at several wharves *without official sanction*, and the uneasiness on the question continued to develop, notwithstanding the restraining influences that were exerted by the officers. So numerous were the complaints received from that side, that Clem. Edwards, the assistant secretary, was told off from the central office to give his whole attention to the matter.

To illustrate how strong the feeling ran, it may be mentioned that he was sent for one day to go immediately to Pickle Herring Wharf, where the men threatened to turn out. Upon his arrival at the wharf,

he found the men in a most agitated state, and by the arrangement of the proprietors he addressed them on the wharf. He urged upon them to keep at work according to the agreement until friendly negotiations could be carried on, and because he did so certain men around threatened to throw him into the river.

Committee rooms were taken at 55, Parker's Row, and from the beginning of November, for three weeks, the assistant secretary remained there without undressing himself, except once, as each morning, from 5.30 up to 9.30, he was required to address the men at different points, to prevail upon them to keep at work pending negotiations, which he carried on with the proprietors during the daytime, and at night he did the correspondence.

Among the first consulted was Brother W. Sanders, the secretary of the Tooley Street branch, to which most of the men working at Hay's Wharf belonged (and who examined the Union cards at Hay's Wharf) as to how the feeling ran on the question of payment for meal time at Hay's Wharf. The reply was, that they were fairly satisfied with the arrangements they had come to, viz., that they should be allowed half an hour for dinner and go out to it.

When, however, from day to day negotiations were carried on successfully with the wharves along the Surrey side, the men at Hay's were reported to Clem. Edwards by Brother W. Sanders (the branch secretary) and others to be getting dissatisfied with their arrangements, and WANTED PAYMENT FOR MEAL TIMES THE SAME AS OTHER WHARVES.

Repeated applications were made at the south side committee rooms by men returning from work at Hay's Wharf for Clem. Edwards to go up and address them as they were being taken on in the morning, as it was contended that unless the men were restrained they would turn out before negotiations could be carried on.

This uneasy feeling continuing to develop, the assistant secretary sought, and obtained, an interview with Mr. Cattan (the manager) at the suggestion of Brother W. Sanders (branch secretary) and represented the unsatisfactory state of things. Mr. Cattan said he was not prepared to do anything in the matter, as he was sure the men were perfectly satisfied with the then existing arrangement.

This was flatly contradicted by Brothers W. Sanders (branch secretary), Treadwell (branch president), Proud (branch committeeman), and others, who stated that some of the men had THREATENED TO AT ONCE TURN OUT.

A few days after, on Wednesday, 13th November, the assistant secretary attended a meeting of the Tooley Street branch, when the room was crowded, and Brother Treadwell presided.

Here a strong feeling existed in favour of at once striking, and it was with the utmost difficulty and the most earnest persuasion that Clem. Edwards prevailed upon them not to take action until further negotiations had been carried on, informing them that their feelings should be practically represented by means of a signed requisition. This requisition was entrusted to Brother W. Sanders (branch secretary) for signatures. It was then returned to the central office, signed by an overwhelming majority of the men employed at Hay's Wharf; but in the meantime a letter was sent to the proprietors of Hay's Wharf, telling them that unless payment for meal times was conceded, we were afraid the friction would develop and serious trouble ensue.

On the 6th December, the signed requisition was sent to the proprietors of Hay's Wharf, accompanied by a letter, which was duly acknowledged by the proprietors the following day.

Negotiations were then carried on, both by letter and personal interviews, until the beginning of January, when repeated requests were made for something to be done to force the hands of the proprietors of Hay's Wharf. Among others who negotiated was Tom M'Carthy, to whom several of the men threatened to strike.

At that time, as our rules were not out, being in the hands of the registrar, it was not to be expected that we should be in the same efficient working order as we are now.

On the 13th of January, the executive council having considered complaints about the nonpayment for meal times at Hay's Wharf and Wilson's, feared the men would take action on their own account, and instructed the officers to obtain a vote of the men employed at

the wharf. Mr. W. M. Drummond (trustee) was accordingly despatched to Hay's Wharf to get the opinion of the men. This was on the 15th of January. He met the men as they were coming out of work, and requested them to make their way to the adjoining archways, where, after a short address, the vote was taken by show of hands, for and against striking. All of those present, with one single exception, declared themselves in favour of refusing to go to work until payment for meal times was conceded, and this with great acclamation. Upon this vote the strike took place.

It has been stated that Tom Mann made a distinct promise that "strike pay should be given for 12 months." What he did say, was that "if necessary we can continue this strike for a twelve-month,"—a very different thing to the former. It is stated that the union has acted harshly to the men. On the other hand, we contend that the union has acted in an unprecedentedly liberal manner to the men on strike. They have paid the sum of 5,266l. 14s. on this strike alone, which represents 19 weeks' strike pay to each man. Of these 19 weeks there were six in which the men received 14s. (4s. above amount specified in rules), and for the remainder 10s. per week, except the last three, which were 8s., 6s., and 6s. respectively. Now, if we reckon this strike pay at 10s. per week all through, we find that the men received equivalent to 20 weeks' strike pay with 4s. over, or in other words, they received upwards of five months' strike pay according to rule. If this is not liberal, what is?

What is more, this strike pay did not virtually cease until Saturday last, May 17th, and though the men may not have received any then, they had taken a lump sum a fortnight previous, being allowed to do so by reason of a resolution passed by the executive council a month ago, to the effect that they were to receive strike pay in the following decreasing weekly sums, 10s., 8s., 6s., and 6s., and then to cease, or they could take the lump sum as it decreased each week, and "sign off." The latter course was generally adopted, the 30s. was taken, and in some cases the men obtained work the next day.

As to distress prevailing, this we are anxious to help to the fullest extent. At Bermondsey, when we told the men about strike pay ceasing, we laid great emphasis upon the fact that any genuine case of distress having been considered by branches and sent to the executive council, should receive immediate relief. So far, we are glad to say, that very few cases indeed have come under our notice. Perhaps, however, this is not surprising when it is fully borne in mind that not a week has elapsed since strike pay ceased. All cases of real distress arising out of the strike will receive prompt attention from the special fund whence the others have received help, and we wish it distinctly understood, that we are very anxious that these cases should be at once relieved.

We would remind our members of one thing, which is, that not under the most favourable circumstances, would the majority of the men on strike at Hay's Wharf now be fully at work there, owing to this being the slack time in the tea trade, and that it would also be unfair to the general membership to be paying men who would not under ordinary circumstances be receiving pay from that firm, and especially as there is no possibility of winning the strike whilst the slack season lasts.

Fortunately, this is the season when, although the tea trade is slack, work at the docks and wharves is very good. The Baltic trade is now commencing, and little difficulty will be experienced by our members who have been on strike in obtaining employment at either docks or wharves. What can be done by the executive shall certainly be done to help our brothers who have struggled long and well. We do not blame them at all for the statements that have appeared, as we are quite aware of their source, knowing that they emanate from the enemies of those who are sneeringly classed as "unskilled," and who, until lately, were unorganised, but who are now behaving as pluckily, as solidly, and as dignified as any set of men in the country.

Fraternally yours,
for the E. C.
TOM MANN, President,
BEN TILLET, Gen. Secretary.

May 21st, 1890.

APPENDIX XXXIX.

PAPERS connected with the MUTUAL INSURANCE SCHEME of the MILLWALL DOCK COMPANY.

ACCIDENT INSURANCE.

At a meeting of the *employés* of the Millwall Dock Company, held Tuesday, December 28th, 1880, the General Manager presiding, it was unanimously resolved that the servants of the Dock Company accept in lieu of the "Employers' Liability Act," the arrangement offered by the company, as per details below :—

For a payment of 4*d.* per week, an insurance will be effected in connection with the Provident Clerks' Accident Insurance Association, which will give in case of accident 20*s.* per week for a period not exceeding six months; 50*l.* for the loss of a leg, eye, or arm; 100*l.* for the loss of two limbs; 150*l.* in case of death.

For a payment of 6*d.* per week, 30*s.* per week for a period not exceeding six months; 75*l.* for the loss of a leg, eye, or arm; 150*l.* for two limbs; 225*l.* in case of death.

For 2*d.*, 3*d.*, or larger sums, per week, the same proportion of which the company will pay, the benefits will be proportional.

Towards the payment of 4*d.* per week, the company will subscribe 2½*d.*, the servant of the company 1½*d.* per week. Towards the payment of 6*d.* per week, the company will pay 3½*d.*, and the servant of the company 2½*d.* These payments will cover all accidents, whether at docks, at home, or when travelling.

The Millwall Dock Company guarantee the payments of the above allowances. In the interest of the *employés*

a committee will be appointed by themselves representing the different departments of labour. A secretary has also been appointed to act between the insurers, Dock Company, and the association.

This will come into operation on Saturday next, the 1st January 1881.

G. R. BIRT,
General Manager.

Millwall Docks,
29th December 1880.

ACCIDENT FUND.

The present arrangement will cease to-morrow (Thursday) evening, the 24th March 1881.

After that time the "Employers' Liability Act" will apply to all the servants of the company.

The company will become responsible for all accidents of the kind covered by the Act in question. For all other accidents the company will not be responsible, and all the company's servants must therefore make their own provisions against them.

By order,
G. R. BIRT,
General Manager.

23rd March 1881.

ACCIDENT INSURANCE.

SCALE OF CLASSES.

Millwall Docks, January 1881.

Class.	Premium per Week.	Extra Premium for Half Pay for a further Six Months.	Including extra Premium.		Allowances per Week.	Allowances for Loss of Leg, Eye, or Arm.	Allowances for Loss of Two Limbs.	Allowances in case of Death.
			Insurer's Payment per Week.	Dock Company's Payment per Week.				
A.	2	½	1.	1½	£ 0 10 0	£ 25 0 0	£ 50 0 0	£ 75 0 0
B.	3	¾	1½	2	0 15 0	37 10 0	75 0 0	112 0 0
C.	4	1	1¾	2½	1 0 0	50 0 0	100 0 0	150 0 0
D.	5	1 ½	2	3	1 5 0	62 10 0	125 0 0	187 0 0
E.	6	1 ¾	2½	4	1 10 0	75 0 0	150 0 0	225 0 0
F.	7	2	3	5	1 15 0	87 10 0	175 0 0	262 0 0
G.	8	2 ½	3½	5½	2 0 0	100 0 0	200 0 0	300 0 0
H.	9	2 ¾	4	6	2 5 0	112 10 0	225 0 0	337 0 0
I.	10	3	4½	6½	2 10 0	125 0 0	250 0 0	375 0 0
J.	11	3 ½	4¾	7	2 15 0	137 10 0	275 0 0	412 0 0
K.	12	3 ¾	5	7½	3 0 0	150 0 0	300 0 0	450 0 0
L.	13	4	5½	8	3 5 0	162 10 0	325 0 0	487 0 0
M.	14	4 ½	6	8½	3 10 0	175 0 0	350 0 0	525 0 0
N.	15	4 ¾	6½	9	3 15 0	187 10 0	375 0 0	562 0 0
O.	16	5	7	9½	4 0 0	200 0 0	400 0 0	600 0 0
P.	17	5 ½	7½	10	4 5 0	212 10 0	425 0 0	637 0 0
Q.	18	5 ¾	8	10½	4 10 0	225 0 0	450 0 0	675 0 0
R.	19	6	8½	11	4 15 0	237 10 0	475 0 0	712 0 0
S.	20	6 ½	9	11½	5 0 0	250 0 0	500 0 0	750 0 0
T.	21	6 ¾	9½	12	5 5 0	262 10 0	525 0 0	787 0 0
U.	22	7	10	12½	5 10 0	275 0 0	550 0 0	825 0 0
V.	23	7 ½	10½	13	5 15 0	287 10 0	575 0 0	862 0 0
W.	24	8	11	13½	6 0 0	300 0 0	600 0 0	900 0 0

APPENDIX XL.

CARD given to PREFERENCE Men by Messrs. GRAY, DAWES, & Co.

No. 250
E.

BRITISH INDIA LINES.

be Members of any Union, and subject to the regulations to which I have subscribed.

The Holder of this Ticket is :

Name _____

Signature _____

Address _____

I undertake to work under the directions of Messrs. Gray, Dawes, & Co., or their Superintendents, on any work they may give me to do, in and about their Ships in the Port of London, notwithstanding that other men in their employment or on board the Ships may or may not

N.B.—Messrs. Gray, Dawes, & Co., who shall be the sole judges, hold themselves at liberty to cancel this Ticket for any neglect of Duty, or breach of regulations by the Holder.

APPENDIX XLI.

MEMORANDUM OF STEVEDORES' WAGES.

GANGS.	January to June 1889.				July to December 1889.				January to April 1890.				April 18th to June 20th, 1891.							
	Average Earnings per week.		Average Hours worked.		Average Earnings per week.		Average Hours worked.		Average Earnings per week.		Average Hours worked.		Average Earnings per week.		Average Hours worked.					
	£	s.	d.	Day-time.	Over-time.	£	s.	d.	Day-time.	Over-time.	£	s.	d.	Day-time.	Over-time.	£	s.	d.	Day-time.	Over-time.
1st gang -	2	5	0	44½	8½	2	0	11	40½	7	2	6	11	43½	9½	2	7	2	45	9
2nd gang -	1	19	10	42½	7½	2	1	0	43½	7	2	2	5	42½	9½	2	8	2	44½	8
3rd gang -	1	18	11	38	6½	1	16	8	41½	7½	1	19	8	41½	9½	2	1	6	45½	8½
4th gang -	1	15	7	40	7	1	17	7	42½	7½	1	17	1	39	8½	2	1	7	45½	8½
5th gang -	1	10	1	39½	6	1	12	11	37	6½	1	14	2	36	8	1	17	3	41½	8½
6th gang -	1	8	9	32½	5½	1	11	1	35	6½	1	12	2	33½	7½	1	15	2	38½	7½
7th gang -	1	9	5	33	5½	1	6	8	30	5½	1	9	6	31	7	1	13	3	36½	7
8th gang -	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	10	11	33½	6½
9th gang -	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	8	0	30½	6
10th gang -	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	5	9	28	5½
11th gang -	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	0	7	22½	4½

APPENDIX XLII.

MEMORANDUM OF WAGES paid to COAL WORKERS.

	Coaling.				Tons.	Tons.
	January to June	July to December	—	—		
Coal put on board during 1890.	—	—	—	—	13,840 6	27,749 6
	—	—	—	—	13,909 0	—
					£ s. d.	£ s. d.
Cost of putting on board -	January to June	July to December	—	—	970 16 11	—
	—	—	—	—	1,108 19 8	—
	Overtime in addition				—	2,079 16 7
					—	66 0 0
					—	£2,145 16 7
Average per ton -	January to June	July to December	—	—	s. d.	per ton.
	—	—	—	—	1 4½	—
	—	—	—	—	1 7½	—
	Overtime in addition				—	0 0½
	For the year, inclusive				—	1 6½
Giving an average wage for the year.	The following statement gives the actual amount earned by one gang working for us, but, as they only worked 111 days out of a total of 280 working days, they were probably often employed on other vessels.					
	Actual earnings by 1 man for 11 months				—	£ s. d.
	Do. 1 gang -				—	54 7 11½
	Do. per week for 47 weeks, per gang of 5 men				—	271 19 9½
	Do. do. do. per man				—	5 15 8½
	Do. do. do. per man				—	1 3 1½
	The earnings of 1 man per day, working 111 days, averaged 9s. 9½d.					
Cost before the strike of 1889.	Contract, 1s. 3d.					

APPENDIX XLIII.

BRITISH INDIA LINES BENEFIT CLUB.

RULES.

1. That this branch shall be governed by a managing committee: the same to consist of the secretary, two representatives of the firm, and six workmen to be chosen by the men.

2. That the payments shall be as follows:—

For men in 1st, 2nd, 3rd, and 4th gangs	6 <i>l.</i>	per week.
" 5th, 6th, 7th, and 8th	4 <i>l.</i>	"
" 9th, 10th, and 11th	3 <i>l.</i>	"

3. That after two weekly payments, members shall become entitled, in case of sickness, to the following benefits, viz. :—

12 <i>s.</i>	per week for the first 13 weeks.
6 <i>s.</i>	" " next 13 "

No member shall receive more than 26 weeks' pay in one year.

4. That a member claiming and enjoying sick pay shall comply with the following regulations: He must send his declaration, with medical certificate, to the secretary before noon, or he will not be paid for that day. When on sick pay he must not be from home before 6 a.m. or after 9 p.m. from April to September, or after 7 p.m. October to March, under a penalty of 2*s.* for each infringement of the rule.

5. That the managing committee shall have power to reject any application for sick pay which, in their judgment, is unwarrantable.

6. That any member whose contributions are six weeks in arrear shall be fined 2*l.* per week, and shall be entitled to no benefits until the arrears are paid up, and that any member whose arrears exceed twelve weeks shall be excluded and shall forfeit all claim on the club.

7. That any member whose contributions are fully paid up, who has to leave his work permanently, shall be paid his share of the balance in hand on the previous Saturday.

8. Members are required to act as sick visitors when called upon. Their duties shall be to visit the sick person at frequent intervals and to report his condition to the committee. Refusal to properly perform said duties to be punishable by a fine of 2*s.*

9. No allowance shall be made to members for any hurt received by voluntary fighting, or to members suffering from venereal disease, or from the effects of intemperance.

10. That any balance remaining in the secretary's hands at the close of the year shall (after all liabilities have been discharged and provision made for continuing the club) be equally divided among the members of the club.

11. Any contingency not provided for in the foregoing rules to be settled by the committee.

APPENDIX XLIV.

DRAFT OF RULES OF THE GENERAL LABOUR UNION.

The GENERAL LABOUR UNION, Registered (founded upon a basis believed applicable in principle to all trades and industries employing skilled and unskilled labour, and verified by actuarial scrutiny).

1. The association is established for promoting harmony between employers and workmen, preventing strikes and lock-outs, securing freedom of contract and general co-operation in the best interests of all connected with trade, manufactures, railways, shipping, mining, and commerce, by arrangements for regulating the conditions of labour, the rates of wages, and provisions for workmen during disability and old age.

2. The association shall consist of owners, directors, and managers of any company, firms, merchants, or person directly employing skilled and unskilled labour, herein-after called "the employers," and of the workmen engaged by them, who are herein-after called "the workmen."

3. The employers and the workmen shall each nominate a committee of their respective bodies, who shall appoint the section of the joint committee representing each.

4. The joint committee shall consist of persons one of the members representing the employers shall be the chairman, and one of the members representing the workmen shall be vice-chairman.

5. An equal number of the employers and of the workmen on the joint committee shall constitute a quorum.

6. The joint committee shall from time to time make regulations for the conduct of the duties of the joint committee.

7. The joint committee shall from time to time declare the classes of workmen whose wages, benefits, and labour arrangements shall be regulated by them, and shall also from time to time determine or vary the several scales or rates of wages and other benefits receivable by the workmen, and the regulations to be observed, and the duties to be performed, by each class of workmen.

8. All questions as to such arrangements, duties, conditions, and rates of wages, shall be submitted by the employers or by the workmen, as the case may be, for consideration and for the decision of the joint committee.

9. Forms of contract shall be agreed upon by the joint committee, applicable to the several descriptions of labour, and no cessation of work; nor any alterations in the conditions of the work to be performed by any class of workmen, nor in the wages or other benefits payable to them, either at the instance of the employer or the workmen, shall take place until the questions in case of difference have been submitted and disposed of by the joint committee.

10. Every employer and every workman embraced in the association shall strictly comply with the recommendations and decisions of the joint committee.

11. The employers shall be free to engage the services of any workmen at any time, who may become members of the association.

12. No entrance fee will be required from workmen on their becoming members of the association; but with the object of providing a fund for the aid of workmen in case of accident or illness, death, or old age, every workman shall pay a weekly subscription not exceeding 1 per cent. on his earnings towards the "sick and accident fund" of the association, and towards the "pension, total incapacity, and savings fund," every workman shall contribute according to a graduated actuarial scale applicable to his particular employment and age upon entry, not exceeding 5*l.* each week.

13. Every employer will be required upon joining the association to contribute towards its funds amounts equivalent to the sums so paid by his workmen in the year, and every employer shall guarantee the realisation of 4 per cent. interest upon his workmen's accumulated pension fund.

14. In order to provide a nest-egg, or nucleus of a fund, at the commencement each employer upon becoming a member of the association, shall pay into the sickness and accident fund of the association 1 per cent. upon the amount of wages paid by him to his workmen in the previous year.

15. All workmen being members of the association, and having contributed their subscriptions for not less

than three months, shall be entitled to the following benefits:—

- (a.) In the case of incapacity from sickness or accident, an allowance not exceeding one-half their average wage, payable over a period not exceeding 26 weeks of such incapacity.
- (b.) A pension of 10s. a week at age 65.
- (c.) If totally incapacitated prior to age 65, a pension varying with the number of years of contribution from 5s. to 10s. a week.
- (d.) In the event of death before pension age, or leaving employment otherwise than in consequence of misconduct, the return of all his payments to the pension fund with simple interest at 3 per cent.

16. The funds of the association shall be vested in two trustees appointed by the joint committee, and all cheques shall be drawn and signed by one of such trustees and countersigned by the secretary of the association. The accounts shall be subject to a half year public audit, and shall be open for inspection at all reasonable hours.

17. The funds of the association shall be wholly applied to make provision for the benefit of the workmen, and for the expenses of carrying on the duties of the association.

have been submitted and disposed of by the grand council.

9. Every employer and every workman embraced in the General Labour Union shall strictly comply with the recommendations and decisions of the grand council.

10. The employers shall be free to engage the services of any workmen at any time, who may become members of the General Labour Union.

11. No entrance fee will be required from workmen on their becoming members of the General Labour Union; but with the object of providing a fund for the aid of workmen in case of accident or illness, every workman shall pay a weekly subscription of 1 per cent. on his earnings towards the funds of the General Labour Union.

12. Every employer shall contribute towards the funds of the General Labour Union 1 per cent. upon the wages paid by him to the workmen members of the General Labour Union in his employ during the previous 12 months. The capital thus raised will, so far as three-fourths are concerned, be invested in the names of trustees of the highest integrity and honour. The fund thus created will be employed in granting pensions to workmen who, through old age, are rendered incapable of further labour. The remaining fourth part of the subscriptions of the employers will be expended by direction of the council. The balance, if any at the end of the financial year will be added to the pension fund.

13. Workmen joining the General Labour Union will be required to insure their lives for the benefit of their wives and families at death. This rule will not be enforced in the case of workmen members who are already members of an approved benefit society.

14. All workmen, being members of the General Labour Union, and having contributed their subscriptions for not less than 12 months, shall be entitled in case of sickness or accident during the performance of their duties, to sick payment, upon a scale to be agreed upon by the grand council.

15. In order to provide a "nest-egg" or nucleus for a fund, each employer upon becoming a member of the General Labour Union shall pay into the fund of the General Labour Union 1 per cent. upon his previous six months' wages bill.

16. The General Labour Union will grant pensions to workmen thrown out of employment by old age, accident, or infirmity, and a scale of "out of work" pay will be drawn up.

17. The accounts of the General Labour Union will be audited every six months by duly qualified and appointed auditors, and a balance sheet will be published.

APPENDIX A.

1279

"Free Labour in a Free Land."
THE GENERAL LABOUR UNION (Registered).
MEMBER'S CARD.
1891.

1. The General Labour Union has been established to promote harmony between employers of labour and workmen, with a view of preventing strikes and lock-out, whilst securing perfect freedom of contract and general co-operation in the best interests of all those connected with our home industries and trades, by means of amicable arrangements between employer and employed, for regulating the hours of labour, and the rate of wages in relation thereto, as may from time to time be found necessary.

2. The General Labour Union shall consist of capitalists, directly or indirectly employing labour, of directors or managers of corporations, companies, or firms employing labour, or of any person directly employing labour, herein-after called "the employers," and of workmen engaged by them, herein-after called "the workmen."

3. The General Labour Union shall be governed by a grand council, composed of an equal number of employers and workmen. The employers shall nominate a committee of their body, who shall appoint the section of the grand council representing the employers, consisting of not more than three representatives of each trade or industry; and the workmen shall nominate an equal number of members to compose their section of the grand council. One of the delegates representing the employers shall be the president, and one of the delegates representing the workmen shall be the vice-president. An equal number of the employers and of the workmen delegates present on the grand council shall form a quorum.

4. The grand council shall elect an executive committee of equal numbers of employers and workmen to carry on the business of the General Labour Union.

5. The grand council shall, from time to time, make regulations for the conduct of the duties of the executive committee.

6. The grand council shall from time to time declare the classes of workmen whose wages and labour arrangements shall be regulated by them, and shall also from time to time determine or vary the several scales of wages payable to, and the arrangements to be observed, and the duties to be performed, by each of such classes.

7. All questions as to such arrangements, duties, or rates of wages shall be submitted by the employers or by the workmen, as the case may be, for consideration and for the decision of the grand council.

8. Forms of contract shall be agreed upon by the grand council applicable to the several descriptions of labour, and no cessation of work, nor any alterations in the conditions of the work to be performed by any class of workmen, nor in the wages payable to them, either at the instance of the employer or the workmen, shall take place until the questions in case of difference

THE GENERAL LABOUR UNION (Registered).

No. _____
Name _____
Profession _____
Address _____

General Secretaries { ROBERT CAPPER, Esq.,
18, Parliament Street.
MR. JOHN MACLEAN,
Coopers' Union.

General Organising Secretary _____

Free Labour in a Free Land.

No. 1279.

THE GENERAL LABOUR UNION (Registered).
MEMBER'S CARD.

1891.

Date of issue _____ 189 _____
Branch _____
No. _____
Name _____
Profession _____
Address _____

General Secretaries { ROBERT CAPPER, Esq.
MR. JOHN MACLEAN,
Coopers' Union.

General Organising Secretary, ROBT. H. ARMIT.

APPENDIX XLV.

LETTER from SOLICITOR concerning the REGISTRATION of the GENERAL LABOUR UNION.

Re General Labour Union.

16, Glasshouse Street,
Regent Street, W.
London, 4th December 1890.

DEAR SIR,

I HAVE registered this society as requested. There will be probably some slight alteration or addition

in the title of the society to bring it within the requirements of the friendly societies.

I shall, however, hear further from the secretary, and will then at once communicate with you.

Yours faithfully,
GRAHAM GORDON.

Major Armit.

APPENDIX XLVI.

RESOLUTIONS passed at a MEETING of TRADES UNION CONGRESS DELEGATES at Westminster Palace Hotel in 1881.

The GENERAL LABOUR UNION.

THE GENERAL LABOUR UNION is, as is well known, the outcome of the original "National League," founded in 1878.

At a meeting of trades union congress delegates, at which 98 delegates were present, held at the Westminster Palace Hotel in 1881, the following resolutions were adopted:—

Whereas peace, industry, and freedom of commerce encourage trade and increase the wealth of a nation, the wisest policy, as well as the most advantageous, is that which tends most to encourage the practice of these enduring principles. Unfortunately, a policy, the very reverse of this has been adopted, and is acted upon by all countries except Great Britain, not excepting even the principal colonies and dependencies of the British Empire, each Government excluding foreign productions, with the avowed object of using for their own benefit their own productive forces. The reasoning upon which this policy is founded, if carried into practical effect, would result in excluding the products of BRITISH LABOUR from all foreign markets. And, whereas the commercial policy pursued by England during the last 60 years has not, as it was predicted, tended to counteract the commercial hostility either of Foreign Powers or of our own colonies and dependencies, it follows that England should not allow it to be taken for granted that she will recklessly maintain her conciliatory policy, but hold out the threat of retaliatory measures, and, if necessary, strictly enforce them, in order to secure FAIR COMPETITION for her NATIONAL LABOUR in the MARKETS of the WORLD.

Be it therefore resolved:—

- I. That the DISTRESS at present existing among the WORKING CLASSES of this country calls for IMMEDIATE REDRESS; and that the GOVERNMENT should forthwith take into consideration the RESTRICTIONS placed upon TRADE by FOREIGN POWERS, and adopt measures calculated to give GREATER FREEDOM to BRITISH COMMERCE, and thus increase and develop the RESOURCES of the EMPIRE.
- II. That the members of this conference engage to co-operate, IRRESPECTIVE OF PARTY POLITICS, in the most strenuous legitimate efforts to induce the Government and Legislatures of Great Britain and her colonies and dependencies to enter into negotiations for the ABOLITION of ALL TARIFFS in restraint of FREE TRADE THROUGHOUT THE EMPIRE, and, if need be, for the creation of

an IMPERIAL FISCAL OR CUSTOM UNION, as far as possible in accordance with and confirmatory of the principles of UNIVERSAL FREE TRADE.

- III. That, considering the vast and constantly increasing importance to England of her colonies and dependencies, and of her colonial trade, and that these colonies and dependencies, unlike those of France, ARE ENTIRELY UNREPRESENTED in the IMPERIAL PARLIAMENT; considering also that commercial and political treaties deeply affecting colonial interests are continually being entered into by the Imperial Government without affording the colonies any opportunity of publicly expressing their views on such matters as more immediately concern them; THIS CONFERENCE IS OF OPINION THAT, in all Imperial and International treaties, where colonial interests, fiscal or other, are directly or indirectly involved, the views of the colonies themselves should be ascertained, and due weight be attached to their opinions; and that, effectually to attain this object, each dependency, colony, or group of colonies, should, like a territory of the United States of America or a French colony, be privileged forthwith to commission one if not more representatives or delegates to the National Parliament, with power of speech, and with or without power of vote, as possessed by those of the French colonies.

- IV. That, in order to carry into effect the foregoing resolutions, and with a view to promote the MATERIAL INTERESTS and PRESERVE the POLITICAL UNITY and INTEGRITY of the BRITISH EMPIRE, this conference desires to form an association which shall be called "THE NATIONAL LEAGUE," having its head-quarters in London, and which shall have for its object the CONSOLIDATION of the EMPIRE by an INSEPARABLE POLITICAL UNION or CONFEDERATION between the MOTHER COUNTRY and her COLONIES, involving adequate REPRESENTATION of the COLONIES in an IMPERIAL PARLIAMENT, and ABSOLUTE FREEDOM of TRADE throughout the whole EMPIRE. That the members of this conference do proceed to enrol as members of the league any persons who sympathise with its objects, subject to such laws and byelaws, as the council of the National League may from time to time frame.

Approved, and ordered to be printed, by the council of the National League.
London, August, 1881.

APPENDIX XLVII.

LIGHTERMEN'S WORK AND WAGES.

ARBITRATION BY LORD BRASSEY, K.C.B.

(Copy.)

AWARD.

At a conference between the lightermen and their employers, at the Mansion House, on the 23rd and 24th September 1889, those documents were submitted for the consideration of the umpire:—

- (a.) An agreement made between the employers and employed, and ratified by the Lord Mayor, in which the principle was laid down that a day's work should be 12 hours, and a day's pay should be six shillings.
- (b.) A printed statement of further demands on the part of the lightermen.
- (c.) A counter proposal from the employers.
- Having heard at length the arguments on both sides, I award as follows:—

- 1.—That the day shall be from 6 a.m. to 8 p.m.; give and take, according to the tides; but in all cases where the docks, wharves, and ships commence work at a later hour than 6 a.m. (say 8 or 9 a.m.) the men shall only be expected to be in attendance with their craft, for loading or discharging, at the time when the ship, wharf, or dock to which they are sent commences work.

In accordance with the terms already accepted in principle, payment to be at the rate of six shillings for twelve hours' work. When the circumstances require that the lightermen shall work or be in attendance more than twelve hours, such additional work or attendance shall be at the rate of one shilling per hour.

- 2.—Orders to be given out between 6.30 and 8 p.m. Men waiting orders shall, after 8 p.m., be paid at the rate of a shilling an hour while in attendance by request. The compensation for detention shall not be payable where a night's work is given.

Where a man's work closes earlier than 7 p.m., he shall remain for half-an-hour at the office, waiting orders, without claiming payment for so waiting.

- 3.—That for night work, from 8 p.m. till midnight, the payment shall be four shillings.

For a full night's work, from 8 p.m. till 6 a.m., the payment shall be six shillings.

The foreman, or others giving orders, shall define before the night's work commences, whether it shall be a long or short night.

- 4.—The early turn-out, from 5 a.m. to 6 a.m., shall be paid two shillings extra.

- 5.—That Sunday work be paid; up to 10 a.m., four shillings; a whole day eight shillings. Men called upon to work after 12 o'clock, noon, to be paid six shillings.

- 6.—That expenses be arranged between each master and his own men.

- 7.—This award to come into force on the 4th November 1889.

MEMORANDUM.

In coming to a decision, I have been mainly guided by the agreement already entered into by the masters and workmen. In that agreement the principle was accepted, that the day's work should be 12 hours, and the day's pay six shillings.

In the discussions on which I have been asked to adjudicate, the masters strongly urged, that the circumstances of their trade required a certain elasticity as to the hours for commencing and concluding the day's work. It seemed equitable that the men should make a concession on this point, and that, on the other hand, the standard of payment should be sustained by according a double rate of wage for overtime beyond the twelve hours.

While a large amount of night work has been shown to be necessary in the lighterage business of the port of London, it seems fair that a liberal rate should be paid for such work. The amount of pay which I have awarded has been framed, as far as possible, in conformity with a scale agreed upon between the employers and the lightermen.

The more liberal scale for the hour between 5 a.m. and 6 a.m. and the compensation for attendance in the evening, waiting orders, were proposals initiated by the employers.

While a certain amount of Sunday work is inevitable, it may fairly be claimed that the pay should be at an exceptional rate.

I strongly recommend that a permanent board of conciliation should be appointed for mutual consultation, and negotiation between the lightermen of the port of London and their employers.

(Signed) BRASSEY.

24th September 1889.

Witness—J. Potter, Secretary.

Note.—The names of those present at the conference above referred to are as follows:—

Representing the Master Lightermen.—Messrs. Edmund Hughes (Managing Director Tilbury Lighterage Co.), George Parsons (Manager Mercantile Lighterage Co.), Thomas Woodward (Manager to Mr. A. J. Humphery), E. H. Rolfe (Manager Union Lighterage Co.), R. Deering (Messrs. Ross and Deering), and J. W. Jacobs (Manager Steam Tug and Lighterage Co.).

Representing the Lightermen.—Messrs. R. Iles, F. Wigington, R. Fairbairn, T. Henshaw, T. Gray, and J. Owen.

Arbitrator.—LORD BRASSEY, K.C.B.

APPENDIX XLVIII.

RESOLUTIONS passed at a CONFERENCE between the MASTER LIGHTERMEN'S ASSOCIATION and the AMALGAMATED SOCIETY OF WATERMEN AND LIGHTERMEN.

In pursuance of an Agreement entered into between the representatives of the Master Lightermen's Association and the Amalgamated Society of Watermen and Lightermen, dated 18th day of November 1889, a conference, extending over the 19th, 20th, and 21st of November, was held at 50, Mark Lane, E.C., when the annexed resolutions were agreed to and unanimously adopted by the undersigned parties, viz.:—

(1.) "For an early turn out lightermen shall not be expected to go a distance beyond four miles from their homes, or from the place where they receive their orders. That the radius for starting the day's work shall be from London Bridge to the Albert Docks, or Nine Elms as an equivalent distance above London Bridge. That if lightermen are employed to commence the day's work beyond this radius, they shall be paid for the ordinary time required to reach their place of work, on the principle of 6s. for 12 hours' work.

(2.) "That the movable hours of from 6, 7, or 8 a.m., until 6, 7, or 8 p.m., as provided for in Lord Brassey's award, be adhered to; but where a lighterman's day closes at 6 or 7 o'clock p.m., he shall receive his orders within half an hour after reporting himself and being in attendance at the office, or be paid overtime at the rate of 1s. per

hour for all such time as he may be awaiting orders, up to 9 o'clock p.m.

(3.) "That a lighterman who has not been employed during the day will accept orders for the night's work upon condition that he shall receive 6s. for the night's pay, and shall be guaranteed the next day's work."

And the Committee on behalf of the Association of Master Lightermen and Barge Owners, hereby pledge themselves to recommend that, when a lighterman's day ends at 6 p.m., at a distance outside of the usual or ordinary places of work, he shall, as far as possible, receive his orders at the place where he finishes work.

Representatives of Master Lightermen's Association. Representative Delegates of the Men.

(On behalf of Association of Master Lightermen and Barge Owners.)

E. HUGHES.
JOHN P. C. GRAVES.
T. W. JACOBS, JUNR.
THOS. H. WOODWARD.
E. H. ROLFE.
WM. ROSS.

THOMAS GRAY.
RICHARD FAIRBAIRN.
THOS. G. HENSHAW.
ROBERT ILES.
CHAS. DUNN.
JAMES OWEN.

F. WIGINGTON, JUNR.,
General Secretary (pro tem.).

APPENDIX XLIX.

ANNUAL BALANCE SHEET, 1890.

AMALGAMATED SOCIETY OF WATERMEN AND LIGHTERMEN of the RIVER THAMES.
AUDITED SICK AND DEATH BENEFIT.

SICK BENEFIT.

Name.	No. of Days.	No. of Half Days.	—	Name.	No. of Days.	No. of Half Days.	—
Bro. J. Brabant	—	38	£ s. d.	Bro. H. Pruce	3	—	£ s. d.
" J. Alexander	—	119	1 18 0	" T. W. Dawson	23	—	0 6 0
" W. Myers	17	157	5 19 0	" F. Huntley	6	—	2 6 0
" H. Bipp	67	58	9 11 0	" H. Hopkins	106	—	0 12 0
" T. M. Neal	31	—	9 12 0	" H. G. Teather	156	95	10 12 0
" A. Ashton	33	—	3 2 0	" W. R. Stringer	36	—	20 7 0
" A. J. Moss	19	—	3 6 0	" T. Pocock	24	—	8 12 0
" J. R. Jones	9	—	1 18 0	" A. Shout	60	—	2 8 0
" B. Gowens	125	—	0 18 0	" C. J. Brockman	6	—	6 0 0
" A. Short	31	—	12 10 0	" J. Welsh	7	—	0 12 0
" C. F. Reynolds	26	—	3 2 0	" P. Taylor	100	—	0 14 0
" D. E. J. Brown	12	—	2 12 0	" H. W. Mitchell	19	—	10 0 0
" D. J. Adams	20	—	1 4 0	" J. Ware	24	—	1 18 0
" W. Grady	26	—	2 0 0	" F. Coates	47	—	2 8 0
" A. H. Hogg	14	—	2 12 0	" W. Wright	15	—	4 14 0
" C. Hillman	27	—	1 8 0	" B. Newman	34	—	1 10 0
" W. Francis	67	—	3 14 0	" T. Wisby	21	—	8 8 0
" W. Johnson	17	—	6 14 0	" J. Sheen	38	—	2 2 0
" T. Honey	14	—	1 14 0	" D. Johnson	156	4	3 16 0
" G. R. Wheeler	61	—	1 8 0	" R. Wickers	26	—	15 16 0
" E. Pettitt	32	—	6 2 0	" J. D. Coghlan	34	—	2 12 0
" T. Targett	51	—	3 4 0	" H. Hampton	26	—	3 8 0
" B. Channen	27	—	5 2 0	" T. Hitchcock	15	—	2 12 0
" T. Trustum	57	—	2 14 0	" J. B. Shout	1	—	1 10 0
" D. Coghlan	9	—	5 14 0	" D. Driscoll	5	—	0 2 0
" T. Wilson	14	—	0 18 0	" D. Barnes	23	—	0 10 0
" R. Moss	63	—	1 8 0	" G. R. Fone	9	—	2 6 0
" J. Abbott	6	—	6 6 0	" W. Bolton	2	—	0 18 0
" R. W. Wilson	40	—	0 12 0	" J. Murray	19	—	0 4 0
" F. Lett	6	—	0 12 0	" C. White	6	—	1 18 0
" H. Huntly	29	—	0 12 0	" J. Croxford	16	—	0 12 0
" H. J. Gibbs	49	—	2 18 0				1 12 0
" W. Adcock	95	—	4 18 0				
" C. Twocock	8	—	9 10 0				
" J. Nichols	11	—	0 16 0				
" F. R. Barnard	35	—	1 2 0				
" M. Kendall	48	—	3 10 0				
" R. Egalton	28	—	4 16 0				
" H. Trumble	13	—	2 16 0				
" S. Dyson	27	—	1 6 0				
" C. Wigington	5	—	2 14 0				
" B. Haines	61	—	0 10 0				
			6 2 0				
					2,398	471	262 17 0

SUPERANNUATION:—

324 days, Bro. E. Alford	-	-	8 2 0
114 " " W. Myers	-	-	2 17 0
4 " " T. Brabant	-	-	0 2 0
30 " " W. Tew	-	-	0 15 0

Total - 274 13 0

DEATH BENEFIT.

Bro. E. Patten	£ s. d.	£ s. d.	Bro. W. Bolton (wife)	£ s. d.	£ s. d.
" T. Brabant	8 15 0			6 0 0	
" T. A. Alson	12 0 0		Supersannuation		50 15 0
" M. Kendall (wife)	12 0 0		Sick Pay		11 16 0
" G. Trustlow	6 0 0				262 17 0
	6 0 0				
			Total		325 8 0

EXCURSION ACCOUNT.

Income.

Bro. G. Fone	£ s. d.	Bro. F. Wigington, junr.	£ s. d.
" P. Taylor	1 14 0	" Reed	0 8 0
" T. Griffith	3 16 0	" Baker	2 0 0
" Vickers	1 0 0	" Watts	1 12 0
" Askins	0 4 0	" Gale	0 12 0
" Gatling	1 0 0	" Greenland	2 12 0
" Rolles	1 18 0	" Dunn	7 0 0
" Maynard	1 12 0	" Lowe	3 8 0
" Fairbairn	2 16 0	" Gale	1 16 0
" Gale	4 10 0	" Henshaw	0 8 0
" Bannester	0 12 0	" Humphreys	0 4 0
" Finu	1 4 0	" Hogg	0 4 0
" J. Owen	1 0 0	" Kenipple	1 16 0
" F. Wigington	0 12 0	" J. G. Johnson	0 12 0
" J. Raymond	0 6 0	" C. Hilman	0 10 0
" F. Corp	0 8 0	" D. Brown	0 8 0
" W. Grady	1 6 0	" C. White	0 8 0
" J. Nichols	0 8 0	" J. Croxford	0 10 0
" J. H. Gibbs	1 0 0	" J. Colwill	0 12 0
Mr. Lind	1 10 0	" T. B. Shout	0 8 0
Bro. Raynor	0 16 0	" F. Wigington, junr.	0 8 0
" Reekie	4 2 0	" Stanfield	0 14 0
Mr. Searle	0 4 0	" A. Shout	0 8 0
Bro. Hopkins	0 4 0	" Carrick	0 4 0

AUDIT OF ACCOUNTS—continued.

July to September.					July to September.							
Dr.					Cr.							
	£	s.	d.	£	s.	d.		£	s.	d.		
Brought forward	-	-	-	1,600	8	5½	By printing and stationery	-	33	11	11	
No. 1 Branch contributions	-	80	10	9			general president's salary	-	39	0	0	
" 2	-	94	15	8			" " expenses	-	13	8	6	
" 3	-	110	0	6			general secretary's salary	-	35	0	0	
" 4	-	50	7	4			" " expenses	-	5	14	3	
" 5	-	53	2	10			assistant secretary's salary	-	19	10	0	
" 6	-	39	18	4			branch officers' salary	-	81	15	10	
" 7	-	18	3	3			rent of rooms and general office	-	21	9	6	
" 8	-	30	15	11			delegates and deputations	-	97	3	6	
" 9	-	50	13	11			law	-	46	4	0	
" 10	-	34	5	8			postage	-	8	18	4½	
" 11	-	26	17	6			incidentals	-	12	19	2	
" 12	-	31	10	3			demonstrations	-	23	2	9	
" 13	-	45	14	7			strike pay	-	16	18	6	
" 14	-	55	5	2			Australian strike fund	-	100	0	0	
" 15	-	37	5	8			sick pay, 459 days, 29 half days	-	47	7	0	
" 16	-	28	14	9			superannuation	-	2	17	0	
" 17	-	19	2	11			trade members' death allowance	-	14	0	0	
" 18	-	27	5	3			full members' death allowance	-	-	-	-	
" 19	-	7	14	5			excursion and incidentals	-	60	16	0	
" 20	-	9	11	4								
" 21	-	13	10	3								
" 22	-	35	15	0								
" 23	-	9	15	6								
					910	16	9					
Contributions to General Office	-	-	-	-	10	3	4					
Incidentals	-	-	-	-	0	7	1					
Total	-	-	-	-	2,521	15	7½	Total	-	679	16	3½

October to December.					October to December.							
Dr.					Cr.							
	£	s.	d.	£	s.	d.		£	s.	d.		
Brought forward	-	-	-	2,521	15	7½	By printing and stationery	-	79	11	11	
No. 1 Branch contributions, &c.	52	19	6				general president's salary	-	39	10	0	
" 2	66	17	7				" " expenses	-	22	11	9	
" 3	85	13	11				general secretary's salary	-	41	8	0	
" 4	32	16	1				" " expenses	-	6	14	5	
" 5	36	15	10				assistant secretary's salary	-	19	15	0	
" 6	22	13	5				branch officers' salary	-	90	12	8	
" 7	14	15	1				rent of branch room and general office	-	33	19	0	
" 8	22	13	6				delegates and deputations	-	91	10	11	
" 9	38	10	3				law	-	44	15	9	
" 10	22	19	9				postage	-	6	7	11	
" 11	25	8	11				incidentals	-	14	1	8½	
" 12	18	12	0				demonstrations	-	0	11	6	
" 13	33	0	10				strike pay	-	20	14	6	
" 14	57	7	8				auditors	-	8	7	0	
" 15	26	3	3				Australian and other trade donations	-	127	14	0	
" 16	14	9	6				sick pay, 549 days, 88 half days	-	59	6	0	
" 17	13	6	3				superannuation	-	4	19	0	
" 18	26	0	8				trade members' death allowance	-	42	0	0	
" 19	7	6	7				full benefit death allowance, wife (2)	-	12	0	0	
" 20	-	-	-				parliamentary committee	-	326	3	9	
" 21	11	10	2				Gen. sec., deficit as per public account-					
" 22	29	3	4				tant statement, 1889	-	54	18	5½	
" 23	6	2	2									
				665	6	3						
Contributions at General Office	-	-	-	6	0	6						
Interest on stock	-	-	-	6	10	0						
Contributions, No. 18 Branch, 1889	-	-	-	3	4	10						
Excursion	-	-	-	67	8	0						
Paid over by Watermen's Company for parliamentary committee	-	-	-	167	5	0						
Total	-	-	-	-	3,437	10	2½	Total	-	1,147	13	3

YEARLY ACCOUNT, 1890.

		£	s.	d.			£	s.	d.
No. 1 Branch contribution	-	285	6	7	By printing and stationery	-	174	11	11
" 2 " "	-	304	9	4	general president's salary	-	136	0	0
" 3 " "	-	379	3	0	" " expenses	-	57	10	5
" 4 " "	-	163	14	9	general secretary's salary	-	146	8	0
" 5 " "	-	178	14	8	" " expenses	-	27	1	11
" 6 " "	-	128	17	7	assistant secretary's salary	-	78	5	0
" 7 " "	-	66	9	11	branch officers' salary	-	354	15	0
" 8 " "	-	105	10	4	rent of branch rooms	-	28	14	6
" 9 " "	-	158	17	0	rent of general office	-	54	4	6
" 10 " "	-	113	16	11	delegates and deputations	-	402	5	8
" 11 " "	-	97	1	10	law	-	168	2	0
" 12 " "	-	95	0	2	postage	-	29	9	10½
" 13 " "	-	142	15	9	incidentals	-	43	12	7½
" 14 " "	-	203	6	11	demonstrations	-	46	3	3
" 15 " "	-	106	6	10	strike pay	-	132	2	6
" 16 " "	-	83	4	10	ballot boxes	-	3	6	0
" 17 " "	-	65	0	5	donations to Australia and other trades	-	242	14	0
" 18 " "	-	95	6	0	auditors	-	14	8	6
" 19 " "	-	24	12	1	repairs to James Yates	-	14	9	2
" 20 " "	-	77	1	9	Cardinal Manning testimonial	-	10	10	0
" 21 " "	-	42	10	10	committee's photo	-	2	12	0
" 22 " "	-	110	5	5	sick pay	-	262	17	0
" 23 " "	-	15	17	8	trade death allowance	-	56	0	0
Contributions to General Office	-	33	1	3	full benefit members' death allowance	-	50	15	0
Cardinal Manning's testimonial	-	4	15	10	parliamentary committee	-	326	3	9
Incidentals	-	0	7	1	superannuation	-	11	16	0
Contributions No: 18 Branch, 1889	-	3	4	10	excursion	-	60	16	0
Excursion	-	67	8	0	general secretary, deficiencies of 1889	-	54	18	5½
Interest on stock	-	6	10	0					
Paid over by Watermen's Company	-	167	5	0					
Total income for the year 1890		3,326	2	7	Total expenditure	-2,995	13	0½	
Balance in hand, 1889	-	111	7	7½					
In London and Westminster Bank, 1889	-	200	0	0					
Total		3,637	10	2½					
Total expenditure		2,995	13	0½					
Total		641	17	2					
		£	s.	d.	General secretary's account	-	601	9	9
Deposit in London and Westminster Bank, Lothbury Branch, 1889	-	200	0	0	General secretary's deficit on excursion	-	6	10	0
Deposit in London and Westminster Bank, Eastern Branch, 1890	-	200	0	0	General secretary's deficit on Cardinal Manning's testimonial	-	0	5	10
Money in London and Westminster Bank, Running Account	-	232	15	10	General secretary's deficit on income	-	0	6	2
Total money in bank up to December 31st, 1890		632	15	10	Deficit of members on excursion	-	14	4	0
					In auditors' hands from excursion	-	0	14	0
					Branch secretary's deficits	-	11	17	5
					Interest on stock	-	6	10	0
					Total	641	17	2	

(Signed) R. H. FARROW, } Auditors.
T. G. HENSHAW, }

APPENDIX L.

AMALGAMATED BRITISH SEAMEN'S PROTECTION SOCIETY.

To the Honourable the COMMONS OF GREAT BRITAIN AND IRELAND in Parliament assembled—

The humble petition of the undersigned mariners respectfully sheweth—

1st. That since the abrogation of the navigation laws 30 years ago, not only has the number of British seamen steadily fallen off, but the quality of the crews of British merchant vessels has deteriorated to an alarming degree, being chiefly composed of foreigners and men in no way entitled to the rating of A.B., or indeed to be classed as sailors at all. We would therefore urge upon your Honourable House the necessity of re-adopting the apprentices system, whereby our British merchant navy could be supplied with respectable boys, instead of having recourse to the questionable means now in practice.

2nd. That, notwithstanding official returns to the contrary, your petitioners are convinced that the foreign element in our British ships is largely out-numbering the British, inasmuch as ship after ship leaves port flying British colours, manned by foreign crews. And your

petitioners regret to find many shipowners and masters so devoid of patriotism to their country as to prefer foreigners to British seamen, owing to economical and other reasons, whilst your petitioners, British seamen, born or naturalised in the United Kingdom, are refused employment, and are consequently often compelled to seek employment away from our legitimate calling.

3rd. That owing to the great number of unseaworthy seamen at present serving in our mercantile marine, we ask that every seaman should be required to pass a practical examination in seamanship before being entitled to the rating of an A.B. That all men now serving as A.B.'s should be furnished with certificates of servitude upon production of bona fide proofs of sea service as A.B.'s for a given period, not less than four years; and further that all sea-going carpenters should pass an examination as to their mechanical fitness, and should be certificated officers the same as mates and engineers.

4th. That your petitioners consider it unjust for the Board of Trade to encourage the foreign element to pass *Board of Trade examinations* for masters, mates, and engineers, inasmuch as there are hundreds of capable British officers in the merchant service seeking for berths in vain, whilst foreigners not only compose the crews, but in many cases *command and officer our British ships*, and we respectfully beg to remind your Honourable House of the danger of such a state of things, and that if such practice is persevered in much longer, *British seamen will be annihilated*, and in the event of war the alien officers and crews might save our opponents the trouble of capturing British ships, by themselves *handing them over to the enemy*.

5th. That your petitioners being desirous of preventing such calamities as are likely to occur through allowing foreigners to guard the *British supremacy on the high seas*, which your petitioners are anxious to maintain, humbly pray your Honourable House to pass a short Act limiting the number of foreigners and lascars carried in British ships to *not more than one-fifth of the crew*, and prohibiting foreigners from holding Board of Trade certificates, or from *sailing as officers in the British merchant service* after a certain given date.

6th. That notwithstanding the various precautions and means adopted to check the *crimping system*, that abominable trade is still carried on with impunity, and we regret to state that many owners and masters avail themselves of these crimps to supply ships' crews—principally foreigners—that, in spite of directions to the contrary, they are permitted to enter the docks and shipping-offices, and ply their nefarious avocations apparently without check or hindrance, we would therefore ask that *the authorities should facilitate prosecutions*, and that the full penalty be enforced in every clear case.

7th. That the regulations with respect to the *supply of food to mariners* are in many cases evaded or defied; the quantity being insufficient, the quality inferior, and often of a kind which no sanitary inspector on shore would suffer to be exposed for sale without condemning such, and prosecuting the vendors. And your petitioners regret to state that the existing scale of provisions, intended by your Honourable House as a limit, is now in most vessels issued as a *hard and fast rule*, to the disadvantage of your petitioners. We would, therefore, urge upon your Honourable House the necessity of causing a *new scale of provisions* to be issued, having more regard to *anti-scorbutic food, pure water, and a change of diet in opposite latitudes*; and that an *inspection of crew's stores* should be enforced, similar to the practice already in force with the stores supplied to emigrant ships.

8th. That the *berthing accommodation* allotted to seamen is insufficient, and in many cases so disgracefully bad as to be altogether unfit for human habitation, and seeing that the artisans' dwellings on shore are being much improved, we respectfully urge that the time has arrived when improvements may be looked for in the construction of ships' forecastles. We, therefore, pray that all ships should be fitted with *substantial deck-houses* in lieu of lower or upper forecastles, the former being unfit to live in through the steam created by various cargoes, and the want of sufficient light and ventilation, and the latter owing to the presence of chain cables, windlasses, &c., and the difficulty with which they are kept water-tight; and that a *periodical inspection of forecastles* should be enforced, and a certificate granted certifying the same, which should be produced, together with the ship's register, upon the vessel clearing from any port in the United Kingdom. And we further ask that forecastles should be supplied with artificial light for night use, by *oil being provided at owners' cost*, instead of the crew being compelled to rig the abominable *slush lamp*, which, besides being detrimental to health, do not give sufficient light to enable men to turn out smart in an emergency.

9th. That your petitioners, while approving highly of the clauses in "Merchant Seamen Payment of Wages and Rating Bill (No. 119)," and the "Condition of Service Bill (No. 151)," dealing with the mode of paying seamen their wages, would call the attention of your Honourable House to the *absence of any substitute for conditional advance notes*, or of any better facilities for seamen to make provisions for their wives and families, or others depending upon them for support, or of any means to liquidate a just debt, and we therefore humbly pray that provisions be made for *cash advances* to bona fide seamen, or the *payment of legitimate debts* incurred at Sailors' homes, or registered Seamen's lodging-houses, by the master, *after a seaman has joined his ship*, or by the owners *after the ship has left port*, providing such seaman acknowledges in writing the bona fides of such debt; and that it be compulsory for owners or masters to give any seaman who requires it an *allotment note for two-thirds of his wages*, payable monthly; and also that cash drawn in other countries by seamen from their own wages, duly earned, should be advanced by the master at the rate current, and without any interest being charged thereon.

10th. That your petitioners, whilst recognising the humane motives urging Honourable members of your Honourable House to re-introduce the "Merchant Shipping Grain Cargoes Bill (No. 168)," feel that no compulsory measure should be adopted which would in any way tend to cripple our already much-distressed British shipping trade, and give an *unfair advantage to foreign bottoms*, and your petitioners are convinced that the enormous losses of merchant vessels are due chiefly to the want of proper consideration being paid to their construction, more especially in respect to the *excessive proportions of length to beam*, now so prevalent; and we are of opinion that all vessels carrying grain or other shiftable cargoes, should be fitted with shiftable plank bulkheads both fore and aft, and athwart ships, which would effectually secure the cargo from shifting, and would be even more secure than an entire cargo of bags unsecured by shifting boards.

11th. That for the better protection of seamen *all seamen's boarding houses should be registered*, their keepers licensed, and their accounts with seamen kept in proper books, liable to periodical inspection, and that their licences should be liable to forfeiture upon their being convicted of crimping, or of wilfully and knowingly harbouring deserters.

Your petitioners would therefore urge upon your Honourable House that no legislation on shipping can be beneficial to the British seaman unless the complaints and practical suggestions contained in this humble petition are taken into consideration. And looking to the many abuses and drawbacks the seafaring population of this realm have been subjected to since the abolition of the navigation laws, and during the operation of a one-sided free trade, in which other nations have a decided advantage over us, we humbly pray your Honourable House to take such steps as shall, in the wisdom of your Honourable House, cause the above and other grievances of British merchant seamen to be presently remedied.

And your petitioners will ever pray.

Signed on behalf of the Amalgamated British Seamen's Protection Society (established in May, 1872, and registered under Act of Parliament), and its various branches, this 12th day of June 1880.

TOM SUMNER LEMON, President,
14, Maryland Road, Stratford, Essex.

WILLIAM PATERSON LIND, General Secretary,
Registered Chief Office,
Trafalgar Coffee Public House,
Leman Street, London, E.

APPENDIX LI.

AMALGAMATED SOCIETY OF WATERMEN AND LIGHTERMEN OF THE RIVER THAMES.

NOTICE TO MASTER LIGHTERMEN AND BARGE OWNERS.

Lights for Dumb Barges below Charlton Pier. Gear and Plant to be used in the Navigation of Dumb Barges.

I am directed by the Council of the above Society to draw your attention to byelaw No. 2 of the rules and byelaws made under the provisions of the Thames Conservancy Acts, and allowed by Her Majesty in Council on the 17th day of March 1875—

“ That every person in charge of a dumb barge when under way and not in tow shall, between sunset and sunrise, when below or to the eastward of a line drawn from the upper part of Silvertown, in the county of Essex, to Charlton Pier, in the county of Kent, have a white light always ready, and exhibit the same on the approach of any vessel.”

My Council recommend that the provisions of this byelaw should be properly carried out, owing to the serious danger arising from collisions with steam vessels; the manner in which craft, irrespective of tonnage, are cast adrift from tugs instead of being kept in tow when it is necessary for the tug to round to pick up, and the reckless manner in which lightermen are induced to leave the docks and other safe places with

their craft by the servants of the owners of hiring tugs, ostensibly to be towed, but who are only partially towed and often never towed at all. The lightermen are instructed *not* to navigate craft at night time where this provision of lights is neglected.

My Council further recommend that craft should be properly found with gear, and provided with rope, oars, and staff, and that craft when towing with other than the owner's tug, should be furnished with a ticket by the tug agreeing to tow.

The Council further trust that master lightermen and barge owners will see the necessity of carrying out the above recommendations in the interest of the safety of their own property as well as the lives of their servants.

F. WIGINGTON,
General Secretary.

“Trafalgar” Coffee Palace,
Leaman Street, E.
August 1890.*

* A second exactly similar notice was also issued in March 1891.

APPENDIX LII.

AUDIT of the ACCOUNTS of the COMPANY of WATERMEN and LIGHTERMEN of the RIVER THAMES, from 1st July 1888 to 30th June 1889.

		£	s.	d.	£	s.	d.			£	s.	d.					
To cash, balance of previous account	-	-	-	-	473	16	7	By cash, salaries, &c. to clerks and river inspectors	-	-	-	1,981	6	7			
" fees on the entries for bindings, taking up freedoms, &c.	-	-	35	1	0			" rates, taxes, repairs, and house expenses	-	-	-	161	18	7			
" receipts at courts on freedoms, bindings, and assignments	-	-	806	5	0			" stationery, 95l. 6s. 11d. (less books sold, 1l. 12s. 6d.)	-	-	-	93	14	5			
" quarterage of freemen, including 70l. 7s. 9d. from poor's account	-	-	634	11	6			" expenses, police courts, enforcing company's convictions	-	-	-	0	7	0			
" watermen, lightermen, and apprentices' licenses and renewals	-	-	107	5	0			" general expenses	-	-	-	418	11	2			
" registering and renewing certificates of owners of craft	-	-	264	12	6			" parliamentary and law expenses	-	-	-	5	12	4			
" registering craft	-	-	85	17	0			" pensions	-	-	-	808	0	0			
" passenger boat licenses and renewals	-	-	13	9	0							2,969	10	1			
" registering boats to let	-	-	58	7	6			" balance on 30th June 1889	-	-	-	241	1	3			
" summonses	-	-	3	2	0												
" affidavits and declarations	-	-	8	17	0												
" searches and registering mortgages	-	-	10	12	0												
" certificates	-	-	1	6	0												
" rent of house, 16, St. Mary-at-Hill, 160l. (less income tax, 4l.)	-	-	156	0	0												
" Conservators of the River Thames for list of voters	-	-	10	10	0												
" receipts at courts on contracts	-	-	38	13	6												
" " contract licenses	-	-	39	2	6												
" quarterage of contract men	-	-	20	10	3												
" dividends on Stock (New 2½ per cent. Consols, paid at 3 per cent.) nett	-	-	442	13	0												
						2,736	14	9									
						£23,210	11	4				£23,210	11	4			
POOR'S ACCOUNT.																	
To cash, balance of previous accounts, as under :-		£	s.	d.	£	s.	d.	By cash, poor watermen of Westminster, dividends on Trust Stock 2,760l. 18s. 1d. (Consols)		£	s.	d.					
" company's poor	-	-	625	10	6			gross	-	-	-	88	19	8			
" poor watermen of Westminster	-	-	28	12	10	660	3	4	" on account of Lucas' gift, dividends on Trust Stock, 52l. 10s. 3d. (Consols)	-	-	15	19	6			
" Lucas' gift	-	-	6	0	0			" pensions to poor and aged freemen and widows	-	-	-	1,531	10	0			
" dividends on Stock (New 2½ per cent. Consols paid @ 3 per cent.)	-	-						" pensioners' quarterage paid to Watermen's Company	-	-	-	70	7	9			
gross :-								" special gifts to blind and paralysed persons	-	-	-	20	0	0			
" company's poor	-	-	1,502	2	6			" stamping Sunday ferry leases	-	-	-	0	7	6			
" poor watermen of Westminster	-	-	82	19	7	1,600	15	7	Purchase of Stock (New 2½ per cent. Consols) :-								
" Lucas' gift	-	-	15	13	6			" company's poor	-	-	125	4	9	for 194	18	11	
" rents of Sunday ferries	-	-						" poor watermen of Westminster	-	-	6	18	3	"	6	18	0
" compensation on account of Tower Subway	-	-						" Alderman Lucas' gift	-	-	1	6	1	"	1	6	0
" fines received at courts of complaints and police courts	-	-															
" contents of poor's box	-	-						Balance on 30th June 1889, as under :-									
						1,732	18	3					1,555	6	11		
						£2,413	1	7	" company's poor	-	-	532	11	6			
									" poor watermen of Westminster	-	-	20	15	2	557	14	8
									" Lucas' gift	-	-	4	8	0			
													£2,413	1	7		

Audit of the Accounts of the Company of Watermen and Lightermen of the River Thames, from 1st July 1888 to 30th June 1889—continued.

CHURCH REPAIR ACCOUNT.

To cash, balance of previous account		£ s. d.		£ s. d.
			28	0 1
" dividends on Stock (New 2½ per cents. Consols paid @ 3 per cent.) nett	36	9 4		
" retained out of pew rents	11	15 0		
		<u>48</u>	<u>4</u>	<u>4</u>
		£76	4	5
By Balance on 30th June 1889				£76 4 5

BALANCE ACCOUNT.

To balance of company's account, as above		£ s. d.		£ s. d.
			241	1 3
" poor's account, as above	532	11 6		
	20	15 2		
	4	8 0		
		<u>557</u>	<u>14</u>	<u>8</u>
" church repair account, as above			76	4 5
			<u>£875</u>	<u>0 4</u>
By cash in Bank of England				£ 288 18 7
" in clerk's hand				872 17 8
				76 4 5
				<u>£875 0 4</u>

CAPITAL ACCOUNT.

		New Consolidated 2½ per cents.					New Consolidated 2½ per cents.				
		Poor Account.	Company's Account.	Ch. Repair Fund.			Poor Account.	Company's Account.	Ch. Repair Fund.		
		£ s. d.	£ s. d.	£ s. d.			£ s. d.	£ s. d.	£ s. d.		
Balance 30th June 1888.	{ Company's poor Poor watermen of Westminster Lucas' gift	49,977 0 4 2,760 18 1 521 10 3	53,259 8 8	15,132 16 11	1,246 19 6	Balance 30th June 1889.	{ Company's poor Poor watermen of Westminster Lucas' gift	50,102 5 1 2,767 16 4 522 16 4	53,892 17 9	15,132 16 11	1,246 19 6
Purchased during the year:—											
	Company's poor		125 4 9								
	Poor watermen of Westminster		6 18 3								
	Lucas' gift		1 6 1								
			<u>£53,392 17 9</u>	<u>£15,132 16 11</u>	<u>£1,246 19 6</u>				<u>£53,892 17 9</u>	<u>£15,132 16 11</u>	<u>£1,246 19 6</u>

ROBERT GAMMAN, Master of the Company.
LOUIS S. WHITE, Clerk.

Examined and approved, 26th November 1889,
T. J. BROWN, Auditor.

APPENDIX LIII.

COPY of LETTER from LORD BRASSEY to the WATERMEN AND LIGHTERMEN'S WORK AND WAGES COMMITTEE concerning his award: also RESOLUTIONS passed at the CONFERENCE which resulted in LORD BRASSEY being appointed ARBITRATOR.

A True Copy.

Normanhurst Court, Battle,
November 2nd, 1889.

To Mr. ROBERT ILES, Chairman,
*Watermen and Lightermen's Work and Wages
Committee.*

DEAR SIR,

You have asked for a further explanation of the intended effect of my award made on the 24th of September, in relation to matters in dispute between the master lightermen and barge owners, and those in their employ.

After further conference with the representatives of the lightermen and those of the masters, I give my reply in writing.

The question has been raised, as to whether it was intended in the terms of the award, to limit the night's work to a single job.

In the conference between the lightermen and the Lord Mayor, Cardinal Manning, and Mr. Sydney Buxton, which resulted in my being invited to act as arbitrator, the lightermen had stated in a formal resolution the terms on which they were willing to work.

They asked for payment at the rate of six shillings for twelve hours' work, with the stipulation that one job was to constitute a night's work. When the masters met the lightermen at the Mansion House, the terms demanded by the men were formally communicated to me by the Lord Mayor.

After a lengthened discussion on the question of wages, the masters agreed to accept the scale of payment as proposed by the men. Strong objection was, however, taken to the limitation of the night's work to a single job; it was urged that such a restriction would operate unjustly and unfairly. Having heard the arguments on both sides, I found it difficult to do more than fix a rate of payment for the time during which the men were in employment.

The award did not bind the masters to the rule, that one job was to constitute a night's work. In making an award, which was limited to a scale of payment by time, I pointed out to the men that it would be for them to watch its practical working. It would be understood on both sides that a fair night's work should be given for a fair night's wage. When more than this was demanded the lightermen had it in their power to remonstrate, and to take any other steps which they might consider necessary.

I regret to find that the discussion has been renewed on the point left open in the award. Deprecating most earnestly the renewal of the recent struggle, fatal as it would be to the great mercantile interest of London, I would express the hope that the masters and men may be able to come to a reasonable agreement on a point which, as it seems to me, it is impracticable to adjust by intervention or advice from the outside.

It will be admitted by the lightermen, that under the terms of the award they have obtained a large increase of pay, and that in other ways important concessions have been made by their employers.

To the masters, I may perhaps remark, that the men do not express dissatisfaction with their earnings, the limitation of their prolonged hours of labour, the prevention of excessive work in individual cases, and the distribution of work among a larger number of men, are the points for which they contend. It cannot be said that their aims are unreasonable.

I remain, dear Sir,
Yours faithfully,
BRASSEY.

A True Copy.

At a special trade meeting held at Mark Lane, E.C., on the 14th September 1889, of the Master Lightermen and Barge Owners' Association, it was resolved:—

That the terms proposed by men, viz., the principle of the payment of 6s. for 12 hours' work, one job to constitute a night's work. All other questions to be submitted to an equal number of masters and men, to be decided upon mutually; and an umpire, to be nominated by the Lord Mayor, be accepted, subject to the representatives of the men.

Messrs. Iles, Wigington, and others, binding themselves in good faith to the Lord Mayor, that business shall be resumed, as if there had been no strike. The masters, on their part, undertaking that no resentment shall be shown towards the men who have been out on strike, but they shall be treated with the same fairness as those who have remained at work.

On behalf of the above named Association,
SAMUEL WILLIAMS,
September 14th, 1889. Chairman.

On behalf of the lightermen, agreed to the above,—

ROBERT ILES,	W. MILLER,
JAMES OWEN,	THOMAS GRAY,
F. COATES,	J. WELCH,
A. WEATLEY,	J. DOVE,
R. ROBERTSON,	R. LOWE,
W. CARRICK,	T. J. PAMPLIN,
FREDERICK WIGINGTON,	C. DUNN,
T. G. HENSHAW,	B. LAPHAM,
B. FAIRBAIRN,	CHARLES STILL,
C. DOWMAN,	J. JOHNSON,
	G. GREENLAND.

Witnesses:—

JAMES WHITEHEAD, Lord Mayor.
HENRY E. (Cardinal) MANNING.
SYDNEY BUXTON.

APPENDIX LIV.

EXTRACT giving REPORT of MEETING in BULL COURT, at which Mr. TOM MANN addressed the Men on Strike at HAY'S WHARF.

Mr. Tom Mann, on Thursday morning, addressed a well-attended meeting of the men on strike. He asked them, what sort of spirits they were in. (Cries of "Very good.") Were they still in the same old fighting mood? (Cries of "Yes.") He was there to tell them that next week every man out of the 469 on strike at the wharf would receive 14s. instead of 10s. (Cheers.)

And they would keep on paying them that sum until Hugh Smith was knocked out. (Cheers.) He asserted that the trade at the wharf was completely crippled, and said that unless Mr. Smith knuckled under, it would certainly go away altogether. During the month of January he should have received 3,000 chests of Ceylon tea, instead of which he only received 256

chests. (Cheers.) In the same month he ought to have received 25,000 chests of Indian teas, but he only received 14,135. (Cheers.) Referring to one of the strikers who had gone back to work, Mr. Mann said, the wharf owners could brew him and bake him, because if they did not the Union would. (Laughter.) They had taken his measure, and they should know him that day

week, that day fortnight, that day month, and that day year. They knew how they should be able to handle a gentleman of that description. In conclusion, Mr. Mann urged the strikers to behave with dignity, and to make "pals" of the police. The meeting eventually broke up with cheers for the Union.

APPENDIX LV.

RULES of the FEDERATION of TRADES and LABOUR UNIONS connected with the SHIPPING, CARRYING, and other INDUSTRIES, as agreed to finally at Delegate Meeting held at Limchouse Town Hall, September 3rd, 1891.

RULES.

RULE I.

NAME AND OBJECTS.

1. This Federation shall be called "THE FEDERATION OF TRADES AND LABOUR UNIONS CONNECTED WITH THE SHIPPING, CARRYING, AND OTHER INDUSTRIES."
2. The registered office shall be at 57, Gracechurch Street, E.C., in the county of London, or such other place as may be agreed upon.
3. The objects shall be—
 - (1.) To secure more combined efforts by organisations embraced by the Federation.
 - (2.) To organise the workers connected with the shipping and all other industries.
 - (3.) In the event of any dispute in any trade connected with this Federation (which may have the sanction of the executive council), to withdraw the other members of the Federation in support thereof, if necessary.
 - (4.) To secure by united action any alteration in the laws affecting the interests of the members of any organisation in this Federation.
 - (5.) To arbitrate in all disputes that may arise between any of the organisations so federated.
 - (6.) To assist in conducting negotiations between employers and such organisations embraced by the Federation as may be involved in dispute.

RULE II.

CONTRIBUTIONS.

1. Each organisation shall contribute $\frac{1}{4}$ d. per member per quarter to the funds of the Federation for central and district management purposes.
2. The contributions shall be paid by each organisation at the commencement of every quarter, on the actual contributions of the previous quarter.
3. Neither the executive nor the annual delegate meeting shall have power to vote any money for any purpose outside the Federation.

RULE III.

AFFILIATION.

1. Any organisation desiring to affiliate with this Federation shall apply to the general secretary for a form of application, which shall be signed by its executive council, agreeing to conform to its rules, and returned to the general secretary. It shall then be laid before the executive of the Federation, and upon their approval being given the organisation shall pay its first quarter's contributions, calculated on its membership of the previous quarter, upon which it shall be deemed to be duly federated.
2. Each organisation shall be required to enter into an agreement for the payment of a sum of money at the rate of 5*l.* per thousand or part thereof of its members, to be forfeited upon breach of rules, or failure to comply with executive instructions.

RULE IV.

RECOGNITION OF CARDS.

The cards of any organisation federated shall be recognised by the members of any other federated organisation, and the right of employment conceded as far as practicable, and where a transfer from one organisation to another is rendered necessary or desirable in consequence of a difference of contributions, or

for any other cause, a free transfer shall be allowed to a member of 12 months' standing; but when a member is not of 12 months' standing he shall be transferred only on payment of the difference in entrance fee, and only on production of a clear card. A reasonable time shall be allowed for such transfer. Always provided that the individual concerned be a *bonâ fide* member of the organisation from which he wishes to transfer, is capable of fulfilling the duties of the occupation into which he transfers, is approved by the organisation of the same, and does not work for less than the standard rate of wages. A member of another organisation who has been taken on to work shall not be discharged during that day to make room for a member of the organisation embracing the work he is taken on to do.

There shall be issued to each organisation a uniform stamp, bearing the name of the Federation. With it the fully paid-up cards of each organisation shall be stamped on the outside once a quarter. The first quarter they shall be stamped on the top of the front, second quarter bottom of the front, third quarter top of the back, fourth quarter bottom of the back.

Any member not having his card so stamped shall be deemed not to have paid up his contributions.

RULE V.

CONSTITUTION.

Annual General Meeting.

1. For the supreme government of the Federation there shall be held on the second Monday in August of each year a movable general meeting.
2. It shall consist of delegates from each of the organisations in the Federation, in the proportion of one delegate for any number of members up to 1,000, and one delegate for each additional 1,000, or part of 1,000 above 500.
3. Its sittings shall commence at 11 o'clock on the first day of meeting, and shall terminate at such time as the majority of delegates assembled may determine.
4. The duties of the annual general meeting shall be:—
 - (1.) To elect the trustees, treasurer and all other officers, and general committee of management, termed executive council, of the Federation, whom it shall control; and to fix their salaries. No permanent paid official of any organisation shall be eligible to hold a paid office in the Federation.
 - (2.) It shall also remove them, if necessary, from office (see Rule VII., clause 10).
 - (3.) To receive an annual report of the progress and financial position of the Federation from the general secretary.
 - (4.) To act as a final court of appeal for all matters in dispute between federated organisations.
 - (5.) To alter and add to these rules when necessary.
 - (6.) To inaugurate any movement or to decree any proceedings in the interest of the Federation.
 - (7.) To arrange place of next meeting.

5. A special general meeting of the Federation, if absolutely necessary, may be convened by the executive council, or if desired by a majority of the organisations federated, who shall communicate their desire direct to the executive council, and such special general meeting shall have all the powers of the annual general meeting.

6. Suggestions for alterations of rules and other notices of motion must be sent to the general secretary at least eight weeks before the next annual or special general meeting.

RULE VI.

DISTRICT COUNCILS.

1. For the more effective management of the Federation, there shall be district councils elected as required. They shall meet once a month, or oftener if necessary, at such place as a majority of the delegates shall decide; and no alteration of such place of meeting shall be made except by a special meeting called for the purpose.

2. They shall consist of delegates in the proportion of one for each 500 members or part thereof of a branch, or where the organisation is local and not divided into branches one for every 500 members or part thereof.

3. Subject to Rule X. district councils shall have power of local management, and shall be allowed to draw up their own byelaws, which byelaws shall be subject to the approval of the executive council.

4. Expenses of district councils will be defrayed from the central fund.

RULE VII.

EXECUTIVE COUNCIL.

1. For the general management of the Federation there shall be an executive council, consisting of a president, vice-president, general secretary, general treasurer, and not more than one representative from each organisation, chosen by the annual general meeting.

2. In no case shall more than one member of any organisation connected with this Federation be allowed to sit on the executive council. This not to apply to the officers mentioned in the previous clause.

3. One-third of the representatives in addition to the chairman shall form a quorum.

4. The members of the executive council, president, vice-president, general treasurer, and general secretary shall be chosen annually by ballot, and the candidates receiving the largest number of votes shall hold office for the ensuing 12 months.

5. The meetings of the executive council shall be held monthly, at the registered office of the Federation.

6. The president shall have a casting vote; and the vice-president and treasurer shall also vote on executive council, but not the general secretary. In the event of any of the executive officers elected being members of an organisation which is already represented on the executive council, such officer shall not be allowed a vote except the president who shall retain his casting vote only.

7. In the event of the president being absent, the vice-president shall preside, or in his absence, the executive council shall appoint a chairman from among the members of the executive council, who shall retain his representative vote only.

8. The president and the general secretary may summon a special meeting should one be necessary.

9. The executive council shall have the entire management and superintendence of the Federation. It shall take every means to secure the observance of the rules of the Federation, and perform all duties allotted to it by the said rules. To further the objects of the Federation, and to protect its funds from misappropriation, it shall direct the action of the trustees, and be responsible for the proper administration of all the funds dealt with at the head office, and by district councils. It shall diligently fulfil the duties prescribed for the protection of members and also when requested by any organisation federated, it shall have power to determine questions on which these rules are silent, or interpret any doubtful rule, and shall have full power to make necessary byelaws (see Rule VI.) for the conduct of business and other objects of the Federation until the annual general meeting, which shall confirm them or make such modifications as they may think proper.

10. It may remove any incompetent or insubordinate officer, or any officer acting contrary to the interests of the Federation, or suspend any officer for neglect of or absence from duty; and report the same to the annual general meeting, and in the meantime may appoint a substitute for any officer so removed or suspended.

11. It shall have power to suspend any organisation acting contrary to the rules of the Federation.

12. The decisions of the executive council shall be binding on all organisations embraced by the Federation, unless such decision be reversed on appeal to the annual general or a special general meeting assembled. Pending any such appeal, however, the decision of the executive shall be enforced.

13. Each executive councillor shall be paid for each attendance at the executive council, if held during the day; if residing in London, 7s. 6d. a day; and if in the provinces (not within 30 miles of London) 10s. a day, and third-class railway fare.

14. Should any representative of the executive council be absent for three consecutive meetings, a substitute shall at once be appointed as per clause 15.

15. Should a vacancy occur among the members of the executive council before the expiration of 12 months, it shall be filled for the remainder of the year by a member chosen by the organisation to which the deceased or retiring representative belonged.

16. The treasurer and general secretary shall be required to be guaranteed in the sum of 300*l.* each in a guarantee society, the premiums of which shall be met out of the Federation funds.

RULE VIII.

GENERAL SECRETARY.

The general secretary shall be elected at the annual general meeting. Each organisation federated shall have the right to nominate one candidate.

(1.) Nominations must be sent to the president of the Federation within eight weeks prior to the annual general meeting. The candidate who shall have the majority of votes at the annual general meeting shall be elected general secretary, and retain office until the annual general meeting next ensuing, subject to the provisions of Rule VII.

(2.) No candidate shall be eligible unless he is a *bona fide* member of an organisation connected with the Federation.

(3.) The general secretary shall obey the orders and be under the control of the executive council. He shall keep all books, documents, papers, and accounts belonging to his office in such form as the council shall direct, and devote the whole of his time to the business of the Federation should the council deem it necessary, and are prepared to pay him for the same.

(4.) He shall conduct the general correspondence of the Federation, and submit to the annual general meeting and executive council all the correspondence requiring the attention of these bodies.

(5.) He shall deliver over all moneys received from the organisations federated, and from other sources to the treasurer. All moneys in hand at 3 o'clock of each day shall be banked the same afternoon.

(6.) For the transaction of business he shall attend at the office at whatever time the executive council may determine. He shall keep a register of all organisations embraced by the Federation, giving the date of entry of such organisations; and, if seceded or excluded, the cause and date of such secession or exclusion.

(7.) He shall prepare a monthly financial statement for the executive council, which shall be sent to the various organisations, within 10 days after the meeting of the executive council.

(8.) The general secretary's salary shall be fixed by the annual general meeting.

(9.) The executive council shall have power to allow him whatever clerical assistance they may deem necessary.

RULE IX.

AUDITORS.

1. There shall be three auditors elected at each annual general meeting.

2. The accounts of the general office shall be audited every half year by such auditors, to whom the general secretary shall produce all books and papers of the general office necessary for a complete examination of the Federation's accounts.

3. The senior auditor shall retire each year, and shall not again be eligible for re-election within a period of five years.

4. The amount of remuneration for their labour to be fixed by the annual general meeting.

RULE X.**DISPUTES.**

1. By "disputes" shall be understood a "strike" ordered by the executive council, or a "lock-out" brought about by the official action of this Federation, except in cases where the employers attempt to take from the organisations that which they have already secured. The executive shall not be responsible for any strike entered upon without its sanction, unless the strike be forced by the employers. But in the event of a strike being entered upon without the consent of the federal executive, no organisation federated shall be allowed to do the work of those on strike.

2. An organisation wishing to make new claims for an alteration in the condition of its members, shall apply to the Federation and submit a complete list of the claims it desires to make, the then existing conditions under which the members are working, the number of men affected, the proportion of unionists to non-unionists employed, and any other details necessary to a reliable judgment being formed by the executive.

3. These shall be sent in not less than 14 days prior to the next executive meeting.

4. Upon receipt of the application the general secretary shall be empowered to write to the district council in the districts affected, with a request that they shall meet and report upon the merits of the claims, and furnish all necessary particulars and forward to the central office three days prior to the next meeting of the executive.

5. The new claims, together with the reports, shall then be submitted to the executive council, and if approved, negotiated by the organisation making them.

6. If necessary the Federation shall assist in such negotiating. Should the negotiations fail, the executive may order a strike.

RULE XI.**TRUSTEES.**

There shall be three trustees.

They shall be elected at the annual general meeting, and hold office at the will and pleasure of the same.

All moneys and property of the Federation shall be vested in them, and they shall be responsible for the money banked in their names, and for all property passing through their hands. (See Rule XII.)

RULE XII.**FUNDS AND PROPERTY.**

1. The funds and property of this Federation shall be the absolute property of the Federation, and any organisation ceasing to belong to the Federation shall forfeit every claim to the possession of any property or

funds of the Federation, or any portion thereof, which may be in their hands.

2. All moneys, books, papers, or other property belonging to the Federation and held by any officer or officers of the Federation, or any organisation which shall secede or be dissolved or suspended, shall, on demand, be delivered to the general secretary, or to whom the executive council may appoint, together with a detailed account of all income and expenditure, failing which the general secretary or the trustees, on behalf of the executive council, shall take such proceedings as he or they may think proper for the recovery of all funds, books, documents, letters, papers, and other property belonging to the Federation, and held by such organisation, officer, or officers.

3. The funds shall be held on current account, or on deposit, as may be directed by the executive council, at the National Provincial Bank of England, in the names of three trustees on behalf of the Federation. All cheques shall be signed by general treasurer, general secretary, and two trustees.

RULE XIII.**SUSPENSION.**

The executive council shall have full power to suspend any organisation that may act contrary to the rules of the Federation, from all rights and benefits under these rules, and the annual general meeting or a special general meeting called for the purpose shall have power to confirm or remove such suspension as they may deem expedient.

RULE XIV.**INSPECTION OF BOOKS.**

Every member or person having an interest in the funds shall have the right to inspect the books and accounts, and the names of the members of the Federation, at any reasonable time.

RULE XV.**ALTERATION OF RULES.**

These rules may be altered, amended, or rescinded by the annual general meeting of delegates, or by a special general meeting summoned for the purpose.

RULE XVI.**DISSOLUTION.**

When the organisations connected with the Federation are reduced to two, the Federation may be dissolved by a two-thirds vote of a representative meeting of delegates of the respective organisations called for the purpose.

APPENDIX LVI.**COPIES OF MANIFESTOES issued from "BOGUS" MEETINGS called by the SHIPPING FEDERATION.**

[The original documents handed in were destroyed by the fire at the Queen's Printers, on April 4th, 1892. Duplicates were applied for, but in a letter to the Secretary, dated May 16th, 1892, Mr. Clem. Edwards stated as follows:—

"I have had a most exhaustive search for copies of those 'bogus' meetings manifestoes, but so far in vain. Not thinking they would be required again, I did not trouble to pigeon-hole them. The one manifesto I obtained in form of a poster, whilst the report of meeting was taken from 'Daily News' (I believe). I will have a further search."

Letters were also received on June 21st and 29th, 1892, stating that the documents in question had not yet been found.—G. D.]

APPENDIX LVII.

LIST of UNIONS federated with the FEDERATION of TRADE and LABOUR UNIONS.

National Amalgamated Sailors and Firemen's Union.	North of England Sailors and Seagoing Firemen's Union.
Amalgamated Society of Coopers.	Chemical and Copper Workers' Union (St. Helon's).
Gasworkers and General Labourers.	National Union of Dock Labourers.
South Side Labour Protection League.	Upper Mersey Watermen and Porters' Association.
Amalgamated Society of Watermen and Lightermen.	Ballast Heavers' Protection Society.
Dock, Wharf, Riverside, and General Labourers' Union.	Amalgamated Protective Union of Engine Drivers, Crane Drivers, Hydraulic, and Boiler Attendants.
Trade Union of Carpenters and Joiners, London and District.	Amalgamated Society of Enginemen, Cransmen, Boilermen, and Firemen.
Thames Steamship Workers' Protection League.	London District Society of Drillers.
London Society of Chippers, Drillers, and Iron Ship Fitters.	Thames District Society of Caulkers.
Millers' National Union.	Humber Steam Tugmen's Union and Protective Association.
General Railway Workers' Union.	Amalgamated Society of Lightermen and Watermen of the River Humber.
Amalgamated Association of Coal Porters.	Ipswich and East Coast Bargemen's Protective Society.
Non-Freemen's Labour Protection League.	Aberdeen Shore Labourers.
Boiler Scalers and Stokehole Labourers' Union.	
National Riggers, Boatmen, and Hobblers' Union.	
United Bargemen and Watermen's Protection Society.	

APPENDIX LVIII.

RULES of the INTERNATIONAL FEDERATION of STEWARDS, SEAMEN, AND FIREMEN.

RULES.

NAME.

1. This Society shall be called the "International Federation of Stewards, Seamen, and Firemen."

OFFICE.

2. The head office shall be in Sunderland, in the county of Durham, or at such other place as the directors may appoint.

OBJECTS.

3. The objects of the Federation shall be:—
- I. To improve the position and protect the interests of its members.
 - II. To afford legal assistance to members in matters arising out of, or incidental to, their employment.
 - III. To protect and assist its members in trade disputes, and by means of boards of conciliation, or otherwise by arbitration, to effect a settlement or avoidance of such disputes, and to regulate the relations between workmen and masters.
 - IV. To provide assistance in case of shipwreck or the death of its members.
 - V. To obtain and maintain fair rates of wages and reasonable working hours for its members, and, generally,
 - VI. To improve the status and condition of the seafaring classes.

MANAGEMENT.

4. The chief control of the Federation shall rest with the members assembled in annual general meeting.

5. Subject to the resolutions and directions of such annual general meeting, the government of the Federation shall be vested in a general committee of management termed a board of directors, to consist of a president, two vice-presidents, secretary (or manager), the secretaries of each district, and one other director elected by each district; but for the first year of such secretaries and the 10 first members of the Federation.

6. The directors shall meet quarterly, or oftener if required, at the head office of the Federation, or such other convenient place as they may determine.

The powers of the directors shall be limited to the management and superintendence of the Federation.

7. They shall take every means to secure the observance of the Federation's rules, to perform all duties allotted to them by the said rules, to further the objects of the Federation, and to protect its funds from

misappropriation. They shall direct the action of the trustees and be responsible for the right administration of all the general funds dealt with at the head office. They shall suspend any member obtaining benefits by misrepresentation or improperly receiving the same. They shall diligently fulfil the duties prescribed for the protection of members, and seek first to settle disputes by arbitration; and in the manner provided by the rules they shall represent the members in disputes about hours and wages. They shall institute legal proceedings on behalf of the members of the Federation, or direct the trustees to take legal proceedings against any officer of the Federation who misappropriates the funds of the Federation. They may remove any incompetent or insubordinate district or branch officer, and suspend members acting contrary to rules. They shall have authority to reverse the decision of a district, to decide appeals made by members, to appoint special auditors to examine at any time the books and accounts of a district or branch, or any accounts relating to the Federation's funds. They shall have power to interpret doubtful rules. They shall also be responsible for the due issuing of the yearly report, and for the requisite arrangements for holding the annual general meeting. They shall provide all districts with necessary and uniform books and stationery. They shall direct the labours of the secretary for the best interests of the Federation. The directors shall have power to appoint delegates to represent the Federation at conferences and other meetings.

8. The decision of the directors shall be binding on members and branches, unless an appeal against it has been submitted to the judgment of the annual general meeting. No question shall be submitted to the members, districts, or branches to be voted on a second time within the same year.

9. The directors shall have full power to make all necessary byelaws for the conduct of business and other objects of the Federation, which shall be binding on the Federation until the next annual general meeting, which shall confirm them or make such modifications therein as they shall think proper.

OFFICERS.

10. The officers of the Federation shall be a president, two vice-presidents, secretary, treasurer, solicitor, and district and branch secretaries and trustees.

Should any officer of the Federation, or member of the committees or board of directors, become unfitted for, or fail to perform the duties of the office he holds, the members in general meeting shall have power to remove him from such office.

11. The president and vice-presidents shall be elected annually at the annual general meeting, and shall

besides being constituted directors, perform the duties usually pertaining to such offices.

Secretary.

12. The secretary shall hold office during the will and pleasure of the majority of the members, and shall be appointed by the annual general meeting.

13. The secretary shall keep a correct account of all the receipts and payments of the Federation's general account, shall conduct the correspondence of the Federation, attend all meetings of the directors, and the annual general meeting, and, subject to such directions as the directors may from time to time give, shall generally act as the agent of the Federation and direct its operations.

Solicitor.

14. The directors shall appoint a solicitor to advise them in such matters as they shall require.

District Secretaries.

15. There shall be one secretary appointed by the board of directors for each district in the Federation, to be styled district secretary. The salary of each district secretary shall be fixed by the directors, but shall be paid out of the district funds.

16. Each district secretary shall have the superintendence of all branches within his district, and shall keep the books and perform the duties required to be kept and performed by the secretary of the Federation so far as the same are required to be kept and performed for the purpose of efficiently working his district, or as shall be required by the board of directors.

17. Each branch shall elect a secretary as herein-after provided, who shall keep such books and render such accounts, and generally perform such services as the district committee, with the approval of the board of directors, shall require to be kept, rendered, or performed, and shall be paid such salary as the district committee, having regard to all the circumstances, shall determine.

Treasurer.

18. The directors shall appoint a fit person to act as treasurer, who shall receive from the secretary the moneys received on account of the Federation, and bank in the name of the trustees and the Federation all moneys in excess of the amount allowed for the current payments.

19. He shall make any payment authorised by the board of directors and keep a proper and sufficient account of all sums of money he has received and paid, producing it and all other documents he may hold, when necessary.

CONDITIONS OF MEMBERSHIP.

20. Seafaring men of all classes (stewards, boat-swains, cooks, able and ordinary seamen, donkeymen, and firemen) may become members of this Federation. The directors shall be at liberty to arrange a federation with existing societies on such terms as they may deem expedient.

21. The entrance fee shall be 2s. 6d., to be paid on enrolment. Fully paid-up members of existing societies may be admitted without entrance fee. The entrance fee may, however, be raised from time to time by the board of directors as they shall deem it expedient.

22. Every member shall pay in advance a contribution of 1s. per lunar month, and be entitled, therefore, to all the benefits of the Federation as set forth by these rules; such contribution may be paid to any branch or sent by post. Each member shall be supplied with a copy of the rules (at a charge of 3d.), and also of all balance sheets and financial statements issued by the Federation.

23. Boys over 16 years of age who have not previously been to sea may, if approved by the district secretary, be admitted associates of the Federation on payment of the entrance fee, and a subscription of 2d. per week, for which they shall be entitled to the protection and benefits, but in the case of money benefits to half only of the sum to which full members shall be entitled.

24. In every case the grade of a member shall be stated on his membership card. A.B.'s must show

four years' sea service, and cooks and firemen one year's sea service, to be entitled to entry in their respective grades. Coal trimmers shall be admitted associates upon the same terms, and shall be entitled to the same benefits as full members. Stewards shall be entitled to entry at that grade upon showing one year's sea service, but approved persons who have not that length of service may be admitted to the grade of assistant stewards as associates until such term is completed.

FUNDS OF THE FEDERATION.

Funds and Fines.

25. All moneys received from members, whether as entrance fees or contribution, shall be applied to the purposes of the Federation and not otherwise.

The directors shall have power to inflict upon a member who violates the rules and regulations of the Federation, a fine of not more than 2l. for any one offence. Such fines shall go to the general fund.

Trustees.

26. Two trustees of the general fund shall be appointed by the board of directors, and the board shall have power to invest any surplus of such fund in the name of such trustees in Government securities, on first mortgages of heritable property, or on security of the rates of county, borough, or parochial authorities duly authorised by law to borrow.

General Fund.

27. The general fund shall consist of the contributions of the various districts, such contributions being at the rate of ¼d. per week for each member within the district, and from such fund all payments for the support of the head office, the salaries of general officers, and the expenses of the board of directors shall be met. Such fund shall be under the control of the board of directors.

FORMATION EXPENSES.

28. Formation expenses, both of the general management district, and branches, shall be chargeable upon the whole funds of the Federation, but shall, so far as the same extend, be payable out of the particular fund in respect of which the same expense was incurred.

29. Each district shall, subject to these rules, have the control of its own funds.

DISTRICTS AND THEIR MANAGEMENT.

30. The various seaports of the United Kingdom shall, for the purposes of the Federation, be grouped into districts.

31. Each district shall be managed by a committee consisting of a secretary (styled district secretary) chairman, and one delegate from each branch formed within such district.

32. The district committee shall have the control and management of the branches within the district, and of the funds derived from the entrance fees and contributions of its members, and shall, out of such contributions, remit at least once in every month to the head office a portion of such contributions at the rate of ¼d. per week for every member within the district.

33. Each district committee shall appoint a treasurer and two trustees who shall have and exercise the same duties and powers as the corresponding officers of the general fund appointed by the board of directors in relation to their several districts, and, when needed for the protection of the members, shall retain the services of a solicitor, and pay all his reasonable charges.

34. Each district committee shall have power to establish a branch of the Federation in every seaport within the district.

35. Each branch must elect a chairman, who must be a member. He shall hold office for 12 months, but shall be eligible for re-election. The branch shall also elect a secretary, who shall hold office during good behaviour.

36. Each district shall formulate byelaws for the orderly conduct of the district and branches. Such byelaws shall be subject to the approval of the board of directors, and have the same force and effect as though incorporated with these rules.

37. The district and branch secretaries and treasurers shall give security for the due performance of their

duties to the satisfaction of the board of directors, but at the cost of the respective district or branch.

ANNUAL GENERAL MEETING.

38. In the month of May in every year there shall be held an annual general meeting of the Federation, such meeting shall be held in turn within the respective districts.

39. It shall consist of not more than 40 members, to be elected by the several districts in such proportions as the board of directors may determine is requisite for the due representation of every member. The secretary and district secretaries shall be *ex officio* members of such meeting.

40. Until the first of such meetings (which the directors may in their discretion postpone till May, 1892), the board of directors shall conduct the work of the Federation and shall have power from time to time to relax any one or more of the rules as to conditions of membership, in such manner as they shall deem necessary for the good government and benefit of the Federation, and each member shall be deemed to acquiesce in such relaxation.

41. The annual general meeting shall have power to alter, rescind, or make rules, to distribute, for the benefit of the members, the funds of the Federation, to remove from office any officer, to decide all appeals against the decision of the board of directors, and to inaugurate or assist in any proceedings for the benefit of the Federation or its members.

42. The cost of the annual general meeting shall be met either from the general fund or be chargeable proportionally upon the districts as the meeting shall determine.

ACCOUNTS.

43. The board of directors shall cause true accounts to be kept of all credits and liabilities of the Federation, and of all moneys received and paid on its account.

44. The books of account of the general fund shall be kept at the head office, and subject to any reasonable restrictions as to time and manner of inspecting the same, as may be imposed by the board of directors, shall, together with the registry of the members, be open to the inspection of any member or other person having an interest in the funds of the Federation.

45. Each district committee shall also cause to be kept similar books of account, wherein shall be faithfully recorded the financial position of the district; such books shall be in like manner open to inspection.

46. Once at least in every year the board of directors shall cause a complete balance sheet to be made out and laid before the annual general meeting.

47. All the accounts of the Federation, as well as the accounts of the various districts, shall be from time to time examined by the auditor, who must be a professional accountant appointed by the board of directors. The auditor shall report the result of examination to the directors, and shall also certify the general balance sheet.

BENEFITS.

48. Fully paid-up members of the Federation, or their representatives, shall, after the expiration of six months from their entrance, be entitled to receive from the funds the sums herein mentioned in the events following:—

In case of loss of clothes at sea through collision, stranding, or fire, a member shall receive a sum proportionate to his loss, but not exceeding 1*l.* 10*s.*

In the event of the death of a member his personal nominee, representatives, or next of kin, shall be entitled to receive a sum of 1*l.* 10*s.* if he were a member for a period of one year, and an additional 10*s.* for every year of membership, up to a maximum sum of 5*l.*

In the event of a trade dispute no fixed sum shall be paid to the members involved therein, but such sum shall be paid as the district committee, with the approval of the board of directors, shall, having regard to all circumstances and the state of the funds, determine.

Legal assistance shall, when deemed necessary by the district committee, be provided for members.

ARBITRATION.

49. In all cases of dispute between members of the Federation and their employers, the committee of the district within which such dispute shall arise, or the board of directors, shall use their utmost endeavours to arrive at a settlement, and shall, upon the failure of direct negotiations, endeavour to settle all such disputes by arbitration.

A strike shall be considered an extreme measure, and only resorted to after the failure of other measures, when sanctioned by a majority of the district affected and approved by the board of directors.

50. The directors shall endeavour to promote the establishment of boards of conciliation for the settlement of trade disputes in the various districts.

51. All disputes between members or persons claiming under or through any member and the Federation, or any district or branch thereof, shall be settled by arbitration.

The arbitrators shall be appointed as provided by the bylaws.

ALTERATION OF RULES.

52. No new rules shall be made, nor shall any of the rules herein contained be amended, altered, or rescinded except by the annual general meeting.

53. All proposed alterations of rules shall, two months before the annual general meeting, be forwarded to the general office in time to enable them to be printed and issued to each branch of the Federation.

DISSOLUTION OF THE FEDERATION.

54. The Federation may be dissolved by a vote of five-sixths of the whole of the financial members.

JOHN WOOD,
WILLIAM LANE,
THOMAS GIBSON,
SYDNEY FURR,
JOSEPH ATKINSON,
JOHN BLAIR,
WILLIAM GATR,

Members.

Registered under Trade Union Acts, 1871 and 1876 at Central Office.

July 3rd, 1890.

Register No. 625.

MEMBER'S CERTIFICATE OF SERVICE.

Name _____

Name of Ship.	When Joined.	When Discharged.	Capacity.	Signature of Engineer or Master.

APPENDIX LIX.

PROVISION SCALE for the crew of the "AUTOCRAT."

Scale of provisions to be allowed and served out to the crew during the voyage, in addition to the daily issue of lime and lemon juice and sugar, or other antiscorbutics in any case required by 30 & 31 Vict., c. 124. s. 4:—

	Bread.	Beef.	Pork.	Tinned Meats.	Soup and Rouilli.	Preserved Potatoes.	Compressed or Preserved Vegetables.	Flour.	Peas.	Rice.	Tea.	Coffee.	Sugar.	Molasses.	Water.
	lb.	lb.	lb.	lb.	pt.	lb.	lb.	lb.	pt.	lb.	oz.	oz.	oz.	oz.	qts.
Sunday	1	1½	-	-	-	-	-	½	-	-	-	-	-	-	-
Monday	1	1½	-	-	-	-	-	½	-	-	-	-	-	-	-
Tuesday	1	1½	-	-	-	-	-	½	-	-	-	-	-	-	-
Wednesday	1	1½	-	-	-	-	-	½	-	-	-	-	-	-	-
Thursday	1	1½	-	-	-	-	-	½	-	-	-	-	-	-	-
Friday	1	1½	-	-	-	-	-	½	-	-	-	-	-	-	-
Saturday	1	1½	-	-	-	-	-	½	-	-	-	-	-	-	-

Note.—In any case an equal quantity of fresh meat or fresh vegetables may, at the option of the master, be served out in lieu of the salted or tinned meats or preserved or compressed vegetables named in the above scale.

Substitutes.

Equivalent substitutes at the master's option.

No spirits allowed.

"Every master shall keep on board proper weights and measures for the purpose of determining the quantities of the several provisions and articles served out, and shall allow the same to be used at the time of serving out such provisions and articles in the presence of a witness whenever any dispute arises about such quantities, and in default shall for every offence incur a penalty not exceeding ten pounds."—(17 & 18 Vict., c. 104. s. 225.)

APPENDIX LX.

EXTRACT from "Seafaring" (May 2nd, 1891), with regard to the CARDIFF STRIKE.

All Seafaring Men should know the Truth about the SAILORS' AND FIREMEN'S UNION v. THE SHIPPING FEDERATION.

A TRUE ACCOUNT of the STRUGGLE.

As the "Shipping Federation" have been spreading false reports of the result of the recent struggle, the following statement of facts will be interesting to seafaring men and others. The principal cause of the dispute between the Seamen's Union and the Shipping Federation was the latter body insisting on our members paying for and signing an agreement called the registration ticket. As this ticket entitled the holder to membership in another seamen's union (a fosterling of the Shipping Federation), and a preference of employment in all their ships, it was plainly seen that the object of the Federation was to break up the power of our National Union.

The result of this was that our members in Cardiff and London refused to sign this badge of slavery, and left their ships. The Federation agents then tried every means to fill up our men's places; anything, Malay, Chinaman, or Lascar, that was able to put a mark on a ticket was given preference of employment, while British seamen and fireman, the backbone of our mercantile marine, were rejected because they would not patronise the Shipowners' Union and sail with the scrapings of every nation under the sun.

After the dispute had lasted several weeks, and the Shipping Federation found they were getting the worst of the battle, they withdrew the preference clause from their ticket. Finding this did not have the desired effect, and thinking that their little Seamen's Union was in the way, they took it out and buried it in the coffin that was intended for the National Union. Still our men held out and refused to take their ticket. The Shipping Federation then gave notice that no charge would be made for it. Finding our men would not take the ticket after all those changes had been made, the Shipping Federation then promised that the sum of 25l. would be paid to the relatives of any seamen in the event of the seaman's death while in their employ providing the seaman was in possession of one of their tickets.

It is unnecessary for me to make any further comments on the Federation ticket. All seafaring men will, I am sure, be able to see for themselves the wonderful change that has been made in the clauses, and for this purpose the two Federation tickets are printed. Had the Seamen's Union received the support a great struggle like this entitled them to, the victory would have been more complete and lasting.

As a number of our members have not had the opportunity of seeing the original Federation ticket that was the cause of the late dispute, it is printed side by side with the harmless piece of parchment that now answers to the name.

THE FEDERATION TICKET.

BEFORE

THE FIGHT AND

AFTER.

RULES.

RULES.

1. Registration tickets shall be issued to every seagoing person, of whatever capacity, making application for same, subject to the following rules:—

2. The official in charge shall, before granting a registration ticket, make reasonable inquiries as to the *bonâ fides* of the applicant, by examining his certificates of discharge or other references, and by other necessary means.

3. Registration tickets shall only be issued at the Seamen's Registration Offices during office hours, and will only be recognised when properly filled in, signed, and stamped. The official in charge shall have power to detain, or refuse to renew, any registration ticket improperly obtained, or in the possession of any person not entitled thereto.

4. That for the protection of seamen, *this ticket must be renewed once in every six months*, or, if at sea, as soon after as practicable. The fee for registration (including registration ticket and rules) is 1s., and for each renewal, 6d., which also entitles to membership in the "AMALGAMATED BRITISH SEAMEN'S PROTECTION SOCIETY," if desired. Members of *any other seamen's union* may, however, avail themselves of the advantages of registering for employment, *without prejudice*.

5. This registration ticket entitles the holder to preference of employment—at the *recognised port wages*—for any vacancies in any ship, or with any shipmaster or owner affiliated with the "SHIPPING FEDERATION, LIMITED."

6. Every seaman, by registering, *pledges himself to carry out his agreement* in accordance with the Merchant Shipping Acts, and to proceed to sea in any vessel in which he signs articles, notwithstanding that other members of the crew may, or may not, be members of any seamen's union.

7. This registration ticket *is not transferable*.

N.B.—All inquiries should be made through the General Superintendent, at the Registration Offices, either personally or in writing.

Many of the ships still sign on board, but as this has been done for a number of years in Liverpool and other ports, it was decided that our men would sign on board for the present, at all events, to show the Shipping Federation that it made very little difference to the members of the National Seamen's Union where they signed, as every member was a delegate and could be trusted to look after his Union and its interests at all times and places. It will be clearly seen from the foregoing that the Shipping Federation with its 100 millions of capital have not been very successful in their endeavour to smash the Seamen's Union; in fact, as far as the Federation ticket is concerned, their action resulted in an ignominious defeat on every point that was contested in the original ticket, and every praise must be given to the members of the Seamen's Union

1. Registration tickets shall be issued to every competent seagoing person, of whatever capacity, making application for same, subject to the following rules:—

2. The official in charge shall, before granting a registration ticket, make reasonable inquiries as to the *bonâ fides* of the applicant, by examining his certificates of discharge or other references, and by other necessary means.

3. Registration tickets shall be issued at the Seamen's Registration Office during office hours, and will only be recognised when properly filled in, signed, and stamped. The official in charge shall have power to detain or refuse to renew, any registration ticket improperly obtained, or in the possession of any person not entitled thereto.

4. Members of *any seamen's trade union* may avail themselves of the advantages of registering for employment, *without prejudice*.

5. This registration ticket entitles the holder to employment—at the *recognised port wages*—in any vacancies in any ship, or with any shipmaster or owner affiliated with the "SHIPPING FEDERATION, LIMITED."

6. Every seaman, by registering, *pledges himself to carry out his agreement* in accordance with the Merchant Shipping Acts, and to proceed to sea in any vessel in which he signs articles, notwithstanding that other members of the crew may, or may not, be members of any seamen's union.

7. This registration ticket *is not transferable*.

N.B.—All inquiries should be made through the General Superintendent, at the Registration Offices, either personally or in writing.

for the gallant stand that was made against such a powerful combination of capital, and for the victory gained and the right of combination maintained against such a powerful enemy.

The result of the fight is very encouraging to the members of the Seamen's Union, and should stimulate them in further efforts to protect the lives and better the condition of their members. All seafaring men that are not members of the Seamen's Union should assist us and our noble president, Samuel Plimsoll, in the great work that is still to be done. Do not stand back and let others do all the work. Are you willing to accept the shorter hours and better pay without having done something to help in obtaining it? If not, then join the Union at once.

APPENDIX LXI.

MINUTES and RESOLUTIONS of the SEAMEN'S CONFERENCE held at HARTLEPOOL (1854), with the GENERAL RULES of the SEAMEN'S UNITED FRIENDLY SOCIETY, as revised and amended for the year 1855.

[The original document handed in was destroyed by the fire at the Queen's Printers on April 4th, 1892. A duplicate was applied for, but Mr. Wilson stated, in a letter to the Secretary (dated June 10th, 1892), that he had been unable to obtain a further copy, though he had made every endeavour to do so.]—G. D.

APPENDIX LXII.

MANNING SCALE drawn up at the SEAMEN'S CONFERENCE, held at Hartlepool in 1854.

"That the following scale for manning colliers be observed by members in addition to the master and mate. That in the case of any vessel manned according to the rules of the branch port to which he belongs, or is regularly trading to, should from any cause proceed to any port, such vessel in such port not to be manned by the members of the port to the injury of the members of the branch to which the vessel belongs."

Tons.	Master.	Mate.	2nd Mate.	Seamen.	Boys.
126 - -	1	1	—	1	2
168 - -	1	1	—	2	2
331 - -	1	1	1	8	2
394 - -	1	1	1	4	2
357 - -	1	1	1	5	2
440 - -	1	1	1	6	3
483 - -	1	1	1	6	3

[NOTE.—The type from which the above Manning Scale has been printed was found to be intact after the fire at the Queen's Printers on April 4th, 1892, but, as the original document was burnt, the accuracy of the above-printed matter could not be checked. In reply to an application for a duplicate copy, Mr. Wilson stated in a letter to the Secretary (June 10th, 1892) that, although he had made every endeavour to do so, he was unable to obtain a further copy.—G. D.]

APPENDIX LXIII.

RULES of the NATIONAL AMALGAMATED SAILORS and FIREMEN'S UNION of GREAT BRITAIN and IRELAND, as amended at the Annual General Meeting held at London, October 1891.

Registered under the Trade Union Act, 1871 and 1876.

RULES.

RULE I.

NAME, OFFICE, AND BENEFITS.

1. This Society shall be called the National Amalgamated Sailors and Firemen's Union of Great Britain and Ireland.

2. The head office is 19, Buckingham Street, Strand, London, in the county of Middlesex, England, or such other place as the annual general meeting may deem expedient. Notice of such change shall be given to the registrar in the form provided by the Secretary of State's regulations.

3. The objects and benefits of this union are intended, subject to the conditions of membership herein-after appearing, to include foreign as well as British seamen; they are as follows:—

- (1.) To improve the condition and protect the interests of all classes of seafaring men, afloat or on shore.
- (2.) To establish homes for seamen in all places where the executive council may deem it expedient.
- (3.) To endeavour to obtain reasonable hours of duty, to maintain fair rates of wages, and to promote the parliamentary representation of the seafaring classes.
- (4.) To assist members whose interests have been damaged by reason of prominent services rendered to the union.
- (5.) To afford legal assistance, either as plaintiff or defendant, to any member of the union, in respect of matters arising out of, or incidental to his employment as a sailor or seagoing fireman, cook, steward, carpenter, or sailmaker, or any other employment he may be following on shore, including claims for wages, damages for breach of contract for wages, compensation for injuries, claims for salvage, alleged liability for negligence or misconduct involving loss or forfeiture of wages or involving penalties and all claims and liabilities, whether under the Merchant Shipping or any other Act or Acts of Parliament, or otherwise, of what nature soever, so arising or incidental as aforesaid, subject nevertheless to the rules of the union; and to provide for the maintenance of members detained on shore till their cases are tried.

Un. 70833.

- (6.) To use every effort to provide for the safety of ship's work in order to prevent loss of life at sea.
- (7.) To provide a better class of men for the merchant service, and to see that all members that are engaged through the union be on board at the appointed time and in a sober condition ready for work.
- (8.) To provide assistance to shipwrecked mariners.
- (9.) To provide funds for the relief of members in sickness or temporary disablement, or on travel in search of work, and for their respectable interment, and for the relief of widows and orphans of members, as by Rule XIII.
- (10.) To provide a fund for parliamentary representation.
- (11.) To provide a fund for the relief of men on strike.

RULE II.

GOVERNMENT OF THE UNION.

1. For the supreme government of the union there shall be an annual general meeting. In addition to the president, vice-president, general secretary, members of the executive council, who shall be members thereof *ex officio*, it shall consist of not more than 150 members, who shall be elected so as to let each branch be represented and to have as nearly as possible a fair proportion of representation in proportion to numbers, so that a large branch may have a relative representation greater than that of a small one. Each branch shall elect its proportion of representatives, and what number that proportion is shall be decided by the executive council herein-after mentioned, who shall also decide on the total number, whether 150 or less, of which the annual general meeting shall consist.

2. The annual general meeting shall be held in October of each year, and be movable. Its sittings shall commence at 2 o'clock on the first Monday of October, and terminate at such time as the majority of the delegates may determine; but in no case shall the sitting exceed six days. It shall at each annual meeting decide the next place of meeting, but such meeting shall not be held twice in one place within five years. A special general meeting of delegates elected by the

several branches, if absolutely necessary, may be convened by the executive council, or if desired, by a majority of the branches of the union, who shall communicate their desire direct to the executive council, or the general secretary only. A member of the executive council or other officer may be removed by a special general meeting.

3. The annual general meeting shall have power to amend, rescind, or make rules, to remove from office any branch or other officer (excepting the general secretary, who shall be elected by suffrage of the members), to distribute for the members' benefit the funds of the union, to decide all appeals against the decision of the executive council, to inaugurate any movement, or decree any proceedings in the interest of the union and its members, and to dissolve branches which in their opinion it is desirable to dissolve. It shall govern the executive council.

4. The cost of the annual general meeting shall be met from the general management fund; but a separate account thereof shall be published for the information of members.

5. Each representative shall receive the sum of 10s. 6d. for each day's attendance and the time actually necessary for travelling to and from the place of meeting, and be allowed third-class railway fare, the same to be paid from the fund formed as per clause 4.

6. There shall be a president and vice-president, three trustees for the general funds, and a general treasurer elected by the annual general meeting, who shall hold office during the ensuing 12 months, and shall be eligible for re-election. The trustee or trustees and general treasurer may at any time be removed, if they do not give satisfaction, by a special general meeting convened under Rule II., clause 2, and another or others, as the case may be, elected in his or their stead.

RULE III.

GENERAL MANAGEMENT BY AN EXECUTIVE COUNCIL.

1. For the general management of the union there shall be a committee termed executive council, consisting of a chairman and vice-chairman, general secretary, general treasurer, and 20, or more, representatives chosen by ballot by the annual general meeting. The candidates receiving the largest number of votes shall hold office for the ensuing 12 months only, but shall be eligible for re-election. Should a vacancy occur before the expiration of 12 months, it shall be filled for the remainder of the year by the candidate who obtained the next highest number of votes to the successful candidates at the election. The 20 or more members of the executive council shall, at their first meeting, elect a chairman and vice-chairman from their own body. Seven representatives in addition to the chairman shall form a quorum with power to act, provided always that the annual meeting shall alter the number of representatives if deemed expedient.

2. The candidates for election to the executive council shall be nominated at the annual general meeting by the members representing the various branches in each district, and each member elected shall belong to one of the branches in the district for which he has been nominated. Any member who is in full benefit, and has been 12 months in the union, though not a delegate to the annual general meeting, shall be eligible for election.

3. The meetings of the executive council shall be held quarterly at the head offices of the union. The chairman or general secretary may summon a special meeting, should one be necessary. In the event of the chairman being absent, the vice-chairman may preside, or the executive council shall appoint a chairman from among the members of the council. The general secretary may at any time during the interval between the meetings of the executive council, take the sense of the members, by issuing a round robin to each member, on any important subject on which he may desire to have their opinion, and he shall be guided by the majority of the opinions so expressed, which shall be binding on all the members of the union.

4. The executive council shall have the entire management and superintendence of the business of the union and of all its branches. It shall take every means to secure the observance of the union's rules, to perform all duties allotted to it by the said rules, to further the objects of the union, and to protect its funds, both general and branch, from misappropriation.

It shall direct the actions of the general and branch trustees, and be responsible for the right administration of all the funds dealt with at the general office. It shall suspend any member or members obtaining benefits by misrepresentation or improperly receiving the same. It shall diligently fulfil the duties prescribed for the protection of members. When authorised by the members, it shall represent them in disputes about hours and wages, and administer the protection fund in the manner laid down in Rule XVI. It shall have control and administration of the fund for parliamentary representation. It shall decide the claims and regulate the affairs of superannuation as specified in Rule XI., having power to determine questions on which that rule is silent. It shall institute legal proceedings on behalf of the members of the union, and direct through the general secretary, the general or branch trustees to take legal proceedings against any officer of the union who misappropriates the funds of the union. It may remove, suspend, or expel any incompetent or insubordinate branch officer or member, or any officers or members, who, in the opinion of the executive council, have been guilty of conduct calculated to injure or bring discredit upon the union, or who in their opinion have acted contrary to the rules. It shall have authority to reverse the decision of a branch, to decide appeals made by members, to appoint special auditors to examine at any time the books and accounts of a branch, or any accounts relating to the union's funds. It shall have power to interpret doubtful rules. It shall cause the general secretary to present a quarterly financial statement of receipts and expenditure at the head office, which, with the resolutions passed at each meeting of the council, shall be printed and issued to the branches; it shall also be responsible for the due issuing of the half-yearly and yearly report and for the requisite arrangements for holding the annual general meeting. It shall provide all branches with necessary and uniform books and stationery, which shall remain part of the common property of the union. It shall direct the labours of the general secretary for the best interests of the union. It shall suspend and prosecute the general secretary if he be found guilty of fraud. It shall have power also to suspend the general secretary for absence from or gross neglect of duty, and report to the annual general meeting (through the president) any neglect or incompetence of the general secretary; but he shall have the benefit of appeal at the annual general meeting against the decision of the council. The executive council shall have power to appoint delegates to represent the union at conferences and other meetings.

5. The decision of the executive council shall be binding on members and branches, until an appeal against it has been submitted to the judgment of the annual general meeting, and their decision obtained thereon. No question shall be submitted to the members or branches to be voted on a second time within the same year.

6. Each executive councillor shall receive the sum of 10s. 6d. for each day's attendance and the time actually necessary for travelling to and from the place of meeting, and be allowed third-class railway fare, the same to be paid from the general management fund.

7. The executive council shall have full power to make all necessary byelaws, subject to these rules, for the conduct of business and other objects of the union which shall be binding on the union until the next annual general meeting, which shall confirm them or make such modifications therein as they shall think proper.

8. The executive council shall have power to make such arrangements as it may deem necessary to advertise and advocate the cause of the seafaring class, and may invest money in, or obtain the proprietorship of any newspaper or advertising sheet with the view of carrying out that object.

RULE IV.

GENERAL SECRETARY.

1. The general secretary shall remain in office during the will and pleasure of the majority of the members, who shall, through the annual general meeting, have power to call on him to resign. He shall be and remain a member of the union.

2. Each branch of the union having 60 good members shall have power to nominate a candidate for the office of general secretary, which nomination must be seconded by another branch of the union to become valid. Nominations must be sent to the president of the union 28

days prior to the election, and shall be submitted by the executive for their votes. The candidate who has the majority of votes shall be elected general secretary and retain office as per clause 1 of this rule. No candidate shall be eligible unless he is a *bonâ fide* member of the union.

3. The general secretary shall obey the orders and be under the control of the executive council. He shall keep all books, documents, papers, and accounts belonging to his office in such form as the council may direct, and devote the whole of his time to the business of the union.

4. He shall attend the annual general meeting and all meetings of the executive council and finance committee, and record the minutes. He shall have the right to speak on any business of the annual general meeting or executive council, but shall have no vote.

5. He shall conduct the general correspondence of the union, keeping a copy of all letters written by him, and the letters received, and submit to the annual general meeting and executive council all correspondence requiring the attention of those bodies.

6. He shall deliver over all moneys received from the branches and other sources to the treasurer of the general funds without delay.

7. For the transaction of business he shall, except when travelling, attend at the general office each day (Sunday excepted) from 9 a.m. to 1 p.m., and from 2 p.m. to 5 p.m., excepting on Saturday, when the hours of attendance shall be from 9 a.m. to 2 p.m.

8. He shall cause each branch secretary to keep in a book (provided for the purpose) a register of all its members, giving the date of entry, and, if excluded, the cause and date of such exclusion. A copy of such register to be forwarded quarterly to the head office.

9. He shall prepare a quarterly financial statement for the executive council of the receipts and expenditure at the head office, which shall be printed and issued by him to the branches within 31 days after each meeting of the executive council.

10. He shall prepare the yearly general statement required by section 16 of the Trades Union Acts, 1871, and supply the same to the registrar by the time appointed, and copies of the same to the branches of the union during the month of March in each year. He shall also prepare a half-yearly and an annual report (including financial statements of the whole union) giving therein the attendances of the executive councillors, the dates and places of the branch meetings, the names of honorary members, and a full report of the union's progress, and report at the same time all branches which have not made the necessary returns, &c. to the general office. This clause to be carried into effect under penalty to be fixed by annual meeting.

11. He shall audit the branch balance sheets.

12. The accounts of the general office shall be audited each half year by the chartered accountant, to be appointed by the executive council, to whom the general secretary shall produce all books and papers of the general office necessary for a complete examination of the union's accounts. The amount of remuneration for their labour to be left to the executive council.

13. The general secretary shall receive such salary as may be fixed by the annual general meeting. Should there be any change in the person of the general secretary, the incoming officer shall be paid a salary to be fixed by the executive council for the time being, subject to the approval of the annual general meeting.

14. The general secretary shall engage an assistant, who shall be an accountant, at a salary to be fixed by the annual general meeting or by the executive council, subject to the approval of the annual general meeting, and such other assistance as he may deem necessary.

15. When there is a necessity for the attendance of the general secretary at any place, he shall charge his expenses to the general management fund, and submit an account of the same to the next meeting of the executive council. Any branch requiring his special services at public meetings or demonstrations only, shall defray the cost of his expenses.

16. The general secretary and his assistant shall give security for 200l.

17. On resigning or being discharged, the general secretary shall give or receive three months' notice, or one month's salary. If found guilty of fraud, absence

from or gross neglect of duty, or incompetency, he shall be subject to suspension or dismissal by the executive council. The executive council may institute legal proceedings against him in the event of fraud, if in the interests of the union.

18. A member when elected general or branch secretary shall be paid the reasonable expenses attending the removal of himself and family, to the place in which the general or branch office is situated, from the general management fund, such expenses to be sanctioned by the executive council.

19. The books of the union and the names of the members shall be open to the inspection of any member or person having an interest in its funds.

20. The general secretary shall visit such branches and places as the interests of the union and members may require, and at his discretion such visits may be made at irregular intervals without giving notice thereof, and he may require production of all books, vouchers, and accounts, and information from all branch officers relative to their duties and the working of their branches, and it shall be their duty to give him their most unreserved information, and facilitate him to the utmost of their power in the discharge of his said duties. He shall also attend at inquests and Board of Trade inquiries when requested to do so by the executive council, and reside wherever most convenient for the union's work. He shall render to the executive council, on a form provided for the purpose, a statement of his travels and attendances during each quarter; and his visit of each place shall be certified by the signature of a branch officer thereof.

RULE V.

DISTRICT COMMITTEES AND DISTRICT SECRETARIES.

1. For the management of each district there shall be a district committee, elected by the branches comprised in the district. But where the branches are far apart, and the membership small, the executive council may decide as to whether it is expedient to form district committees in order to avoid expense. Any branch with a membership of 100 shall elect one delegate, and branches with a membership exceeding 4,000 shall elect two delegates, or an extra delegate for every 4,000 members. The delegates at each meeting shall elect a chairman to preside over the meeting, and such meetings shall be held the first Monday night in every month, at such place within the district as the majority may decide at each meeting.

POWERS OF THE DISTRICT COMMITTEE.

2. The district committee shall have power to deal only with the following questions affecting the branches in the district, viz.:—Rates of wages, hours of labour, conditions of agreements between shipowners and seamen, and to receive the monthly report of the district secretary, and shall cause the same to be forwarded to head office within the time prescribed in clause 8 of this rule.

3. Whenever the executive council shall decide that it is indispensable for the effective maintenance and good government of the union, that one or more of the district committees shall be relieved of its duties, the executive council shall have full power to suspend such district committee from the duties of its office, and shall take possession of all books, documents, and other property of the union which they may find in the custody of said committee. The executive council shall as soon as possible lay a statement of the circumstances which have led to the suspension of the district committee, before summoned meetings of all branches in the union, together with the district committee's reply thereto, and the members assembled at such summoned meetings of the branches shall be requested to record their votes on the question of confirming or condemning the action taken by the executive council in suspending a district committee. The decision of the members shall be binding and final. Should the suspension of a district committee occur within six weeks of the annual meeting, the circumstances shall be laid before that body and not before summoned meetings of all the branches of the union.

4. Should the decision of the branches, or the annual general meeting (as the case may be), be in favour of the action of the executive council, the branches in the district where the committee has been suspended shall proceed at once to elect a new district committee, and the members of the district committee who shall be

proved to have been in fault, shall be removed from any office they may hold in their respective branch, and shall be ineligible for two subsequent years for fulfilling the offices of executive councilman, district committeeman, and chairman, or secretary of any branch.

5. Any member who is in full benefit, and has been 18 months a member of the union, shall be qualified, if elected, to sit as a member of the district committee, but no secretary, outside delegate, or clerk who is in the permanent employ of the union shall be so eligible. Any violation of this rule will render the proceedings of a district committee null and void.

6. All questions of wages and reduction of the hours of labour must be submitted by the branches to the district committee, who after considering the same shall forward their decision to the executive council for its approval or otherwise, and no action shall be taken to enforce the decision of the district committee until the approval of the executive council, or general secretary has been obtained. Branches shall have power to appeal against the decision of the district committee to the executive council.

DISTRICT SECRETARIES OR ORGANISERS.

7. There shall be district secretaries or organisers appointed by the executive council, and the council shall have power to divide the various branches into districts.

8. It shall be the duty of the district secretary or organiser to attend all district committee meetings and record the minutes of the same, and, where practicable, he shall check and certify to the correctness or otherwise of the weekly return of each branch in the district before forwarding it to the head office, in the absence of the organising secretary, and he shall, if directed by the general secretary, see that the balances in the hands of the branch secretary and treasurer correspond with the weekly return. He shall also perform all other duties required of him by the executive council or general secretary, and be entirely under their control.

9. He shall enter into such bond to ensure the faithful performance of his duties as the executive council may require.

10. The district secretary or organiser shall visit such branches as the executive council or general secretary may direct, and such visits may be made at irregular intervals without giving notice thereof, and he may acquire the production of all books, vouchers, and accounts, and information from all branch officers relative to their duties and the working of their branches. And it shall be the duty of each branch secretary to give him the most unreserved information, and facilitate him to the utmost of their power in the discharge of his duties. Any branch officer refusing to produce the necessary accounts and information to the district secretary or organiser, shall be suspended by the executive council or general secretary until such time as he shall comply with this rule.

11. The salary of each district secretary or organiser shall be fixed by the executive council, and his services shall terminate by one month's notice on either side, or one month's salary in lieu of notice.

12. The salaries and expenses of district secretaries, organisers, and district committeemen shall be defrayed out of the general management fund. Each district committeeman shall be allowed his train or bus fare, if he lives at a distance from the place of meeting; and in any district where the delegates would not be able to return home on the day of meeting, it will be lawful for the district meeting to be held at 2 o'clock, in order to transact the business, and for which one day's pay shall be allowed. The allowance to be for delegates from a distance exceeding 20 miles 10s. 6d.; inside of 20 miles and more than 4, 8s. 6d. Delegates living in the town where the meeting is held, 6s., in addition to train fares.

RULE VI.

MANAGEMENT AND CONSTITUTION OF BRANCHES.

1. Each branch of the union shall have for its management a chairman, vice-chairman, secretary, treasurer, three trustees, and a committee of not less than 12 members, which 12 members shall, together with the chairman and vice-chairman, form the full

committee, of which five shall form a quorum; but in cases of emergency the secretary shall have power to take such steps as he may deem expedient, and shall report the same at the next meeting, which shall, if it think fit, confirm and approve of the steps so taken. Collectors or agents may be appointed to collect contributions of members in out-lying districts and those who are unable to attend the branch meetings, who shall receive such remuneration as the district committee may recommend to the general secretary, and approved of by him on behalf of the executive council.

2. Should 60 seafaring men in any locality desire the formation of a branch of the union, and forward a request signed by such persons to the general office, the general secretary shall take the necessary steps for opening a branch. Each new branch shall be opened by a dispensation from the executive council; provided always that any present or future branch with officers duly appointed according to these rules, shall be deemed a valid branch from the time of appointing such officers, and shall not have its validity called in question if such request and dispensation have not been made and given.

3. All moneys collected by each and every branch shall be the common property of the union, and shall only be applied for the purposes and in the manner prescribed in these rules. Any branch refusing to comply with these rules, or orders of the executive council, or any branch which is dissolved, shall thereby forfeit every claim to the possession of any moneys or property, and its trustees and officers shall forthwith forfeit all rights to the administration to any such moneys or property held by any branch so refusing to comply with the rules, seceding, or dissolved. And all moneys and properties held by any person on behalf of any branch which may refuse to comply with these rules or the orders of the executive council, or of any branch which may secede or be dissolved, shall be delivered to the general secretary or his order, to any person he may appoint, or forwarded to the head office by the officers of such branch, together with a detailed account of all income and expenditure. The trustees and officers will be responsible for all goods and properties held by any branch, and should they fail to deliver over all or any part of any such moneys or properties as aforesaid, or any branch refusing to comply or obey the orders of the executive council, or any branch which may be dissolved or secede, the general secretary shall either himself take proceedings, or direct the district or organising secretary, or other members to take such proceedings for the recovery of such moneys and properties so withheld by any branch or person or persons on their behalf, in any suitable court of law for that purpose. In cases of fraud, misappropriation, or misapplying or withholding of funds by branch officers or members, or other person or persons, the general secretary may instruct any organiser, district secretary, trustees, or members to prosecute for the recovery of any portion of such funds so misappropriated, misapplied, or withheld or received under false pretences. All moneys, books, papers, documents, and other property belonging to the union, held by any branch which shall secede from the union, or be dissolved by the executive council, or be reduced below 20 members, shall be delivered to the general secretary for the general fund trustees, or forwarded to the general office by the officers of such branch, together with a detailed account of all income and expenditure. Should any member or members of any branch which may refuse to comply with these rules or obey the orders of the executive council, or of any branch which may secede or be dissolved, desire to remain a member of the union, he or they shall be transferred to the most convenient branch, or the executive may open another branch if they deem it necessary, in place of the branch which may have refused to comply, or obey, or may have seceded, or dissolved as aforesaid.

4. Each branch may make byelaws for the government of its local affairs; such byelaws to be in accordance with the general rules, and approved of by the executive council. In the interval of the executive council meetings, the general secretary shall be empowered on behalf of the executive, to approve such byelaws.

5. Each branch shall have power to form sick, accident, or death benefit funds for the benefit of its members. (Rules of "The Sick and Burial Fund" are appended.)

6. Branch meetings shall be held weekly, and the quarterly meetings of each branch shall be the last meetings in March, June, September, and December; to which all members owing more than one month's contributions at the last meeting shall be summoned to attend to explain why he is in arrears. Any member owing more than two months' contributions and not clear on the books shall be fined 2*d.*, the same to go to the general management fund. The branch shall have the power to remit the fine in case of illness or through absence at sea. Each branch shall have power to call special meetings when necessary. (Or such special meetings may be called by the chairman as provided in clause 3 of Rule 7.)

7. Any branch having occasion to complain of the conduct of the executive council or the district committee, shall instruct the general secretary to bring the case before the annual general meeting. Any branch having occasion to complain of the neglect of the general secretary, shall do so to the executive council; and any complaint against a district secretary or organisers shall be made to the general secretary through a resolution of a branch so complaining.

8. Any branch unable to meet the claims made upon it shall apply to the executive council for assistance, and send with the application a correct and detailed statement of its income and expenditure. The executive council shall have power to assist such branch from the general management fund to such an extent as the council consider necessary, if the statement of the branch is satisfactory.

9. No branch shall issue or entertain any circular or address relating to the union in general, or any branch thereof, unless such circular or address is sanctioned by the executive council or general secretary. Any member violating this rule shall be fined 10*s.*, and suspended from all benefits until one month after such fine is paid; or he may be expelled by the executive council should they think fit.

10. Any branch which has not paid to the head office the moneys required to be paid by Rule VIII., clause 7, or has failed to send to the head office its half-yearly or yearly balance sheet, within one month from the dates at which they should be paid or sent, shall take no part in the union's business, and the members of such branch shall be suspended from benefit until the dues or balance sheet are received at the head office.

11. All necessary books and stationery for the use of each branch shall be obtained from the head office, and paid for out of the general management fund, and shall remain the common property of the head office, and be handed to the general secretary, on his application, or to any officer he may appoint to receive them, or on an order from the executive council or annual general meeting.

12. Each branch is responsible for the sending in of the weekly return, and quarterly, half-yearly, and yearly balance sheet and register of members within 28 days after the close of each quarter, half year, and year. For each neglect a fine of 2*s.* 6*d.* shall be inflicted by the executive council on the branch secretary, and for the sending to head office the counterfoil block of the non-local receipt book.

13. In the event of a dispute between members and their employers, and of the said members appealing to the union to support them from the protection fund, it shall be the duty of the branch secretary to notify the fact to the members, and the branch committee to arrange for a vote by ballot to take place at the branch meeting house on such four successive days, and in such manner as the executive council shall order.

14. Branch moneys shall be received in the following manner: All sums received shall be entered in the contribution receipt book or counter cash book, and all secretaries, delegates, clerks, or other persons authorised to receive such moneys shall show to the members paying that the amount is duly entered. Secretaries of branches receiving moneys on behalf of other branches shall enter the same in non-local receipt books (provided for that purpose), and the counterfoils of such receipts shall be forwarded weekly, with all moneys so collected, to the head office, and at the end of each month the blocks of the receipt books shall be sent to head office for examination. Any secretary failing or neglecting to carry out this rule, shall for the first offence be fined 2*s.* 6*d.*, for the second 5*s.*, and for the third be dismissed from office.

15. Any branch secretary, or other officer, misappropriating, misapplying, or withholding, funds or moneys collected on behalf of other branches shall be proceeded against at law by the general secretary, on behalf of the general trustees, or by such other persons as he may appoint.

16. Each branch shall keep a book in which shall be recorded the names and addresses of every member of the sick and funeral fund, and his nominee in case of death, to whom shall be paid all benefits accruing, in accordance with rule.

RULE VII.

BRANCH OFFICERS AND THEIR DUTIES.

1. All officers shall be elected and retire at the half-yearly meetings, and hold office for six months. Members alone shall be eligible to hold office, excepting for the office of treasurer; but no member suspended from benefit shall continue to hold or be elected to office. No member shall hold two offices, unless by request of the branch committee, for the transaction of temporary business. Candidates for office must be proposed and seconded by two free members; the candidate who has a majority of votes shall be elected. All officers on retiring from office shall be eligible for re-election, but may claim exemption for six months. All officers shall be nominated on the first two meetings in June and December, and the election by ballot shall be taken on the two last nights in June and December.

2. Should any officer elected by the branch be incompetent, or fail to perform his duty, or act contrary to the interests of the union, he shall be dismissed by an order from the executive council, or by the general secretary, subject to their approval at their next meeting, and the branch shall elect another in his place. The branch secretary in resigning shall give one month's notice, or forfeit one month's salary; and any officer leaving his branch or the union, shall have his accounts at once audited, and deliver up to the branch all property, letters received, and copies of letters, sent in the name of the branch, belonging to the union; failing to do so he shall be expelled, and prosecuted according to law, and another officer shall at once be appointed in his place.

3. The chairman shall preside at all meetings of the branch, and conduct the meetings with propriety and order. He shall sign all minutes of the branch and all official documents, and, through the secretary, order special meetings of the branch, or of the committee when necessary, or on request of 12 free members.

4. The vice-chairman shall assist the chairman in conducting the business of the branch meetings, and shall preside in his absence. Should the chairman and vice-chairman be absent, the meeting shall be presided over by a chairman elected for the occasion.

5. The branch secretary shall keep all books and accounts belonging to his office in an intelligible manner, perform all duties devolving upon him by these rules, conduct the correspondence of the branch, attend all branch and committee meetings, and take the minutes of the same. He shall, as secretary, enter into such bond as the executive council may require. The executive council shall have full power to draw up and enforce such byelaws as they may deem necessary for the management and conduct of homes for seamen.

(1.) He shall keep in a book provided for that purpose (and shall each month forward to the head office) a register of each member in the branch, giving the age and date of entrance, and if transferred, excluded, or expelled, the date and cause of the same; and, with the return, give the amount of benefit paid to each member. He shall supply the head office with a weekly return showing the income and expenditure from all sources, and remit weekly thereunto all moneys he may have in hand in excess of the amount which each branch may be allowed to retain in accordance with resolution of executive council, and also furnish a balance sheet showing the income and expenditure of the branch for each quarter ending March, June, September, and December, and also an annual balance sheet showing the income and expenditure for the year, which shall also be conspicuously exhibited in the lodge room for the information of members. All balance sheets and returns to be forwarded within 28 days after the

close of the quarter or year; failing which a fine of 2s. 6d. for each omission shall be inflicted on the branch secretary. The executive council shall have power to remit such fines, should there be a justification for so doing. In each report the names and addresses of the chairman, treasurer, trustees, branch committee, and meeting house shall be given, and notice of any change within 28 days thereof. He shall on receiving moneys on account of his branch, enter the same in the counter cash book, or give a receipt to the person paying, out of the contribution receipt book, and for moneys received on behalf of other branches he shall enter the same in a non-local receipt book, the counterfoil of which shall be forwarded to head office at the end of each week.

(2.) He shall enter in the weekly return the amount handed to treasurer, and also amount remitted to head office, in order that it may be seen the amount held by the branch is duly deposited in the bank; failing to do which he shall be fined 2s. 6d. When required by the general secretary he shall obtain and forward to the head office the branch bank book.

(3.) He shall summon all members who were more than one month in arrears at the previous meeting to the quarterly meeting.

(4.) His salary shall in all cases be regulated by the income of his branch, and the amount shall be fixed by the executive council.

6. The secretary shall hand over to the treasurer every evening, should he demand it, all moneys in excess of 2l., and all bills in excess of 5l. shall be submitted to the committee of management before being paid by the treasurer or secretary.

7. The treasurer shall receive from the secretary all money received on account of the union by the branch, and bank in the name of the branch trustees and the union all such moneys in excess of the amount allowed for the current payments of the branch, such sums not to exceed the amount authorised by the executive council. He shall make any legal payment authorised by an order signed by the chairman and secretary. He shall keep an account of the amounts he has received and paid, producing it and all other documents he may hold when necessary. He shall enter into such bond with sureties as the executive council may require.

(1.) He shall deliver up the bank book to the branch secretary on an order from the general office; and shall receive such remuneration as the branch may decide on. He shall sign a cheque for any sum which may have to be remitted at the end of each week to head office, and all moneys so remitted shall be by cheque, payable to the order of the general secretary, crossed "— & Co."

8. The branch trustees shall be held responsible for the safe keeping of the funds entrusted to their care, and hold such funds subject to Rule 6, clause 3, and Rule 8, clauses 1 and 2. In opening an account—which shall be done in the name of the union—the money shall be deposited by the treasurer, in the names of himself, the secretary, and the trustees; and no withdrawal shall be made without the signatures of one trustee, the treasurer, and secretary, and then only when such cheque is made payable to the general secretary on behalf of the union. The branch secretary on the signature to such cheque having been duly affixed shall forward the same at once to head office.

9. The accounts of each branch shall be audited either by a chartered accountant or by two auditors appointed at the half-yearly meeting by the branch, such audit to be made in time to allow the secretary to forward his returns at the proper date; and the accounts so audited shall be laid before the next meeting of the branch.

10. The branch committee shall, under the direction of the chairman and secretary, superintend the business of the branch, and co-operate with the executive council in carrying out the rules of the union. The committee shall meet as often as required, and be summoned by the secretary. Five members, in addition to the chairman and secretary, shall form a quorum. The secretary, secretary's assistant, and delegates shall have no vote, and the chairman only the casting vote, but the secretary and chairman shall have the right of speaking.

RULE VIII.

FUNDS OF THE UNION.

1. All moneys received on behalf of the union shall be dealt with in the following manner—All moneys in excess of 10l. shall be lodged in any bank sanctioned by the executive council. At the end of each week all moneys in excess of the amount allowed to be retained by each branch shall be remitted by cheque as provided by Rule 7, clause 8. No investment of any portion of the funds received by any branch shall be made without the sanction of the executive council has been first obtained.

2. All moneys received from the members of the union to raise funds for the benefit of those who by these rules may become entitled thereto, shall not be applied otherwise than in the manner prescribed by these rules. The executive council shall have power to institute legal proceedings against any person or persons misapplying, withholding, or receiving by imposition, any part of the funds, for the recovery of the same, and the punishment of such person or persons.

(1.) Should any branch misapply any parts of the funds which should be forwarded to head office, or devote them to any purpose not sanctioned by rule, or should it by neglect of rules fail to protect the funds entrusted to its care from misappropriation, the executive council shall have power to instruct the general secretary to take such proceedings as they may be advised, to recover any moneys so illegally spent by any members or officers of any branch or branches, and remain suspended from every benefit until they shall refund and make good all funds so illegally spent.

GENERAL FUNDS.

3. The general funds shall consist of all moneys which has been remitted by the branches after they have paid the necessary disbursements for the carrying on of the work of the union, such as wages, rent, taxes, postages, telegrams, and other incidental items. For the safe administration of all funds, banked through the head office, three trustees of such funds shall be appointed by the annual general meeting, each of whom shall hold office during the pleasure of the union, and shall act under the direction of the executive council.

4. The treasurer of the general funds shall be elected by the annual general meeting, and retain office at the will of the union, and receive such salary as the executive council shall fix. He shall, with the finance committee, see that all the moneys of the union (excepting 40l., 20l. of which shall remain in the hands of the treasurer, and 20l. in the hands of the general secretary) received at the general office by the general secretary are weekly deposited with a bank chosen by the executive council in the name of the union and of the members of the finance committee. The treasurer shall be held responsible for the correct keeping of the banker's pass book. He shall see that the pass book is made up each fortnight in time for the finance committee meeting. He shall, when required by the trustees or the executive council, render a true account of all the union's moneys received and paid by him; and shall, when required by the annual general meeting or the executive council, deliver to whoever may be appointed all moneys and property belonging to the union. He shall be under a bond of 200l.

(1.) All withdrawals from the bank shall be made by cheques signed by any one of the trustees and treasurer, and countersigned by the general secretary.

(2.) For the supervision of the receipts and expenditure of the general funds there shall be a finance committee, consisting of three trustees, one member of the executive council of the district where the head office may be situated, the general treasurer, and the general secretary.

(3.) The finance committee shall meet every fortnight at the general office, or oftener if specially summoned by the general secretary. Three (including one of the trustees) shall form a quorum with power to act.

(4.) All expenditure of the general funds (except as herein-after mentioned) must be approved by the

finance committee. No expenditure shall be effected otherwise than by cheques drawn on the union's bank, and no cheques shall be signed by the trustees except by the authority and at a meeting of the finance committee. If found convenient some other good bank may be substituted for any bank mentioned in the rules.

- (5.) Every expenditure expressly authorised by the union's rules, or ordered by resolution of the annual general meeting, or of the executive council, must be regarded as already sanctioned, and each and every such authority shall be a sufficient warrant to the trustees to issue cheques; but the finance committee shall see that all such expenditure has been properly applied.
 - (6.) At each meeting of the finance committee the general secretary shall present statements, showing therein the amount received for the general funds since the preceding meeting, the amount paid into bank, the expended amount of moneys drawn from bank, the balance at the banker's and at the general office, and a list of all claims awaiting payment. These statements shall be filed or recorded in a book for reference. The members of the committee present at a meeting shall attach their signatures to such statements when approved, and also by their signatures certify the committee's sanction to all expenditure agreed upon.
 - (7.) So far as practicable, each payment exceeding 5*l.* shall be by cheque, drawn in favour of the payee and to his order. But the finance committee shall from time to time sanction the withdrawal of sums from the bank by cheques payable to the general secretary, sufficient to enable the latter official to meet the constant claims for wages, travelling expenses, postage, and other sundry disbursements of general management. The general secretary will render an account to the committee of all money thus entrusted to him.
 - (8.) The committee are empowered to examine at each meeting the cash books kept by the general secretary, and the banker's pass-book, so as to ascertain that all moneys received have been paid into the bank, and all expenditure properly applied. The committee shall also from time to time examine the securities of invested funds, and ensure their safe deposit. All such books and documents, with the bank cheque book, must be submitted to the committee when called for.
 - (9.) The finance committee shall give effect to any decision or instructions of the annual general meeting or executive council, in regard to the disbursement or investment of moneys.
 - (10.) Each member of the finance committee shall receive 6*s.* per attendance, and third-class railway fare in addition.
 - (11.) The executive council shall have power to instruct the trustees to invest any available balance of the general fund in Government securities, mortgage on freehold or newspaper property, railway debenture stock, or on the security of any Colonial Government, or of the rates of any county, borough, or parish authorised to be levied and mortgaged by Act of Parliament.
5. For the support of the general office, branch offices, branch officers, and the general management of the union, the expenses of the annual general meeting, and any other lawful purpose, there shall be a general management fund, towards which such proportion of the contributions received from the members shall be paid as is herein-after stated. The fund shall be under the control of the executive council, and used only for such purposes as are sanctioned by rule.
6. The branch secretaries shall also forward to head office any levy which shall be made by the executive council or annual general meeting.
7. Should any branch fail or refuse to remit to the general office the funds required by these rules, or should it be known that there is any intention to apply the funds of the branch otherwise than as provided in these rules, then the trustees shall appeal to the registrar of friendly societies (in cases of savings bank deposits) or take proceedings in a law court to order the moneys deposited in the post office savings bank, or elsewhere invested in the name of such branch, to be paid to the trustees of the general fund for the purpose named in these rules.

RULE IX.

CONDITIONS OF MEMBERSHIP.

1. Foreign as well as British seafaring men shall be eligible as members of this union upon the terms and conditions herein-after appearing.
2. British seamen showing four years' service will be enrolled in this union as A.B.'s, but if they show a less period than four years they shall be enrolled as ordinary seamen until they have completed the four years. Engineers' stewards, ordinary seamen, and boys shall be allowed to join at an entrance fee of not more than 2*s.* 6*d.*, and be given the option of paying 3*d.* per week contributions, which amount shall entitle them to only half financial benefit.
 - (1.) British firemen are eligible for enrolment in the union if they can show 12 months' service on board ship as fireman or trimmer, and branch secretaries shall be permitted to enrol men going to sea as trimmers, provided they are approved of at a branch meeting.
 - (2.) Cooks and stewards are eligible if they can show not less than four years' sea service. A cook shall not act in the capacity of both cook and engineers' steward.
 - (3.) Carpenters shall be eligible for membership provided they can show they have served an apprenticeship to the trade. Fishermen holding a Board of Trade certificate under the Fishing Boats' Act may be enrolled as A.B.
 - (4.) Should any member of a branch rejoin another branch to avoid paying up arrears of contributions or fines, he shall be considered a defaulter, and not entitled to any benefits until he has paid to the branch he deserted a fine not exceeding 1*l.*, in addition to the amount owing for contributions.
3. Foreign seamen, whether they be sailors, firemen, cooks, stewards, or carpenters must show at least two years' sea service in a British ship and two years in a foreign vessel to be eligible for enrolment as an ordinary member of an English branch of the union; but if any such seamen shows one and a half years' sea service in a British ship, and two and a half years in a foreign ship, he may be enrolled on payment of same entrance fee as a British seaman; if one year in a British ship and three years in a foreign ship, he shall pay 10*s.* in addition to the current entrance fee; if six months in a British and three and a half years in a foreign ship, he shall pay 15*s.* in addition to the current entrance fee; if he has been four years in a foreign ship and can speak the English language, he may be admitted a member of an English branch by paying an entrance fee of 1*l.*, in addition to the current entrance fee. Members who are not British subjects, and have been enrolled in branches opened in foreign countries, shall not be allowed to sail in British vessels unless they can show service as specified above, and the same shall apply to Englishmen sailing in vessels belonging to other countries. Special cards shall be provided for such members as are entitled to sail in vessels which are not of their own nationality.
4. Any seafaring man, British or foreign, so eligible for enrolment as aforesaid, who is proposed and seconded by two free members at a meeting of the branch, and who is accepted by the branch, shall be admitted a member of the union on complying with the conditions herein-after mentioned.
5. The entrance fee shall be fixed from time to time by the executive council, who shall also decide in what manner it shall be paid. Each member shall be supplied with a subscription card at the cost of 1*d.*, a copy of the rules at a cost of 3*d.*, a monthly card at 1*d.*, and a medal at 2*d.* A member applying for enrolment shall pay the entrance fee of the port he claims to belong to.
 - (1.) The executive council shall have power from time to time to alter the amount of the entrance fee.
 - (2.) Any member failing to pay any contributions within three months of the time he was proposed shall forfeit his entrance fee. Any person refused membership shall have his money returned to him. The word month whenever used in these rules means calendar month.
 - (3.) Each and every financial member of the union shall pay in advance a contribution of 6*d.* per week, and be entitled therefore to the following benefits, viz. :—
 - Superannuation, Rule XI.
 - Legal Protection, Rule XIV.
 - Funeral Allowance, Rule XV.

Protection Fund, Rule XVI., clause 5.
Shipwreck, Rule XVII.
And to secure Parliamentary Representation.

6. Formation expenses both for the general management and branches shall be chargeable on the entire general management funds, which shall consist of the entrance fees and 1½d. per week from each contribution of 6d. and from which will be paid all expenses for branches, head office, and other expenses incidental to the general management of the union. One halfpenny per week to be set aside for parliamentary representation. The remaining 4d. for purpose of paying superannuation, shipwreck, unemployed donations, strike pay, death claims, and legal protection.

7. Each member shall be supplied with a copy of the rules, for which he shall pay 3d., and also with the yearly general statement of the receipts, expenditure, funds, and effects of the union, as furnished to the registrar, free of cost.

8. Any member leaving the sea service and following other employment ashore, and who is unable to pay the full amount of his contributions, shall be allowed to remain a member on payment of 4d. a week, for which he shall be entitled to strike pay, superannuation, death claim, and legal protection. When he has ceased to work on shore and resumes sea service, he shall pay a contribution of 6d. and receive full benefits. Each member working on shore will be supplied with a special shore card, and he must on resuming sea service give in his card to the secretary, who will furnish a sea-going card in return.

9. Any member who is three months or more in arrears of contributions shall be out of compliance, and shall not be in benefit nor take part or vote on any financial business of the union until two months after he has cleared up his card. If a member be six months in arrears he shall be struck out from the list of members, unless at any time when he was fully paid up and prior to leaving Great Britain and Ireland on a long voyage he should have given notice to the secretary of his branch that it was his wish to be retained as a member of the union, notwithstanding that he might be able for six months or upwards to pay or remit his subscriptions. After he has given such notice he shall be retained on the books as a member, but shall not be entitled to financial benefit until he has paid up his arrears. The branch committee shall have full discretion to grant to any member, for a good cause unable to keep up his subscriptions, temporary suspension without loss of benefits.

10. No member shall be entitled to a clearance unless he has been a member 12 months, and is clear on the books. If a member requires to be transferred he shall apply to the secretary of the branch he wishes to join, who shall apply to the secretary of the branch he is leaving, for which the member shall pay 2d. to the branch management fund of the branch he transfers to. If he is entitled to a clearance it shall be forwarded within seven days of receipt of application, failing which the branch secretary shall be fined 1s.

11. Any member shall be able to claim admission to the meetings of the branch other than his own on producing his card of membership. He shall have a vote, and may speak at such meetings, excepting on purely local matters.

12. Any member dissatisfied with the decision of his branch can appeal to the district committee. Should he be dissatisfied with the decision of the district committee, he shall be entitled to an appeal to the executive council, and if not satisfied, he shall have the right of appeal to the annual meeting, whose decision shall be final.

13. All financial members shall be in benefit under Rule XI., clause 2, and Rules XV. and XVI., who have been 12 months in the union, and have fully paid up their contributions for that period.

14. Financial members shall be in benefit under Rule XIV., relating to legal assistance commencing three months from the date of membership and payment of three months' subscriptions. Provided always that if any financial member in arrears has an exceptionally good case, it shall be in the discretion of the committee whether they shall take it up, and if so, and any sum is recovered, then the member in arrear so recovering shall pay therewith all his arrears up to date.

15. Financial members shall be in benefit under Rule XVII., relating to shipwreck, commencing three

months from date of membership, and after payment of three months' subscriptions, and must be in compliance at time of shipwreck.

16. The branch committee shall have full discretion to grant to any member, for good cause unable to keep up his subscriptions, temporary suspension of payments without loss of benefits, subject to such conditions, if any, as they may in each case determine.

17. If any member or members attempt to injure the union, or to break it up otherwise than as allowed by these rules, and the same be proved to the satisfaction of the executive council, the council shall expel him or them from the union, and he or they shall forfeit all claims on the funds and benefits of the union.

18. No member shall be elected to any paid office in the union before he has been two years a financial member, and fully paid up.

RULE X.

HONORARY MEMBERS.

1. Any person subscribing 500l. or more per annum may be enrolled as a honorary member by a vote of two-thirds of the members present at a branch meeting properly convened for such a purpose. An honorary member shall have the right of attending any meeting of the union, and of speaking on all matters except financial. He shall be eligible for the office of vice-president, and his name, with the branch to which he belongs, shall be inserted in the annual report of the union.

RULE XI.

SUPERANNUATION.

1. Any member who has been 20 years or upwards in the union, and has fully paid up his subscriptions during that period, who shall become unable through ill-health to earn a living, and is not only unable to go to sea, but also unable through such ill-health to attend to any occupation on shore that will earn him a living, shall furnish to the executive council (through his branch) a statement of his claim, with the necessary medical and other certificates required of him. Should the executive council be satisfied with the validity of his claim, he shall be entitled to receive a sum not exceeding two-thirds of the payments he has made to the union during the same period of 20 years and upwards, if on any just ground the executive council see no reason to the contrary.

2. Any member who, when in the execution of his duty, meets with an accident which permanently disables him from following his usual employment, and who, at the date of his accident, has been not less than 12 clear consecutive months in the union, and has paid prior to the accident 12 months' subscriptions at least, and is also in benefit, shall furnish to the executive council (through his branch) a statement of his claim, with the necessary medical and other certificates required of him. Should the executive council be satisfied with the validity of his claim, and that the accident has not occasioned by drunkenness or by gross neglect of duty or misconduct of the member, there shall be granted to him a sum not exceeding 20l. to be paid in weekly instalments of 10s. unless the council see fit to pay it in a different way, and if it turns out after payment of some of the instalments that the accident was only a temporary disablement, it shall be at the discretion of the council to suspend or discontinue the remaining instalments.

3. A member having received a grant under any one clause, shall not be entitled to the grant again under any other clause of the rules.

4. The term accident shall mean an unforeseen event connected with the machinery, appliances, or conditions of a member's occupation, but shall not mean any unusual event or misfortune arising from the member's bodily or mental condition, or from the natural result of disease, or not connected with his occupation.

5. Any member who is capable of earning an amount of wage equivalent to those received before his accident shall not be entitled to this benefit.

6. Any member claiming superannuation shall make his application to the executive council in the manner laid down by them, on a form provided for that purpose

7. In the event of the executive council refusing a member's application for superannuation, it shall state to the member's branch its reason for such refusal. The branch to which the member belongs may, on the member's behalf, appeal against the decision of the executive council to the annual general meeting.

8. The payment of the superannuation allowance shall be made, through the branch to which the member belongs, from and by the general office. A member having received superannuation may continue to pay his contribution, and be entitled to all the other benefits of the union.

9. Unless a member makes a claim for superannuation benefit within three months after it is known that he is permanently disabled, he shall forfeit his right to the benefit.

RULE XII.

HOMES FOR SEAMEN.

1. Homes for seamen may be established by resolution of the executive council, if they think fit, and the funds thereof shall be under their entire control. Unless in the opinion of the executive council there be any special reasons to the contrary the secretary of the branch in the district where the home is established shall have the management of the home after the executive council have decided to establish it. The general and district secretaries shall be *ex officio* a sub-committee to decide all questions relating either to homes for seamen or otherwise, for which despatch is necessary, but their resolutions must be only provisional, and subject to the approval of the executive council, and only to be made and acted upon in cases of emergency.

RULE XIII.

WIDOWS AND ORPHANS' FUND.

1. An optional widows and orphans' fund shall be formed by each branch, and the rules regulating the same shall be framed as byelaws by the executive council, which shall have full control over the same. Members desirous of joining this fund and receiving benefits therefrom, shall pay an extra $\frac{1}{4}$ d. per week, in addition to the ordinary contribution.

RULE XIV.

LEGAL ASSISTANCE.

1. Any member who is in benefit as herein-before defined shall be entitled to the legal assistance set forth in the objects and benefits of the union. If he has fallen out of benefit by reason of absence at sea on a long voyage, sickness, want of employment, or any other just excuse, the committee of the branch to which he belongs may in their discretion take up his case. The branch committee shall determine in all cases whether legal assistance shall be given.

2. If it is absolutely necessary that a member who is plaintiff or defendant in any case should remain for any time on shore until his case is heard and until his evidence therein is given, it shall be lawful for the union in the discretion of the committee, and if the funds are sufficient, to advance to such member such sum for maintenance not exceeding 4s. per working day as may at the request of such member be required during the time he is kept on shore, and is thereby unable to earn a living. Such advance or advances shall be charged on the sum recovered by the member if successful, but if otherwise the advance shall be borne by the union.

3. If any member have a claim or defence in respect of wages, salvage, forfeiture of wages, penalty or otherwise, which the union decides to support, and it is necessary that immediate proceedings should be taken in respect thereof at any port in the United Kingdom at which a branch is not established, it shall be the duty of the executive to instruct the solicitor of the union by himself or his agent to attend at such port and conduct such proceedings as may be required.

4. A solicitor shall be appointed by the annual general meeting, who shall remain in office until the ensuing annual meeting. He shall be subject, for negligence or misconduct, to dismissal by the executive council, who shall have power to appoint another until

Uq 70889.

the annual general meeting. It shall be his duty to attend all meetings of the executive council, whenever his presence shall be required in writing by an official duly authorised, where his legal advice and opinion shall be reasonably required. He shall make arrangements with the agents appointed by the various branches, and shall tax their costs previous to their being submitted for payment to the finance committee, and shall do all the legal work required of him by the branches in his district. In addition to his salary all out of pocket and travelling expenses, when engaged on union work, shall be paid by the executive council.

(1.) If in any case it should be absolutely necessary for the interests of the union, or of any member with a good claim or defence, that the solicitor shall take immediate action, and there is not time to call a committee meeting, the chairman of the branch, or in his absence the vice-chairman, may, conjointly with the branch secretary, authorise the same, and report the matter to a committee meeting to be called as soon as possible, but this course shall only be taken in cases of exceptional emergency.

5. The executive council shall have power to institute any legal proceedings it may deem to be in the interests of the members.

6. No claim or defence in behalf of members shall be taken up by the union unless a declaration be made by the member authorising the proceedings, and in the event of any settlement being made by the member without the knowledge of the union, such member shall undertake the liability of any legal costs incurred, and if he leaves unpaid those incurred before such settlement they shall be paid by his branch and deducted from his subscriptions, which shall be considered in arrears to the same extent as if subscriptions to that amount were unpaid.

7. If any point in law of importance to the union arises on which the solicitor is duly authorised to take action, by case or appeal to the High Court, either on a question of costs disallowed by the magistrates, or because the magistrates have allowed unjust deductions from the amount of wages, the branch committee shall, with the consent of the general secretary, pay the plaintiff the amount admitted to be due to him on his authorising the branch in writing to receive the sum so admitted due as soon as the point of law is decided.

RULE XV.

FUNERAL ALLOWANCES.

1. A member when joining the union shall nominate in writing under his hand, the name of the person, allowed by the Trades' Union Act, to whom the sum insured is to be paid at his death, and such person's name shall be registered in the branch book provided for the purpose, but a member may change the name of his nominee by notice to the branch secretary. In the event of the person so nominated dying before the member, and the member dying intestate, the money shall be paid to the deceased's nearest relative, or if necessary, employed for the decent interment of the deceased member, or if drowned and no legal claimant, the money shall remain the property of the union. Upon proof of a member's death being made to a branch secretary, and providing the member was, at the time of his death, not more than three months in arrears in his contributions, the branch secretary shall at once obtain from the head office the sum of 4l., which he shall at once hand over to the relatives of the deceased or any other legal nominee.

RULE XVI.

PROTECTION FUND.

For the more effectual protection of the labour and rights of members, and for the better carrying on of any movement having that end in view, and for compensating members and officers for loss suffered in consequence of taking part in any movement, or in the work of the union, protection shall be granted under the following conditions:—

FIRST OBJECT:—PROTECTION OF INDIVIDUAL MEMBERS.

1. Any member (not being over three months in arrear in his contributions) discharged from his em-

ployment for taking an active part in any movement carried on by, or under the sanction of, the union, or for being an officer of the union, and for doing his duty in that capacity, shall, on the cause being clearly proved to the satisfaction of the executive council or annual general meeting, be granted a weekly sum not exceeding 12s. per week by the executive council until he again obtains employment. Should he be unable to again obtain employment equivalent to that from which he has been discharged, the executive may, in lieu of the weekly allowance grant to the member a lump sum not exceeding 20l.

2. If weekly payments have been made to a member, the lump sum of 20l. shall be reduced by the total amount of the weekly payments of 12s. received by the member.

3. A member discharged from his employment or reduced in the service for the causes which are named in this rule shall state to the secretary of his branch in writing the full circumstances within four days of the date of his discharge. The branch secretary shall call together the branch committee, who shall investigate the case, and send a report of the facts to the executive council, accompanied by the member's own statement.

4. In either case it must be proved beyond doubt that no breach of rule, misconduct, or neglect of duty of any description on the part of the member justified his discharge or reduction.

(1.) In the event of a member failing to seek for employment, or refusing to accept the same when offered to him, the branch to which he belongs, shall, immediately on proof thereof, suspend him from the benefit of this fund, and report the same to the executive council.

(2.) The executive council shall have power to withhold further payment of the grant if the report of the branch as to the circumstances be correct, or if from other reliable sources it is proved that the member burdens the fund when employment is obtainable.

5. Any member who obtains, or endeavours to obtain, the benefit of the fund by misrepresentation or by false pretence shall be expelled from the union by the executive council.

SECOND OBJECT:—PROTECTION OF THE RIGHTS AND LABOUR OF BODIES OF MEMBERS.

6. In any movement against a reduction of wages, or an increase of hours not justified by events, or in any movement for obtaining a justifiable increase of wages or a reduction of hours, the union shall assist the members concerned in the conduct of such movements through the executive council.

7. It shall then be the duty of the executive council to state the circumstances of the dispute to the branches of the union, and take a vote of all the members at home able and willing to vote on the appeal of those members affected by the dispute. The voting shall be by ballot, and be open for four successive days at the respective branch meeting places. The votes shall be returned to the executive council, submitted to a scrutiny, and counted. A majority of votes shall decide for or against the appeal, and determine whether or not assistance shall be given to enable the members to withhold their labour. Without the consent of a majority of members ashore at the time, no general strike shall be proclaimed.

8. In the event of members sanctioning the withdrawal of men from work, it shall be a paramount duty of the executive council to use every lawful means to assist them in their struggle. The executive council are hereby empowered to employ the fund for that purpose in such manner as may be found necessary and expedient. Branches and members shall also render such assistance as the executive council may require of them during the continuance of the dispute.

9. A member when unemployed, in consequence of taking part in any dispute sanctioned by the members of the union shall receive an allowance of 12s. per week, or 2s. per day from the fund, and an additional shilling per week for each of his children under 12 years of age.

SOME REGULATIONS OF THE FUND.

10. Each member in receipt of protection money shall report himself to the branch every day, or, if necessary, oftener, and shall act on "picket" duty if

required to do so. A member shall receive the benefit of this fund as soon as he has been one month a member and is fully paid up. Any member in arrears when leaving his employment will not be entitled to the benefit of this fund until his arrears are fully paid up, unless he can show to the satisfaction of the committee that it was no fault of his being in arrears. No clause in these rules shall be construed as contradictory to this rule or this clause.

11. Each branch shall pay the benefit by an order on the treasurer signed by the secretary. Any member unable to attend personally and receive his payment shall state the reason, and, if it be satisfactory, the allowance shall be sent to him.

12. All payments of benefits, or for movements as above, shall be paid from the general office, and only with the authority of the executive council.

13. The benefits of protection on the scale above stated shall be subject to the state of the union's funds, and it shall be in the power of the union to allow them on a reduced scale if there be not sufficient money to allow them in full. They shall not be allowed at all if the funds in hand are lower than in the proportion of 2s. 6d. per member in the union.

RULE XVII.

PAYMENT ON SHIPWRECK.

1. If a member is shipwrecked, or loses his clothes by fire on board ship, and at the time of shipwreck or fire is in benefit, as herein-before defined, he shall for the loss of his clothes, or for such portion of them as in value do not exceed the sum allowed, be paid the sum of 2l. if such loss has not arisen through his own default, negligence, or design. All questions of proof, value, and evidence required must be answered and rendered in the discretion and to the satisfaction of the committee.

RULE XVIII.

FINES.

1. Fines inflicted by the executive council shall go to the general management fund, and by the branches to the branch management fund. The executive council and branch officers shall be held responsible for the inflicting of the fines in cases under their respective authority.

2. The executive council shall have power to inflict a fine not exceeding 5l., and the branches a fine not exceeding 3l.

RULE XIX.

OPTIONAL SICK AND BURIAL FUND.

1. A fund shall be formed—

(1.) For insuring to members sums of money for their relief or support during sickness, or when temporarily disabled by accident.

(2.) For insuring sums of money payable at the death of members.

2. The fund shall be raised by the entrance fees and regular contributions of members, by interest on invested capital, by donations of the benevolent, and out of all such means as are available according to the letter and spirit of these rules.

3. It shall be optional with all present members of the union, or with such as may hereafter join, and who are under 45 years old, to participate in the benefits of this fund by becoming contributors. Each member of this fund shall be and remain a member of the union. On leaving or being expelled from the union a member shall forfeit all claims on this fund.

4. A member must be of sound health at the time of joining the fund, and produce satisfactory medical certificates to that effect, on a form to be provided by the union.

To provide 10s. per week for 16 weeks, 5s. per week for 20 weeks more, and 2s. 6d. for any further period in the discretion of the branch committee; and 10l. at the member's death if he is a bachelor, or if married and dies before his wife, but 4l. if his wife dies first, and the remaining 6l. on his own death, whether the death arises from sickness or accident (but not from suicide).

Age next Birthday.

19 to 30

1s. per month.

31 to 45

1s. 4d. per month.

6. A member shall be entitled to sick benefit after he has been 12 months a member and paid 12 months' contributions. If he is six months' subscriptions in arrears his name shall be struck out from the list of members under this fund, but this shall not affect his position as ordinary member if he has in other ways complied with the rules of the union. The branch committee shall have full discretion to grant to any member for good cause unable to keep up his subscriptions temporary suspension of payments without loss of benefits, subject to such conditions, if any, as they may determine. Should he be three months in arrears he shall not be entitled to such sick benefit. All arrears must be paid before any claim is entertained. A member shall also be entitled to the benefit of the funeral allowance after he has been 12 months a member of the sick fund, and paid 12 months' contributions thereto and is not more than three months in arrears. A member shall be entitled to medical attendance only when he has been three months a member and paid three months' contributions.

CONDITIONS OF SICK ALLOWANCE.

7. A member of the fund incapacitated from work by illness or accident shall make or have made for him a declaration to that effect, specifying on a form provided the nature of his complaint or injury, which shall be certified as true by two free members to whom he is known. He shall forward the same to the secretary of the branch to which he belongs. If the declaration is satisfactory payment shall be made to the member in accordance with the scale of the class he belongs to. Members resident at a distance from the branch may obtain either the certificate of the medical attendant who has visited them, or of a minister in their parish, if two free members cannot be easily reached.

8. If required by the branch, or the executive council, an applicant member, or member in receipt of sick benefit, shall furnish a medical certificate, or consent to be visited by a medical man, or visitors appointed by the union.

9. A member must be unable to follow any occupation for three days before being eligible to declare on the fund. When admitted on the fund payment shall be made from the first day of illness, provided always the member's contributions be not three months in arrear.

10. Members must declare off the fund immediately they resume work. The declaration must be sent to the branch secretary.

11. The sick allowance shall be paid weekly, and on Friday.

12. For each odd day of the six working days that a member is sick, he shall receive one-sixth of the weekly allowance he is then entitled to.

13. A member having declared off the sick fund, and again declaring on within the space of 20 weeks, shall be placed in the same position as when he last received sick allowance. Excepting always when the second declaration on the fund is caused by accident received when on duty.

14. A member incapacitated from work by the effects of immorality, or drunkenness, or by reason of injuries received in an illegal quarrel or combat shall not be entitled to sick allowance for the period of such incapacity.

15. A member guilty of fraud against the union, or guilty of felony, shall lose all claim to the sick and all other benefits, and be liable to expulsion from the union.

16. Sick members not to be allowed out of the house after 6 p.m. in winter, and 9 p.m. in summer. Winter months to commence on 1st of October, ending on the last of April; and the summer months to begin with the 1st of May, ending on the last day of September.

17. A member in receipt of sick benefit shall continue to pay his contributions to the fund.

FUNERAL ALLOWANCE OR INSURANCE.

18. A member when joining the fund shall nominate in writing under his hand the person (allowed by the Trade Unions' Act) to whom the sum insured is to be paid at his death. Such person's name shall be registered in the branch book provided for the purpose. A member may change the nominee by due notice to the secretary of his branch.

19. In the event of the person so nominated dying before the member, and the member dying intestate, the sum insured shall be paid to the deceased member's nearest relative; or, if necessary, shall be employed for the decent interment of the deceased member.

20. Upon proof of a member's death having been made to the branch secretary, and providing the member at time of death was not three months in arrears of contributions, the branch secretary shall at once obtain from the treasurer the sum assured by the deceased, and hand it over to the person entitled to receive it; and the general office shall repay the amount to the branch.

21. The union, through the executive council, are hereby empowered to make whatever arrangements they deem expedient with any life assurance company or companies for the purpose of insuring the lives of members of the union as such claiming under the sick and burial fund.

MANAGEMENT OF THE FUND, &c.

22. For all financial purposes the branch officers of the union shall be the officers of the sick fund; that is to say, the branch secretary, treasurer, check steward, trustees, and auditors. The duties pertaining to the moneys of this fund shall be performed by such branch officers.

23. The moneys of the fund shall be the common property of its members throughout the union, and be invested as are the other moneys of the union, of which they shall be considered a part.

(1.) The sick fund contributions received from members shall be centralised at the general office, and for that purpose shall be remitted by the secretary at the end of each quarter. All payments will be made from the general office through the branch secretary.

24. The general office of the union shall furnish the branches with all the necessary books for the purposes of this fund. Such books shall be of a uniform character throughout the branches. When possible, the books, forms, and cards used for this fund shall be the same as those used for the other purposes of the union. An account of each member's payments will be kept at the general office, compiled from returns made by the branch secretary each quarter.

25. A register of members of the fund belonging to each branch shall be kept in the register book of the branch. A general register of members of the fund shall be kept at the general office, compiled from copies of branch registers furnished by the secretaries each quarter.

26. A member's contribution to this fund must be paid to the branch secretary with the other contributions to the union, and a member's arrears of contributions will be calculated on the fund only to which they are payable.

27. The branch secretary shall enter separately on the member's cards and in the branch books the specific purposes for which the member's contributions are paid.

28. A separate account of the receipts and expenditure of the sick and funeral fund shall be kept by the branch secretary, and the balance of money in hand belonging to this fund shall be separately shown in the quarterly financial statement and the general balance sheet of the union. The branch secretary shall be paid a sum equal to 6*d.* in the pound of the moneys received by him as contributions to the fund.

29. An amount equivalent to 1*d.* per week shall be devoted to the management purposes from each member's contributions to the sick and funeral fund, and an account of the same be published.

30. Two visitors shall be appointed by the members of this fund from each branch, whose duty it shall be to periodically visit sick members and report on their condition to the branch; to assist sick members in any manner necessary or desirable; and, so far as is in their power, to assist in the arrangements of the funerals of deceased members.

31. In the event of a vote being taken on any question solely affecting the sick fund, only members of the fund may take part in the same.

32. It shall be in the power of the members of the fund in any branch assembled in meeting to decline to grant or continue the sick allowance, or to grant the

funeral allowance, should the applicant or recipient be deemed to be imposing on the fund, or to have contravened the rules thereof. For this purpose it shall be legal to call a special meeting consisting only of members of the fund.

33. A member of the fund dissatisfied with the decision of his branch, may refer the subject in dispute to the arbitration of two members of the union, chosen one by the member and the other by the branch; or the executive council whose decision shall be final.

34. In all matters relating to sick and burial fund the powers of the annual general meeting and of the executive council shall be equally as binding and respected as in other matters of the union. A special book of instructions by the general office to each branch secretary, treasurer, trustee, and member of the committee, such instructions must first be approved by the executive council. They shall relate to the mode in which secretaries shall conduct the business of the branch and show copies of all forms to be used in common with the transaction of the business of this union, and such instructions shall be equally binding as these rules, providing they do not conflict with the rules herein contained.

RULE XX.

UNEMPLOYED DONATION.

1. If a member has been two weeks out of employment, and is fully paid up in his contributions up to the time he was previously in work, he shall be entitled to receive weekly the amount of his contributions, and shall forthwith repay them to the secretary, so that he may be kept clear on the books. But no member shall be entitled to this benefit for more than a total of eight weeks in any one year; and the number of weeks may be either consecutive or at different times. The member so entitled must present himself weekly at the usual meetings of the union, unless absent from any unavoidable cause, and will be considered in arrears unless he complies with this condition.

RULE XXI.

ALTERATION OF RULES.

1. No new rules shall be made, nor shall any of the rules herein contained be amended, altered, or rescinded, excepting at alternate annual general meetings, commencing 1893, elected for that purpose by a majority of members as provided by Rule 2.

2. All proposed alterations of rules shall, two months before the alternate annual general meetings commencing 1893, be forwarded to the general office in time to enable them to be printed and issued to each branch of the union. A branch represented by a member of another branch in the group shall forward to such representative, in writing, any opinion they may desire to express in regard to the proposed alterations, signed by the branch chairman and secretary. The representative shall submit the opinion to the annual general meeting.

RULE XXII.

DISSOLUTION OF THE UNION.

The union may be dissolved by a vote of five-sixths of the whole of the financial members.

J. H. WILSON, WILLIAM SIMPSON, JOHN GARVIE, GEORGE GOLDACRE, ROBERT BOURKE, CHARLES WYKES, JOHN WILDGOOSE DAVID BRIER,	}	Members of the union.
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ORDER OF PROCEEDINGS AT MEETINGS.

1. Calling the roll of officers.
2. Enrolling new members.
3. Reading the minutes.
4. Reports of special committees.
5. Reading the correspondence.
6. Have any members any complaints to make.
7. Are there any members out of employment.

8. Do any members know of ships requiring hands.

9. Unfinished business.

10. New business.

11. Discuss labour in all its interests.

12. The Brother Presiding is requested to conduct the business according to the rules of order, and is requested to prevent any member bringing on any discussion otherwise than according to the rules laid down above. Any member, after being once cautioned by the chairman, attempting to bring on a discussion outside of the rules of order will be fined 6d.

13. The B. P. having taken the chair the officers and members shall take their respective seats; and at the sound of the bell there shall be general silence.

14. The B. P. shall preserve order, and shall pronounce the decisions of the meeting on all subjects. He shall decide questions of order without debate, subject to an appeal to the meeting by three members, on which appeal no member shall speak more than once, when the question before the meeting shall be: "Shall the decision of the B. P. stand as the judgment of the meeting?" which question shall be taken by the meeting.

15. During the reading of the minutes, communications, and other papers, or when a member is addressing the chair, silence shall be observed in the meeting room.

16. Any member who shall misbehave himself in the meetings of the union disturb the order or harmony thereof, either by abusive, disorderly, or profane language, or who shall refuse obedience to the presiding officer, shall be admonished of his offence by the B. P., and if he offend again he shall be excluded from the room for the session, and afterwards dealt with as the union may provide.

17. No member shall be interrupted while speaking, except it shall be to call him to order, or for the purpose of explanation.

18. If a member while speaking be called to order, he shall, at the request of the B. P., take his seat until the question of order is determined, when, if permitted, he may proceed.

19. Each member, while speaking, shall be standing, and respectfully address the B. P., confine himself to the question under debate, and avoid all personalities, indecorous, or sarcastic language.

20. If two or more members rise to speak at the same time, the B. P. shall decide who is entitled to the floor.

21. No member shall speak more than once on the same subject or question, until all who wish to speak shall have had an opportunity to do so, nor more than twice without permission from the B. P.

22. No member shall speak longer than five minutes for the first time on any question, nor longer than three minutes for the second time, without permission from the B. P.

23. No motion shall be subject to debate until it shall have been seconded and stated from the chair; it shall be reduced to writing at the request of any two members.

24. When a motion is before the meeting no motion shall be in order, excepting for the previous question, to postpone it indefinitely, or for a certain time to divide, commit, or amend; which motions shall severally have precedence in the order herein arranged.

25. On the call of five members, debate shall cease, and a question shall be taken on the matter or subject under debate.

26. On a call of five members, a majority of the meeting may demand the previous question, which shall be put in this form: "Shall the main question now be put?" and until it is decided shall preclude all amendments and all further debate.

27. Any member may call for a division of the question when the sense will admit of it, but a motion to strike out and insert shall be indivisible, excepting at the option of the mover.

28. Before putting the question, the B. P. shall ask: "Is the meeting ready for the question?" If no member rise to speak, he shall rise and put it; and after he has risen to put the question no member shall be permitted to speak upon it. While the B. P. is addressing the meeting or putting a question, silence shall be observed in the meeting room.

29. All questions, unless otherwise provided for, shall be decided by a majority of the votes given.

30. Any member may excuse himself from serving on a committee, if at the time of his appointment he is a member of one other committee. A member can be appointed on a committee when absent from the meeting.

- 31. The person first named on a committee shall act as chairman until another is chosen by the members of a committee. The mover of a resolution referred to a special committee is usually the first named thereon.
- 32. No committee can be finally discharged until all the debts contracted by it shall have been paid.
- 33. A motion to adjourn is always in order after the regular business is gone through, which motion shall be decided without debate.
- 34. A motion to lay on the table shall be decided without debate.
- 35. No motion for re-consideration shall be received, if made by a member who voted with the minority in the first instance.
- 36. When a motion is postponed indefinitely, it shall not be acted on during that or the next succeeding meeting.
- 37. On the call of five members present, the yeas and nays shall be ordered. When the question is decided by yeas and nays, each member shall vote, and the names and manner of voting shall be recorded on the minutes.
- 38. The B. P. shall not participate in debate while in the chair.

39. All questions of order not provided for by these rules must be determined by the general rules.

[Form G. Reg. No. 10.]

TRADE UNION ACTS, 1871 and 1876.

CERTIFICATE OF REGISTRY OF COMPLETE ALTERATION OF RULES.

National Amalgamated Sailors' and Firemen's Union of Great Britain and Ireland, a Trade Union.

Register No. 487.

It is hereby certified that the set of rules, copy whereof is appended hereto, has been registered under the above-mentioned Acts, in substitution for the set of rules already registered for THE NATIONAL AMALGAMATED SAILORS' AND FIREMEN'S UNION OF GREAT BRITAIN AND IRELAND, a Trade Union, this 4th day of November 1891.

Copy kept.—J.M.L.

(L.S.)

Seal of Central Office, or Signature of Assistant Registrar for Scotland or Ireland.

APPENDIX LXIV.

COPY of NEW PROVISION SCALE, proposed (1888) by the SAILORS' UNION, and showing the OLD PROVISION SCALE.

NATIONAL AMALGAMATED SAILORS' AND FIREMEN'S UNION of GREAT BRITAIN and IRELAND.

IT IS THE INTENTION OF THE UNION TO URGE UPON THE GOVERNMENT TO ADOPT THE PROVISION SCALE FORMULATED BY THE UNION.

NEW PROVISION SCALE DRAWN UP BY THE UNION.

Sunday.	Monday.	Tuesday.	Wednesday.	Thursday.	Friday.	Saturday.
½ lb. flour.	½ lb. flour.	½ lb. flour.	½ lb. flour.	½ lb. flour.	½ lb. flour.	½ lb. flour.
1 oz. coffee.	2 ozs. cocoa.	1 oz. coffee.	2 ozs. cocoa.	1 oz. coffee.	2 ozs. cocoa.	1 oz. coffee.
½ oz. tea.	½ oz. tea.	½ oz. tea.	½ oz. tea.	½ oz. tea.	½ oz. tea.	½ oz.
3 ozs. sugar.	3 ozs. sugar.	3 ozs. sugar.	3 ozs. sugar.	3 ozs. sugar.	3 ozs. sugar.	3 ozs. sugar.
1 lb. bread.	1 lb. bread.	1 lb. bread.	1 lb. bread.	1 lb. bread.	1 lb. bread.	1 lb. bread.
1 lb. salt fish or fresh fish for substitute.				1 lb. salt fish or fresh fish for substitute.		
1 gal. water.	1 gal. water.	1 gal. water.	1 gal. water.	1 gal. water.	1 gal. water.	1 gal. water.

Salt beef, pork, or fresh beef: quantity, 1 lb. per man per day throughout week; when cooked bone not counted as weight. 1 lb. potatoes per man per day throughout the week, or substitutes as may be agreed on. Fresh soup, with vegetables, whenever practicable, throughout the week.

WEEKLY STORES PER MAN.

2 ozs. table salt.	½ oz. pudding spices.	½ lb. rice.	1 tin condensed milk (1 lb. tin).
½ oz. ground black pepper.	½ pint vinegar.	½ lb. oatmeal.	14 ozs. butter, ½ lb. marmalade or jam.
1 oz. mustard.	½ lb. peas or beans.	1 lb. currants or raisins.	
2 ozs. currie powder.	1 lb. onions.	½ pint bottle of pickles.	

All these provisions to be of good quality and properly cooked. If any of the above-mentioned provisions or stores should run short on any voyage, and no agreed-on substitute on board, the men to be paid at the end of the voyage the market value for each article so run short.

OLD PROVISION SCALE DRAWN UP BY THE SHIPOWNERS 50 YEARS AGO.

	Bread.	Beef.	Pork.	Flour.	Peas.	Rice.	Tea.	Coffee.	Sugar.	Water.
Sunday	1 lb.	1 lb.	—	1 lb.	1 pint.	1 lb.	1 oz.	1 oz.	2 oz.	3 quarts.
Monday	1	—	1½	—	1	—	1	1	2	3
Tuesday	1	1½	—	1	—	—	1	1	2	3
Wednesday	1	—	1½	—	1	—	1	1	2	3
Thursday	1	1½	—	1	—	—	1	1	2	3
Friday	1	—	1½	—	1	—	1	1	2	3
Saturday	1	1½	—	—	—	1	1	1	2	3

Substitutes, at the master's option. No spirits allowed.

All Members are requested to attend the Meetings so that we can take concerted action in connection therewith.

APPENDIX LXV.

AMALGAMATED BRITISH SEAMEN'S PROTECTION SOCIETY.

(Reg. No. 23.)

SUMMARY TABLE COVERING A PERIOD OF SEVEN YEARS COMPILED FROM RETURNS SENT IN TO CHIEF REGISTRAR.

	Total Number of Members on the Books at the end of each Year.	Number of paying Members at the end of each Year.	Total Annual Income.	Chief sources of Income.				Total Annual Expenditure.	Total Assistance to Distressed Members.	Total Working Expenses.	Total Balance at end of each Year.
				Total Contributions.	Entrance Fees and Fines.	Donations and Loans.	Interest on Funds.				
	(1.)	(2.)	(3.)	(4.)	(5.)	(6.)	(7.)	(8.)	(9.)	(10.)	(11.)
1876	2,609	610	£ s. d. 258 18 1½	£ s. d. 198 4 11½	£ s. d. 50 15 6	£ s. d. —	£ s. d. 0 16 8	£ s. d. 202 13 4	£ s. d. 14 18 6	£ s. d. 187 14 10	£ s. d. 128 8 4½
1877	2,925	400	185 12 5½	148 5 5	23 14 0	12 2 3½	1 10 9	196 10 5	10 6 6	186 3 11	96 5 3
1878	3,062	630	85 13 8	73 19 2	10 6 0	—	1 7 6	89 10 1½	3 15 6	85 14 7½	67 6 11½
1879	5,000	1,073	165 13 7½	88 8 10	45 15 1	30 7 4½	1 2 3	154 5 8	9 5 5	145 0 3	78 16 11
1880	5,000	1,350	218 14 11	119 15 3	48 1 5	50 3 5	0 9 10	230 1 0	38 4 0	200 17 10	28 10 10
1881	6,000	850	94 18 4	62 9 3	32 9 1	—	—	98 15 11	8 10 0	90 5 11	4 13 8
1882	6,000	42	6 13 0	6 13 0	0 10 6	—	—	6 19 3	0 17 0	6 2 3	4 7 0

This society was established in 1872, but its reports seem to have been only regularly made to the Registrar up to 1882. The most noteworthy feature in the above statement of income and expenditure is the very large proportion which the cost of working expenses bears to the total.

APPENDIX LXVI.

DRAFT BILLS (compiled by MR. J. H. WILSON) to amend the Law relating to Seamen.

DRAFT BILL to amend the LAW with reference to the PROVISIONS supplied to SEAMEN.

Be it enacted by the Queen's most excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:—

1. From and after the *thirty-first day of October one thousand eight hundred and ninety-two* the two hundred and twenty-second section, sub-section one, of the Merchant Shipping Act, 1854 (which relates to the provisions supplied to crews), shall read as follows:—

There shall be supplied to each seaman the following scale of provisions, viz.:—

Scale of provisions.

Sunday.	Monday.	Tuesday.	Wednesday.	Thursday.	Friday.	Saturday.
½ lb. flour.	½ lb. flour.	½ lb. flour.	½ lb. flour.	½ lb. flour.	½ lb. flour.	½ lb. flour.
1 oz. coffee.	2 ozs. cocoa.	1 oz. coffee.	2 ozs. cocoa.	1 oz. coffee.	2 ozs. cocoa.	1 oz. coffee.
½ oz. tea.	½ oz. tea.	½ oz. tea.	½ oz. tea.	½ oz. tea.	½ oz. tea.	½ oz. tea.
3 ozs. sugar.	3 ozs. sugar.	3 ozs. sugar.	3 ozs. sugar.	3 ozs. sugar.	3 ozs. sugar.	3 ozs. sugar.
1 lb. bread.	1 lb. bread.	1 lb. bread.	1 lb. bread.	1 lb. bread.	1 lb. bread.	1 lb. bread.
1 lb. salt fish or fresh fish for substitute.				1 lb. salt fish or fresh fish for substitute.		
1 gal. water.	1 gal. water.	1 gal. water.	1 gal. water.	1 gal. water.	1 gal. water.	1 gal. water.

Salt beef, pork, or fresh beef—quantity, 1 lb. per man per day throughout week; when cooked, bone not counted as weight.
1 lb. potatoes per man per day throughout the week, or substitutes as may be agreed on.
Fresh soup, with vegetables, whenever practicable, throughout the week.

WEEKLY STORES PER MAN.

2 ozs. table salt.	½ oz. pudding spices.	½ lb. rice.	1 tin condensed milk (1 lb. tin).
½ oz. ground black pepper.	½ pint vinegar.	½ lb. oatmeal.	14 ozs. butter, ½ lb. marmalade or jam.
1 oz. mustard.	½ lb. peas or beans.	1 lb. currants or raisins.	
2 ozs. currie powder.	½ lb. onions.	½ pint bottle of pickles.	

All these provisions to be of good quality and properly cooked. If any of the above-mentioned provisions or stores should run short on any voyage, and no agreed-on substitute on board, the men to be paid at the end of the voyage the market value for each article so run short.

Penalty.

Should any master or owner neglect to provide sufficient quantity of stores to last the intended voyage, and the crew in consequence should be compelled to accept a reduced scale, if it should be proved to the

satisfaction of any court of law in the United Kingdom having jurisdiction, or to any consul or officer abroad, the master or owner shall be liable to a penalty not exceeding fifty pounds.

DRAFT BILL to amend the PAYMENT of SEAMEN'S WAGES Acts of 1854 and 1880 (section 3, sub-sections 1, 2, 3, 4, and 5).

Be it enacted by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:—

1. From and after the *thirty-first day of October one thousand eight hundred and ninety-two* the one hundred and sixth-ninth section of the Merchant Shipping Act, 1854, and clause 3 (sub-sections 1, 2, 3, 4, 5) of the Merchant Shipping Act, 1880, shall be amended as follows:—

Every agreement with a seaman which is required by the Merchant Shipping Act, 1854, to be made in a form sanctioned by the Board of Trade shall, if the seamen so require, stipulate for the allotment of any part of his wages (in cases of married men or others with families dependent, not less than two-thirds) in favour of one or more of the persons mentioned in section 169 of the Merchant Shipping Act, 1854, as amended by this section.

Amendment section 3, section

Any seaman shall make an allotment in favour of a savings bank, or any registered seamen's trade union, or other registered trade or friendly society. And in that case shall be made in favour of such persons, and carried into effect in such manner as may be for the time being directed by the regulations of the Board of Trade, and section 169 of the Merchant Shipping Act, 1854, shall be construed as if the said persons were named therein.

Amendment sub-section 3.

The sum received in pursuance of such allotment by a savings bank, or any registered seamen's trade union, or other registered trade or friendly society, shall be paid out only on an application made through a superintendent of a mercantile marine office or the Board of Trade, by the seaman himself, or, in the case of death, by some acknowledged representative who he may have appointed in writing, or his other lawful heir, under section 199 of the Merchant Shipping Act, 1854.

Amendment sub-section 4, clause 3.

A payment under an allotment note shall begin at the expiration of one week, or any other longer period which the seaman may desire to fix or agree upon, and shall be paid at the expiration of every subsequent week, or of such other periods as may be fixed by the agreement, and shall be paid only in respect of wages earned before date of payment.

Amendment sub-section 4, clause 3.

For the purpose of this section a registered seamen's trade union is to mean a trades union which is supplying annually, to the Registrar of Trade Unions, a yearly statement showing their income and expenditure, and which also issues annually to its members a financial statement, the same to apply to any registered trade or friendly society.

A savings bank means a savings bank established under the First Schedule of this Act.

DRAFT BILL to amend the MERCHANT SEAMEN PAYMENT OF WAGES AND RATING ACT, 1880. Desertion and Absence without leave.

Be it enacted by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:

1. From and after the *thirty-first day of October one thousand eight hundred and ninety-two*, the third section of the tenth clause of the Merchant Shipping Act, 1854, and Act of 1880, shall be amended as follows:

If a seaman or apprentice to the sea service intends to absent himself from his ship or his duty he may give notice of his intention either to the owner, master, mate, or engineer in charge, or other agent connected with ship, not less than twelve hours previous to the ship sailing, providing he has been on the articles twenty-four hours prior to the sailing of the vessel. Should he, however, have been signed on a lesser period than twenty-four hours prior to the ship sailing, three hours' notice shall be considered sufficient before the

time which he ought to be on board of ship. And, in the event of such notice being given, the Court shall not exercise any of the powers conferred in it in section 247 of Merchant Shipping Act, 1854.

DRAFT BILL to prevent the DECK-LOADING OF TIMBER IN WINTER, and to limit the amount carried in summer to three feet on the upper decks of steamers and sailing ships from the Baltic or Atlantic Ports.

Be it enacted by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:

1. From and after the *thirty-first day of October one thousand eight hundred and ninety-two* the twenty-fourth section of the Merchant Shipping Act, 1876 (which relates to timber deck-loads in winter), shall be amended as follows:

Amendment of law as to timber deck-loads in winter.

(i.) In sub-section (c) the words "to a height exceeding three feet above the deck" shall be repealed.

2. Additional sub-section "d," British or foreign ships shall not carry in summer months to any port in the United Kingdom more than three feet of timber on upper decks. It shall also be illegal for British ships to carry more than three feet to any foreign port or British possession abroad.

Decks loads in summer.

(ii.) Any wood goods carried in contravention of the said section as hereby amended shall be forfeited to Her Majesty, and may be seized and detained by any officer of customs or officer of the Board of Trade without prejudice to any prosecution or other proceeding for a penalty.

Penalty for contravention of Act in United Kingdom.

3. And for acting in contravention of this Act abroad the master of the ship and also the owner, if he is privy to the offence, shall be liable to a penalty not exceeding five pounds for every cubic foot of wood goods carried in contravention of section "d," abroad, and such penalty may be recovered by an indictment preferred by any of the crew of the said ship on her arrival in the United Kingdom.

Penalty for infringement of Act abroad.

4. This Act may be cited as the Merchant Shipping Act, 1892.

Short title.

DRAFT BILL to amend the law with reference to the CONVEYANCE HOME OF DISTRESSED SEAMEN from FOREIGN and COLONIAL PORTS.

Be it enacted by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:

1. From and after the *thirty-first day of October one thousand eight hundred and ninety-two*, the two hundred and tenth section of the Merchant Shipping Act, 1854, shall be amended as follows:—

Amendment to the law relating to the conveyance home of seamen.

(1.) Any seaman left in a hospital abroad through injuries he may have sustained on board of ship by accident or through climatic diseases, or other sickness which he may not have contributed to, shall be sent home at the expense of the owners of the vessel from which he has been discharged without any deduction from his wages for hospital or medical attendance, and his wages shall continue to be paid (with the exception of the time he shall be under medical treatment in hospital, or in the event of him engaging on board any other ship as seaman).

At expense of owners. Wages to be paid.

(2.) The Master on placing such seaman in any hospital with the sanction of the British consul, or in the absence of such consul or officers, two respectable merchants, or any other officer having authority in any British possessions abroad, shall deposit with such consul, merchant, or other authorities a sum of money sufficient to defray the expenses of such seaman bound to the United Kingdom.

British Consul. Merchant or other authority

(3.) In addition to a sum of money equivalent to the wages which he would earn on an average voyage— which he would have earned from the port at which

Hospital expenses. he was left to the United Kingdom—(without any deduction for hospital expenses, which must be defrayed by the owners of the ship from which he may have been discharged).

Short title. 2. This Act shall be cited as the "Merchant Seamen's Conveyance Home Act," 1892.

DRAFT BILL to amend and alter the constitution of LOCAL MARINE BOARDS.

Be it enacted by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows :

1. From and after the *thirty-first day of October one thousand eight hundred and ninety-two*, the one hundred and tenth section of the third part of the Merchant Shipping Act, 1854, shall be amended to read as follows :

Local Marine Boards.

(1.) Local marine boards for carrying into effect the provisions of the Act under the superintendence of the Board of Trade at those seaports of the United Kingdom, at which local marine boards have hitherto been established, and at such other places as the Board of Trade appoints for this purpose, and each of these local marine boards shall be constituted as follows :

Appointment of representatives of Board of Trade.

The Board of Trade shall appoint four members from persons residing or having places of business at the port, or within seven miles thereof, such persons not to be interested in shipping directly or indirectly.

Appointment of shipowners' representatives.

And the owners of foreign-going ships and of home-trade ships employed in carrying passengers registered at the port shall elect six members, and such elections shall take place on the first day of November next, after the passing of this Bill, and every November in each succeeding year.

Appointment of seamen's representatives.

And the seamen shall elect from their body six seamen or persons to represent them on such local marine boards, the nominations for the seamen's candidates to be sent in to the superintendent of the local marine board three weeks before the election, who shall cause notice to be given thereof by bills being posted in near proximity to the shipping, no able-bodied seaman shall be allowed to vote unless he can comply with the Rating of A.B.'s Act, 1880, and has not been more than six months ashore prior to the election. Firemen, trimmers, and cooks shall not be entitled to vote unless they can produce four years' sea service, and have not been six months ashore prior to the election. The seamen's representatives shall not be certificated officers. The seamen's votes shall be counted in the presence of the candidates by the officials of the Mercantile Marine Office under the direction of the chief superintendent of the district, such elections shall take place on the first day of November in each succeeding year, and such appointment as aforesaid shall take place within one month after such elections, and upon the conclusion of such month, and the constitution of a board, the functions of the then existing board cease, and the board, consisting of the members then newly elected and appointed, takes its place; and any occasional vacancy caused in the intervals between the general elections and appointments, by death, resignation, disqualification, or otherwise is to be filled up within one month after it occurs; and every person elected or appointed on an occasional vacancy continues a member until the next constitution of a new board. The mayor or provost fixes the place and mode of conducting the election of the shipowners' representatives. The chief superintendent of the Mercantile Marine Office fixes the place and mode of conducting the election of the seamen's representatives, and also on occasional vacancies the day of election, and they shall give at least ten days' notice thereof. The Board of Trade has power to decide any question raised concerning such elections.

Qualification for seamen's votes.

Votes how counted.

Vacancies how filled.

Duties of chief superintendent of mercantile marine.

DRAFT BILL to amend the ACCOMMODATION provided for SEAMEN ON MERCHANT SHIPS.

Be it enacted by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows :

1. From and after the *thirty-first day of October one thousand eight hundred and ninety-two*, the two hundred and thirty-second section (sub-section 1) 2nd part of the Merchant Shipping Act, 1854, shall be amended as follows :

Every place in any ship occupied by seamen or apprentices, and appropriated to their use, shall have for every such seaman or apprentice a space of not less than 120 cubic feet, and of not less than 18 superficial feet, measured on the deck or floor of such place, and no paint locker or oil stores shall be allowed inside of space so allotted to seamen, nor in close proximity, unless partitioned off by a permanent bulkhead, air and watertight, and no hatchways or other accessories to the holds or peaks of ship shall be allowed in the enclosed space allotted to seamen; and attached to the fore-castle there shall be provided a room containing an air space of not less than 250 cubic feet, which shall be shut off from the seamen's sleeping accommodation with an airtight and watertight bulkhead, but in close proximity to same, for the purpose of the seamen drying and hanging all damp clothes and oilskins.

DRAFT BILL to amend the MERCHANT SHIPPING ACT PAYMENT OF WAGES AND RATING ACT, 1880.

Be it enacted by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows :

1. From and after the *thirty-first day of October one thousand eight hundred and ninety-two* the seventh section 43 & 44 Vict., c. 16, Merchant Shipping Amendment Act, 1880 (which relates to the rating of A.B.'s), shall be further amended as follows :

A seaman shall not be entitled to the rating of A.B., that is to say, of an able-bodied seaman, unless he has served at sea for four years before the mast, but the employment of fishermen in registered decked fishing vessels shall only count as sea service up to the period of three years of such employment; and the rating of A.B. shall only be granted after at least one year's sea service in a trading vessel in addition to three or more years' sea service on board of registered decked fishing vessels.

Rating of seaman.

Such service may be proved by certificates of discharge, which on production to any superintendent or registrar of any mercantile marine office, shall grant a parchment certificate which shall set forth the service and description of seaman (on back), which parchment certificate the superintendent shall grant on payment of a fee not exceeding sixpence, and in which shall be specified whether the service was rendered in whole or in part in steamship or in sailing ship, or by other satisfactory proof.

Certificate (how obtained).

Nothing in this section shall affect a seaman who has been rated and has served as A.B. before the passing of the Act of 1880.

No person shall be entitled to the rating of fireman unless he has served twelve months as trimmer or engineers' steward; such service may be proved by certificate of discharge, or by certificate of service from any superintendent who will procure same for seaman through Registrar-General of Shipping and Seamen (which certificate the superintendent shall grant on payment of a fee not exceeding sixpence), which certificate shall show whether the service rendered was as trimmer or as engineers' steward.

Rating firemen

No person shall be entitled to the rating of cook or steward unless he has served four years at sea as engineers' steward, or two or more years on shore in the capacity of cook, and one year at sea as engineers' cook in addition; on production of such certificates of discharge, the superintendent shall supply such cook or steward, on payment of a fee not exceeding sixpence, with a parchment certificate.

Rating cooks & stewards

(Sub-section 7.) (a.) Any master, owner, mate, ship's husband or agent shipping any able seaman, fire-

men, cooks, or stewards without production of such parchment certificate, will be liable to a penalty of twenty pounds for each man so shipped without production of such parchment certificate.

(b.) Any captain proceeding to sea with able seamen, cooks, stewards, or firemen who have not produced their certificates will be liable to a penalty of ten pounds for each able seaman, cook, steward, or fireman he may have on board without such certificate.

PREAMBLE.

MERCHANT SHIPPING ACT MANNING OF SHIPS BILL.

The object of the Bill is to provide for the manning of ships in accordance with their registered tonnage. In accordance with the scale here annexed.

For some considerable time it has been found that our merchant ships have been considerably undermanned, thereby endangering the lives of the men engaged in the merchant ships, and it has also been found that there is a great inequality existing at the present time with reference to the manning of vessels, small vessels carrying as many men as others almost double their tonnage and without any more improved advantage of the small ones. It has also been found that in the event of any of the crews being disabled or incapacitated that the extra labour and burden is thrown on the remaining portion of the crew to their detriment.

DRAFT BILL to amend the law relating to the MANNING OF SHIPS.

Be it enacted by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present

Parliament assembled, and by the authority of the same, as follows :

From and after the *thirty-first day of October one thousand eight hundred and ninety-two*, the section of the Merchant Shipping Act, 1854, shall be amended as follows :

(1.) It shall be the duty of the owner and master of every British ship to see that his ship is provided in accordance with the rules and scale under this Act. That she is manned in accordance with the registered tonnage.

And it shall be the duty of every officer of customs before any certificates of clearance to any master or owner of any British ship for him to ask the owner or master of such ship to produce the articles of agreement containing the list of the crew, and compare the same with the scale annexed, to see that his ship is manned in accordance therewith, and the master must produce the same for the inspection of such officer.

And be it further enacted that no superintendent of any mercantile marine office shall hand over to any master, owner, or agent the crews' articles of agreement of any ship until the master, owner, or agent, or any other duly authorised person has completed the signing on of the crew in accordance with the table of this Act.

Unless the master, owner, agent, or other authorised person has not been able to complete the signing on of the crew at the mercantile marine office, at the port where the ship is lying. But before any superintendent hands over the articles of agreement which is not completed, he must endorse the articles of agreement with a special stamp kept for that purpose, to signify that the crews' list has not been completed. But on the completion of the signing on of the crew in accordance with the manning scale, the superintendent of the mercantile marine office, at which he has completed his crews' list, will countersign the agreement, signifying that it has been completed in accordance with the manning scale.

MANNING SCALE referred to in Clause 1.

SAILING VESSELS.

Registered Tonnage.	Master.	Mate.	Second Mate.	Boatswain.	A.B.'s	Boys.	Cook.	Stewards.	Total.	Registered Tonnage.	Master.	Mate.	Second Mate.	Boatswain.	A.B.'s	Boys.	Cook.	Stewards.	Total.
200	1	1	—	—	3	1	—	—	6	1,700	1	1	1	1	25	5	1	1	36
300	1	1	2nd Mate or boatswain.	—	4	2	—	—	9	1,800	1	1	1	1	26	5	1	1	37
400	1	1	Do.	—	6	3	1	—	16	1,900	1	1	1	1	27	5	1	1	38
500	1	1	Do.	—	10	3	1	—	17	2,000	1	1	1	1	29	6	1	1	41
600	1	1	Do.	—	11	3	1	—	16	2,100	1	1	1	1	30	6	1	1	42
700	1	1	Do.	—	13	3	1	1	21	2,200	1	1	1	1	32	6	1	1	44
800	1	1	Do.	—	15	3	1	1	23	2,300	1	1	1	1	33	6	1	1	45
900	1	1	Do.	—	17	3	1	1	25	2,400	1	1	1	1	35	6	1	1	47
1,000	1	1	1	1	18	3	1	1	27	2,500	1	1	1	1	35	7	1	1	49
1,100	1	1	1	1	19	4	1	1	29	2,600	1	1	1	1	37	7	1	1	50
1,200	1	1	1	1	20	4	1	1	30	2,700	1	1	1	1	39	7	1	1	52
1,300	1	1	1	1	21	4	1	1	31	2,800	1	1	1	1	41	8	1	1	55
1,400	1	1	1	1	22	4	1	1	32	2,900	1	1	1	1	43	8	1	1	57
1,500	1	1	1	1	24	4	1	1	34	3,000	1	1	1	1	45	8	1	1	59
1,600	1	1	1	1	24	5	1	1	35										

The master shall have the option of carrying a carpenter, in the place of one A.B., so long as the complement of the crew is according to this scale.

MANNING SCALE referred to in Clause 1.

STEAMSHIPS.

Registered Tonnage.	DECK HANDS.								Total.	ENGINE ROOM DEPARTMENT.										Total Strength of Crew.
	Master.	Mate.	Second Mate.	Boatswain.	A.B.'s.	Ordinary Seamen or Boys.	Cook's Steward.	Registered Tonnage.		Chief Engineer.	Second Engineer.	Third Engineer.	Donkeyman.	Firemen.	Trimmers.	Greaser.	Stokers.	Engineer's Steward.		
250	1	1	1 or	—	4	2	1	10	250	1	1	—	1	4	—	—	1	18		
350	1	1	1	—	6	2	1	12	350	1	1	—	1	5	—	—	1	21		
450	1	1	1	—	7	2	1	13	450	1	1	1	1	6	—	—	1	23		
550	1	1	1	1	7	2	1	14	550	1	1	1	1	5	2	—	1	26		
650	1	1	1	1	8	3	1 and 1	17	650	1	1	1	1	7	3	—	1	28		
750	1	1	1	1	9	3	..	18	750	1	1	1	1	9	4	—	1	31		
850	1	1	1	1	10	3	..	19	850	1	1	1	1	10	5	—	1	32		
950	1	1	1	1	11	4	..	21	950	1	1	1	1	10	5	—	1	34		
1,050	1	1	1	1	12	4	..	22	1,050	1	1	1	1	12	6	—	1	36		
1,150	1	1	1	1	12	4	..	23	1,150	1	1	1	1	14	6	—	1	38		
1,250	1	1	1	1	13	4	..	25	1,250	1	1	1	1	15	8	—	1	40		
1,350	1	1	1	1	14	4	..	24	1,350	1	1	1	1	16	9	—	1	42		
1,450	1	1	1	1	14	4	..	24	1,450	1	1	1	1	18	9	—	1	44		
1,550	1	1	1	1	14	5	..	25	1,550	1	1	3rd and 4th	1	24	12	—	1	46		
1,650	1	1	1	1	15	5	..	26	1,650	1	1	..	1	23	12	—	1	48		
1,750	1	1	1	1	15	5	..	26	1,750	1st, 2nd, 3rd, 4th, 5th, and 6th	1	85	20	6	—	1	50			
1,850	1	1	1	1	16	5	..	27	1,850											
1,950	1	1	1	1	16	5	..	27	1,950											
2,050	1	1	1	1	16	5	..	27	2,050											
2,150	1	1	1	1	16	5	..	27	2,150											
2,250	1	1	1	1	16	6	..	28	2,250											
2,350	1	1	1	1	17	6	..	29	2,350											
2,450	1	1	1	1	17	6	..	29	2,450											
2,550	1	1	1	1	17	7	..	30	2,550											
3,000	1	1	1	1	18	7	..	31	3,000											
3,500	1	1	1	1	19	8	..	33	3,500											
4,000	1	1	1	1	21	9	..	36	4,000											

The master has the option of carrying one carpenter in place of one A.B., so long as the complement of the crew is in accordance with this scale.

This scale (so far as engine room department) is calculated on a very rough basis, and without the most perfect knowledge of the various trades in which ships are engaged, and recommend the congress to elect a committee of practical firemen from various ports to draft a scale, taking into consideration the horse-power and number of fires on board of the different steamers.

APPENDIX LXVII.

THE SAILORS' UNION: Its Policy and its Finances.

Reprinted from the "Shipping Gazette."

On September 1 last, the National Amalgamated Sailors and Firemen's Union filed its statement of accounts under the Trades Union Acts. The figures relate to the year ending December 31, 1890, or to a period anterior to the great strike at Cardiff in the spring of this year, which tested the union finances almost to the breaking strain. Nevertheless the return is useful as throwing light upon the extravagance with which the organisation is worked, and the extent of its membership. Upon this latter point we have never before had an official statement. A year and more ago the public were informed that the union was 80,000 strong. Then it was stated by Mr. J. H. Wilson that the number had increased to 90,000, and that a 10s. levy would consequently produce 45,000l. Finally, it was asserted that the members were "in round figures, 100,000," and at the congress, convened by the union in London last month, a resolution professing to represent "100,000 seamen" was adopted. It is interesting

in these circumstances to note that a much more moderate estimate of the membership is supplied in the official return. The number is there given—still, it will be observed, in round figures—as

APPROXIMATELY 60,000.

What definition is to be put upon this word "approximately"? It suggests, no doubt, that there are nearly 60,000 members. We will assume for the moment that there are quite 60,000. We then have the following figures available for the purposes of comparison:—

1890.	
Total number of persons employed in the mercantile marine	236,000
Members of the Sailors' Union	60,000
	<u>176,000</u>